

Research Unit - Executive Medical Services Directorate Restructure Consultation Guide

January 2024

Purpose

This consultation document provides staff in Justice Health and Forensic Mental Health Network (Justice Health NSW) Medical Services, Pharmacy and Research departments with information pertaining to a restructure of the Research Unit.

Case for change

As Justice Health NSW begins to implement our 10-year Strategic Plan – Together for Healthier Tomorrows, several changes have been made to our organisational structure. To achieve success for our patients, re-aligning the Executive Leadership team was the first step Justice Health NSW needed to ensure we are best placed to deliver our services into the future.

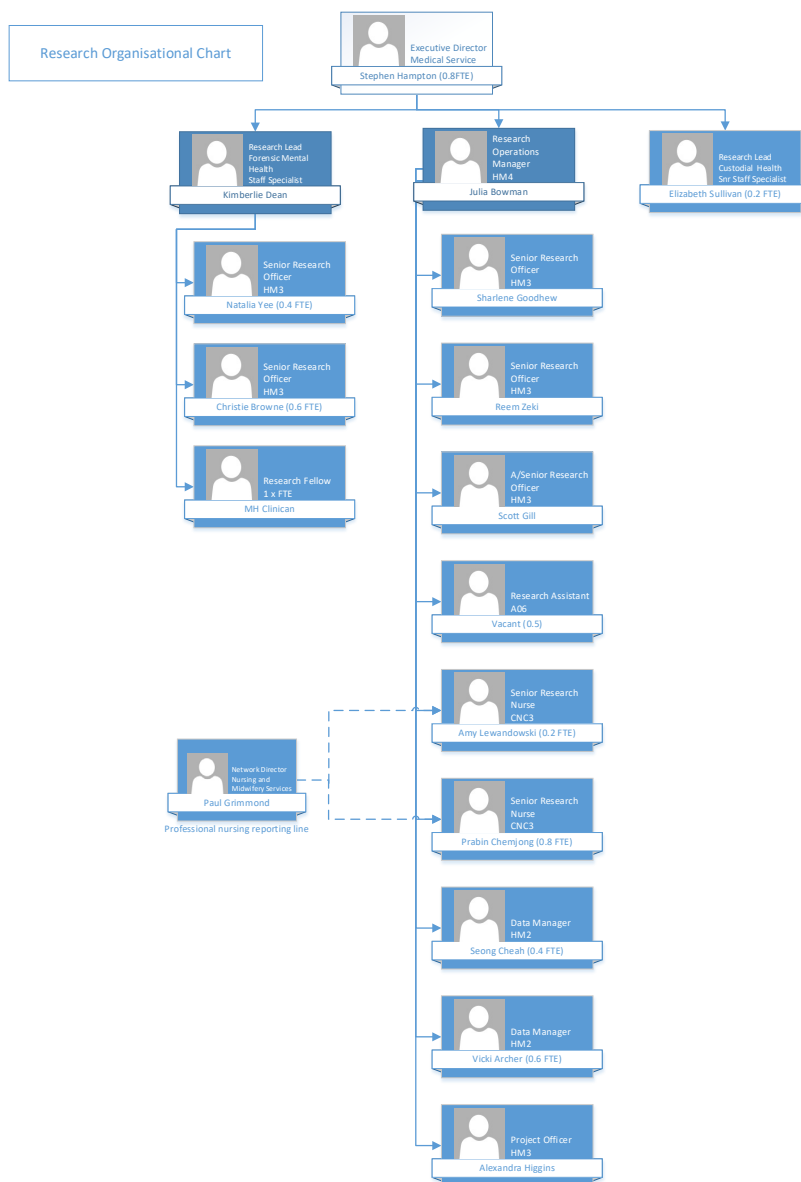
The re-alignment at the executive level resulted in several changes including an increase in functions of the Executive Medical Directorate. This is necessary for effective decision making and cross collaboration in all areas of Justice Health NSW. Most importantly, the changes will ensure the alignment of leadership and functions/services supports and enables the future delivery of our Strategic Plan 2023-32.

Until now, Research had been sitting under three separate directorates. The disparate employees undertaking research as a job have been brought together under the new proposed structure which improve lines of accountability.

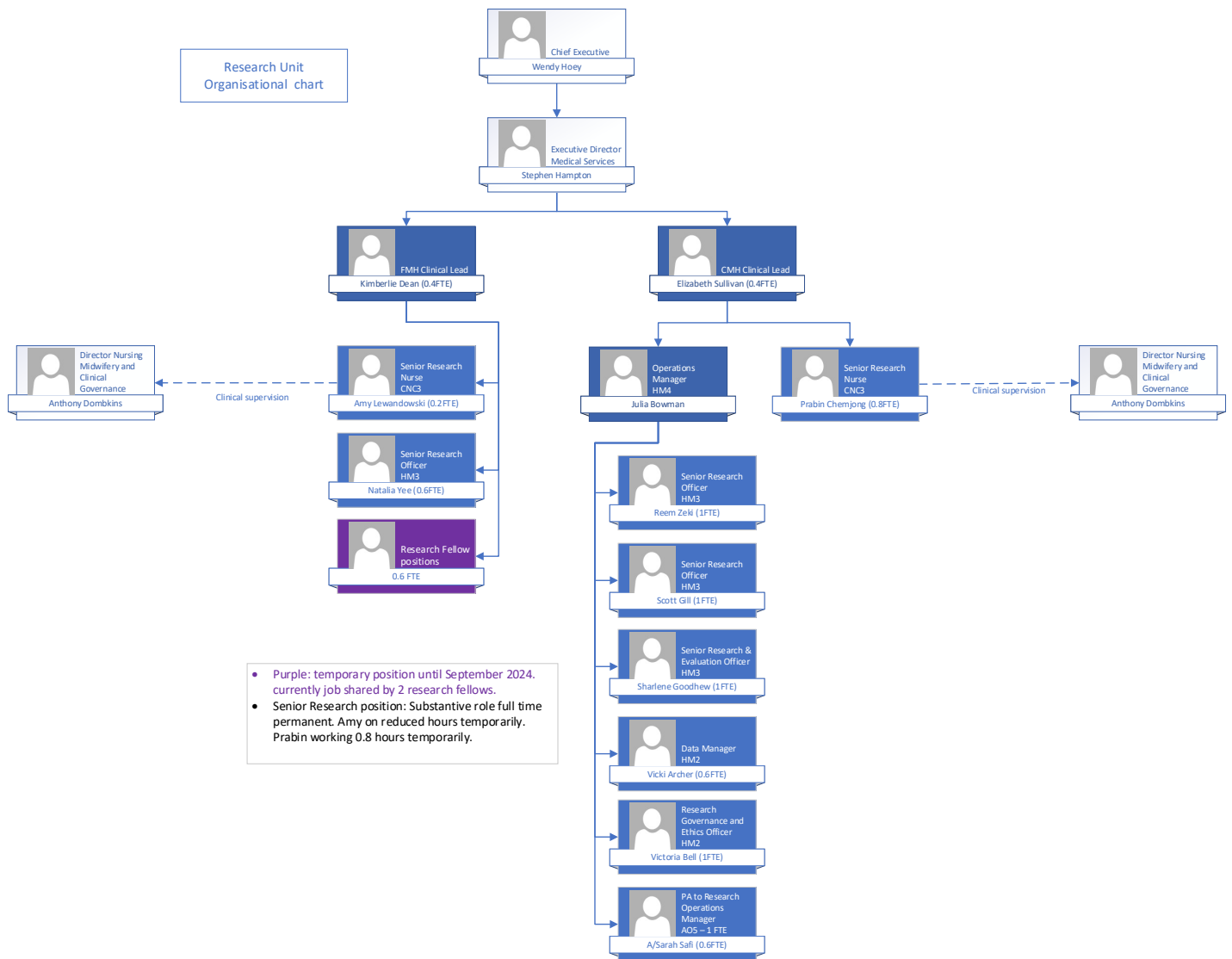
The Research and Evaluation Team has also undertaken a review of the organisation's 10-year Strategic Plan and developed a Research Enabling Plan for Justice Health NSW. This requires some restructuring to absorb the responsibilities required to deliver on these plans.

Current Research structure

Research Department



Proposed Research Structure – Executive Medical Services Directorate



Staffing

The impact to staff as a result of the change to the Research Unit will mostly be reporting line changes. There will be no job losses however staff may find a change in the direction of the research activities/program undertaken to ensure alignment with the strategic direction of Justice Health NSW.

Consultation

Formal consultation between Executive Director Medical Services Stephen Hampton and employees will be undertaken. This will include all written correspondence and meetings with affected employees. All applicable unions will be notified of the changes and invited to provide feedback.

Timeline

Consultation with employees will commence on **29 January 2024 until 11 February 2024**. Written correspondence will be sent to staff outlining any changes to their role and/or reporting lines prior to the consultation period.

Meetings to discuss the proposed research structure will be scheduled during the consultation period. All feedback received on the changes to the Research Unit will be collated and submitted to the Executive Director Medical Services for review and consideration.

A final Research Unit organisation chart will be presented to relevant staff in mid-February 2024. Staff will officially transition to their new reporting lines in mid to end February or once Stafflink has been updated to reflect the changes in the new structure.

Staff support

All staff will be provided details of the Justice Health NSW Employee Assistance Program. This is a free and confidential service to all employees and their immediate families. For assistance employees can call **1300 687 327** or visit the website on www.convergeinternational.com.au

Additional support services for staff include:

- support provided by line management and the Human Resources team and HR
- access to support and counselling services such as the Employee Assistance Program, Beyond Blue and Lifeline.

Further information

For further information on the restructure process or to ask a question, please email JHFMHN-JusticeHealthRe-alignment@health.nsw.gov.au