

Proposed changes to Organisational Structure and Reporting Lines

Q & A for staff

August 2024

Q : What is the reason for the changes to the organisational structure and reporting lines?

Our aim is to realign responsibilities and functions of the Directorates to help us achieve our strategic goals.

We are doing this now, as we are finalising our key drivers for the District, and Directorates are developing their operational plans for the coming year.

There are currently also some vacancies in the Executive team, which means this is an ideal time to make these changes.

We've made these changes after feedback and insights we received from senior leaders and staff as part of our 'Creating a Sustainable Future Together' program.

Q: What are the main changes being proposed?

There will be some reporting line changes in most Directorates.

We know that the need for community-based delivery models will grow in the future. This structure recognises that community based and integrated models of care should be core responsibilities across all services, rather than in one portfolio.

The amended structure will simplify decision-making, oversight and approvals.

The main changes to the Executive structures are:

- Create an Executive Director of Medical Services and Clinical Governance. This combines two current functions and aligns with structures already in place at other Health Districts.
- Remove the Allied Health and Integrated Care directorate and create a Planning, Partnerships and Allied Health directorate. This new directorate will include units and functions from other directorates. Integrated Care will be embedded across the organisation, and become 'the way we do things around here'.
- Expand the Aboriginal Health Directorate to include a broader range of responsibilities, and rename as Aboriginal Health and Community Wellbeing. This will support increased attention on equitable access for communities currently experiencing disadvantage.
- Workforce Directorate will be renamed People and Culture, in line with MOH portfolio naming convention.

Q : What is the consultation period, and what is it intending to achieve?

The consultation period will close on Tuesday 10 September. Through the consultation, we're keen to gather feedback on the proposed changes and any potential impacts to staff or services.

Staff will have time to understand and review the proposal, and provide feedback for the ELT to consider before the new structure is finalised.

Q: When would these changes be implemented?

Following consultation, these changes are expected to be implemented in a staged approach, beginning from the week commencing 23 September.

Staff moving to a directorate with an existing permanent Executive Director would be actioned first.

Staff moving to a directorate which has a temporary or vacant Executive Director would be actioned once the permanent appointment is in place.

Q : How will these changes affect FTE or duties of existing positions?

These changes are designed to realign existing roles and their related reporting lines.

Voluntary Redundancies are not expected to be offered.

If a role moves up or down the tier levels as a result of these changes, that does not have any bearing on the importance of that role.

The delegations manual is under review at present, and we're looking to move towards delegations which reflect the functions and responsibilities of a position, not a black and white application of a tier level.

We welcome feedback on any potential duplication of functions as a result of the proposed changes, and will work with staff to consider and respond to these.

Q: Will I need to change my work location?

Where possible, staff will be able to continue working in their current location, although there may need to be some changes to offices or workspaces.

All current flexible work arrangements, Temporary Individual Roster Arrangements etc. will be retained where possible.

Q: Where can I find more information about the changes?

A consultation paper was presented at the Staff Forum on 27 August, and you can find that on [the intranet](#).

You can also speak with your Director or manager about how these changes relate directly to your work team.

Q: How do I provide feedback?

All feedback is welcome, please email: NNSWLHD-ReportingLines@health.nsw.gov.au. Alternatively, you may wish to discuss with your manager, who can share your feedback anonymously if you wish.

Q: Who should I talk to if I have concerns?

Please speak with your Director or manager to raise any concerns.

If you would like to talk through any personal impacts with a confidential and professional counsellor, please contact our EAP provider on 1300 361 008 or via the Intranet: <https://intranet.nswlhd.health.nsw.gov.au/work-health-safety-injury/employee-assistance-program/>