

# Sub-acute Ambulatory Care & Community Services (SACS) Stream

## Proposed changes -Hospital In The Home (HITH) Service

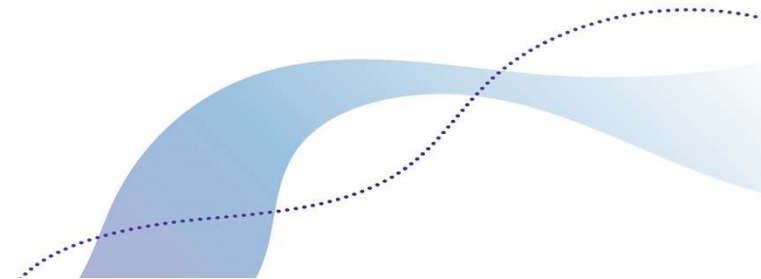
Nicole De Tullio  
Acting Stream Manager  
May 2024

Under the stewardship of Mary Aikenhead Ministries

# Acknowledgement

---

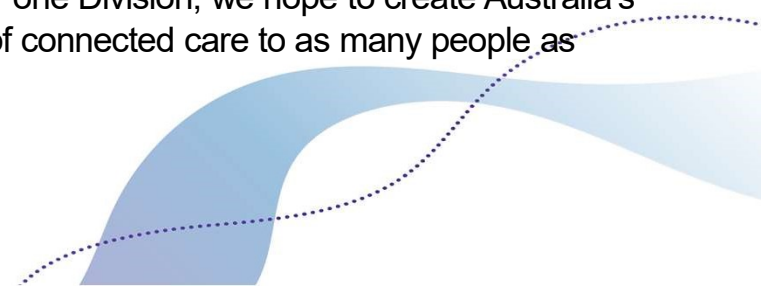
We acknowledge the Gadigal people of the Eora nation, the traditional custodians of the lands on which we are meeting today. We acknowledge that they have occupied and cared for these lands over countless generations, and we celebrate their continuing contribution to the life of these regions.



# Introduction and Drivers for Change

---

- ▶ St Vincent's, Virtual and Home Healthcare (SVVH) is a Division of SVHA, established in March 2022 to provide national leadership of virtual and in-home health and aged care services across our national organisation.
- ▶ Through 2023, a number of services from across St Vincent's transitioned to the SVVH reporting line, including selected Home and Community services in St Vincent's Hospital Melbourne (including Hospital in the Home, Community Nursing and Rehabilitation in the Home), Sydney's This Way Up (TWU) Program, and the Community Aged Care services from St Vincent's Care Service. Most recently, in March this year, the SVHNS CHSP & TACP teams transitioned across to SVVH.
- ▶ Effective from 3 June 2024 the decision has been made to transition the reporting line for the HITH Nurse Unit Manager role, to the St Vincent's Virtual and Home (SVVH) Division
- ▶ This change will bring all of SVHA's Virtual & Home services under the one umbrella and maximise our opportunities to provide the best patient care and experience we can for our communities.
- ▶ Over time, through bringing all of SVHA's Virtual & Home Care expertise under one Division, we hope to create Australia's largest and most sought after Virtual & Home Care service, enabling delivery of connected care to as many people as possible.



# Objectives

---



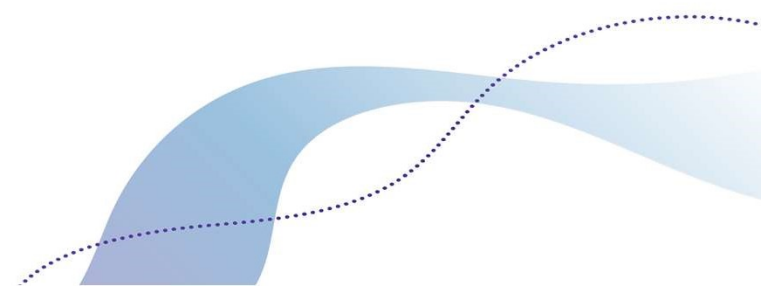
To improve patient care and the patient experience



To enable development of robust models of care that align our service with best practice and deliver truly integrated care



To develop a sustainable and supportive leadership structure and workforce model into the future



# St. Vincent's Virtual and Home (SVVH)

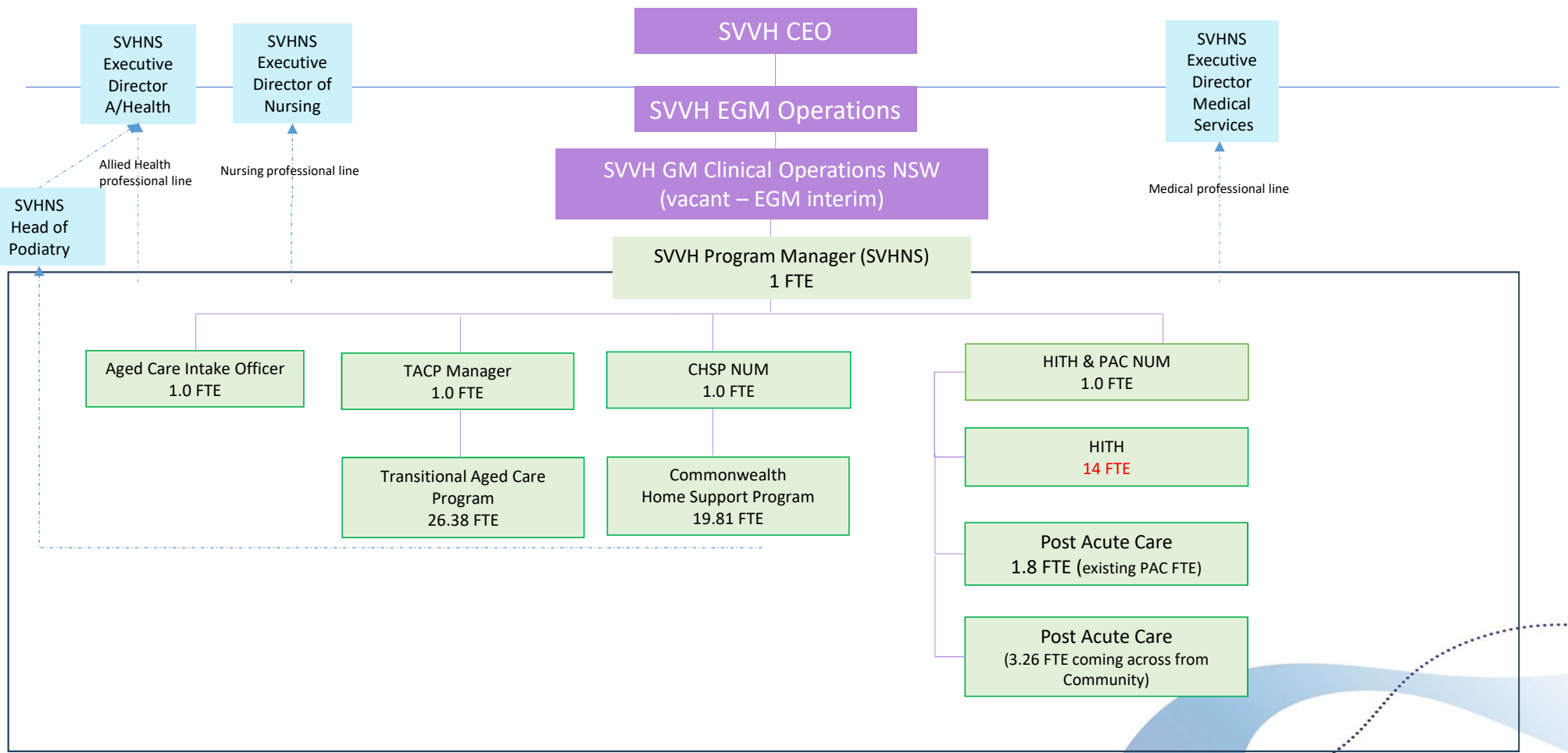
Through 2023 and 2024, a number of services from across St Vincent's transitioned to the SVVH reporting line, including selected Home and Community services in St Vincent's Hospital Melbourne (including Hospital in the Home, Community Nursing, Rehabilitation in the Home, GEM at Home, and Palliative Care at Home), Sydney's This Way Up (TWU) Program, and the Community Aged Care services from St Vincent's Care Service. In March this year, the SVHNS Commonwealth Home Support Program and Transitional Aged Care Programs transitioned across to SVVH.

In addition, the following services that are part of the Sub-Acute, Ambulatory Care and Community Stream (SACS) will transition **via a reporting line change to SVVH** in June:

- Hospital in the Home (HITH)
- Post Acute Care




# Proposal – SVVH Structure



# Overview of proposed changes

---

- There are no job losses as part of this change
  - From 3 June 2024, the reporting lines of the HITH NUM will change from SVHNS to SVVH.
  - The reporting line for Post Acute Nursing will change to report to the HITH NUM. The HITH NUM role will become the NUM - HITH and PAC
  - The Community Aged Care Services Manager role will become the 'Program Manager, SVVH'. The HITH/PAC NUM, TACP Manager and CHSP NUM will report to this role
  - All staff will remain employed by SVHNS - Enterprise Agreements & employment terms and conditions will remain as they are
  - There will be otherwise no changes to staff members employment classifications, leave entitlements and leave accruals, and roles and responsibilities
  - Staff location of work remains essentially unchanged - minor changes to office and clinic locations will occur to maximise the benefits of bringing all the Virtual & Home teams together
  - Current service delivery models and systems will remain largely unchanged, however as we collaborate and draw on the expertise across our services, there may be minor changes to processes to maximise the benefits of bringing all the Virtual & Home teams together
  - Clinical service delivery of care remains unchanged - the patient remains at the centre of what we do
  - Clinical governance and professional reporting lines remain unchanged and are retained by SVHNS
- 

# Summary of Changes HITH

Position Title	Position Number	FTE	Current Structure	Proposed Change
HITH NUM	232425	1.00	Reporting to SACS Stream Manager	Change in reporting line to SVVH Program Manager
Enrolled Nurse	232426	1.00	Reporting to HITH NUM	Change in 2up Reporting Line
Allied Health Assistant	232427	1.00	Reporting to HITH NUM	Change in 2up Reporting Line
Pharmacist	232428	1.00	Reporting to HITH NUM	Change in 2up Reporting Line
Occupational Therapist	232429	1.00	Reporting to HITH NUM	Change in 2up Reporting Line
Registered Nurse	232430	1.00	Reporting to HITH NUM	Change in 2up Reporting Line
Registered Nurse	232432	1.00	Reporting to HITH NUM	Change in 2up Reporting Line
Registered Nurse	232434	0.80	Reporting to HITH NUM	Change in 2up Reporting Line
Transitional Nurse Practitioner	VH0761	1.00	Reporting to HITH NUM	Change in 2up Reporting Line
Clinical Nurse Consultant	VH4908	1.00	Reporting to HITH NUM	Change in 2up Reporting Line
Physiotherapist	VH5482	1.00	Reporting to HITH NUM	Change in 2up Reporting Line
Registered NUrse	232431	1.00	Reporting to HITH NUM	Change in 2up Reporting Line
Registered Nurse	232433	1.00	Reporting to HITH NUM	Change in 2up Reporting Line
Registered Nurse	VH2087	0.80	Reporting to HITH NUM	Change in 2up Reporting Line
Registered Nurse	233815	0.84	Reporting to HITH NUM	Change in 2up Reporting Line



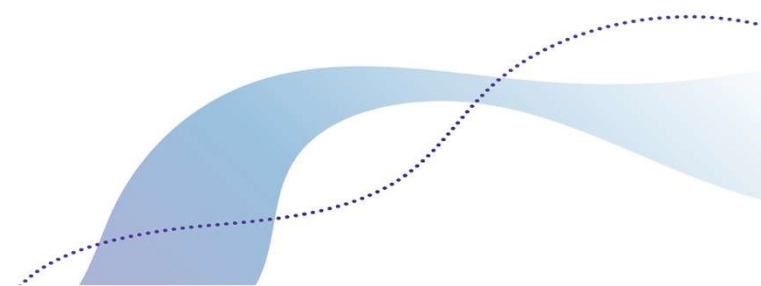
# Summary of Changes Post Acute Care (PAC) & Community

## PAC

Position Title	Position Number	FTE	Current Structure	Proposed Change
Registered Nurse	VH0293	0.84	Reporting to HITH NUM	Change in 2up Reporting Line
Registered Nurse	VH1908	1.00	Reporting to HITH NUM	Change in 2up Reporting Line

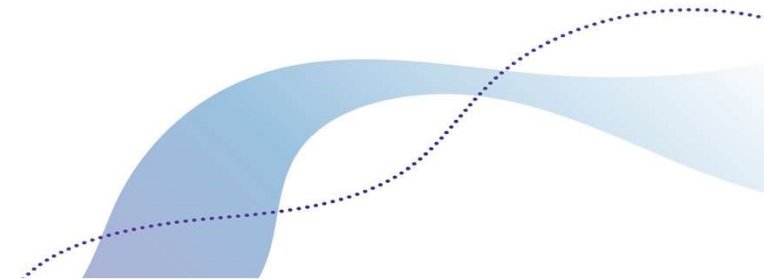
## Community

Position Title	Position Number	FTE	Current Structure	Proposed Change
Enrolled Nurse	VH0739	1.00	Reporting to C&C NUM	Change in 2up Reporting Line
Registered Nurse	VH0802	0.63	Reporting to C&C NUM	Change in 2up Reporting Line
Registered Nurse	VH0965	1.00	Reporting to C&C NUM	Change in 2up Reporting Line
Registered Nurse	VR0802	0.63	Reporting to C&C NUM	Change in 2up Reporting Line



# Timeline

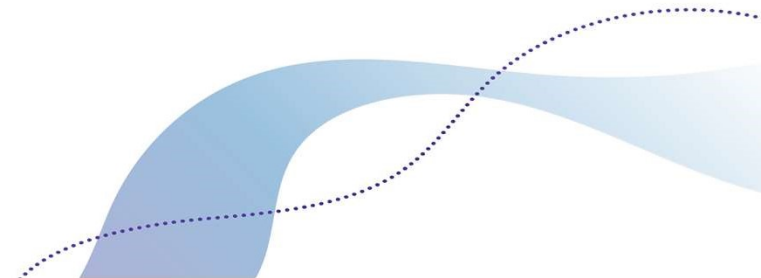
Steps (week beginning)	13/5	20/5	27/5	3/6	10/6
Inform relevant industrial bodies	Active	Inactive	Inactive	Inactive	Inactive
Notify/engage SACS team	Active	Inactive	Inactive	Inactive	Inactive
Consultation period for Team (2 weeks)	Active	Active	Active	Inactive	Inactive
Consultation Closes	Inactive	Inactive	Active	Inactive	Inactive
Engage wider groups and stakeholders	Inactive	Inactive	Inactive	Active	Active
Reporting line change to SVVH	Inactive	Inactive	Inactive	Active	Inactive



## Next steps

---

- There will be a 2 week consultation window to receive feedback on the proposed changes, this can be sent via email to the SVHS People & Culture team: [svhs.peopleandculture@svha.org.au](mailto:svhs.peopleandculture@svha.org.au)
- The SVVH team will be arranging to provide in-person opportunities to meet and greet with the team later this week. An invite will be sent following this meeting
- FAQs will be provided to you at the end of this meeting
- Upon conclusion of the 2 week consultation window, feedback will be collated for review and discussion. The outcome of this will then be shared to all parties here today at another meeting
- Next meeting will be drop in session on **16 May** followed by another town hall on **23 May 2024**



# Additional Support Available

---

- Your Line Manager
- EAP Service 1800 81 87 28

## SVHNS

- Nicole de Tullio, A/Subacute Ambulatory & Community Services Stream Manager e [nicole.detullio@svha.org.au](mailto:nicole.detullio@svha.org.au) m 0429 891 800
- Chris Hadjisavas, SVHS People & Culture e [Christopher.Hadjisavas@svha.org.au](mailto:Christopher.Hadjisavas@svha.org.au) m 0481 117 174

## SVVH

- Dean Jones, Executive GM, Clinical Operations, SVVH – e [dean.jones@svha.org.au](mailto:dean.jones@svha.org.au) m 0498 904 405
- Julia Richards, SVVH People & Culture - e [julia.Richards@svha.org.au](mailto:julia.Richards@svha.org.au) m 0436 697 109

Dean & Julia will be running a drop in session for the team on May 16, please keep an eye out for further details



# Frequently Asked Questions

---

## **Will there be any job losses or restructures that could impact service delivery?**

This change will not result in any job losses, and other changes are designed to improve service delivery to patients and provide better support for staff.

In time, staff will be able to access career growth opportunities through new capabilities and optimisation of processes and programs.

## **Will this transition to SVVH significantly change the management of these SACS services?**

HITH and PAC will now report through to SVVH, who will lead their strategic direction, workforce and day-to-day operations, however current service delivery models of care will remain largely unchanged. Apart from some management reporting line changes, current roles and responsibilities will remain largely unchanged, and professional governance and clinical structures will also remain unchanged. Furthermore, support infrastructure will remain unchanged.

Staff who work in these services will continue to be employed by SVHS. Location of work will remain the same

## **Will SVHS HITH staff maintain their entitlements?**

Yes, staff will retain the same terms and conditions of their employment, with the same EBAs still in place.

You will continue to be a SVHS employee, and you will continue to have access to all your current entitlements. You will still have access to all the current SVHS systems, such as KRONOS and Workday which is where you will continue to have access to your payslips.

## **Will I still be able to bring my leave entitlements with me if I move to another public hospital?**

Yes. As you will continue to be an employee of SVHNS, your terms and conditions of employment will remain the same.

## **Will this transition disrupt patient care?**

The transition will not disrupt or negatively impact access to care for SACS patients. This change will bring all of HITH's services under the one umbrella and maximise our opportunities to provide the best patient care and experience we can for our communities.

*These FAQ's will be updated throughout the consultation process*





Questions