

# Staff Consultation:

## Proposed changes in Aboriginal Health

Karen Beetson  
Director, Aboriginal Health

Sydney Children's Hospitals Network acknowledges that our facilities are built on the lands of the Bidjigal, the Cammeraygal, the Burramattagal, Cabrogal, Wangal, and the Woddi Woddi. Our services extend across the lands now known as New South Wales.

Aboriginal people believe these lands hold the ancestral spirits of those who have come and gone before them.

We acknowledge this is, was, and always will be, Aboriginal land.

# Background

- In November 2023, The Sydney Children's Hospitals Network appointed its first Executive Director of Aboriginal Health. The role provides professional leadership, as well as guides and informs services as SCHN improves the experience of Aboriginal children, young people, and their families, and supports the Network's development as a culturally safe organisation and employer of choice for Aboriginal and Torres Strait Islander people.
- In January 2023, PricewaterhouseCoopers Indigenous Consulting Pty Limited (PIC) was engaged to work with SCHN as it aspires to be a leader in better outcomes across Aboriginal Health, and as an employer of choice for Aboriginal and Torres Strait Islander Peoples.



# Feedback that informed the proposal

Some of the key findings included:

- unclear governance and ownership for Aboriginal Health
- lack of understanding about Aboriginal Health
- a perception of limited value placed in Aboriginal Health
- a perception of lack of support and mentoring
- staff feel there is limited career progression and pathways

PWC also made the following recommendations:

- Review internal structure of Aboriginal Health
- Conduct a detailed reviewed of the workforce, including position descriptions
- Career and Leadership opportunities
- The development of cultural safety framework and the implementation of cultural safety strategies (including training)



# Anticipated benefits from the proposed structure

## **The proposed new structure will enable:**

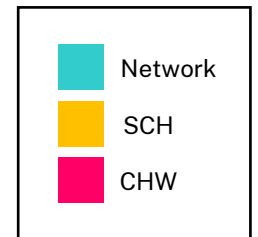
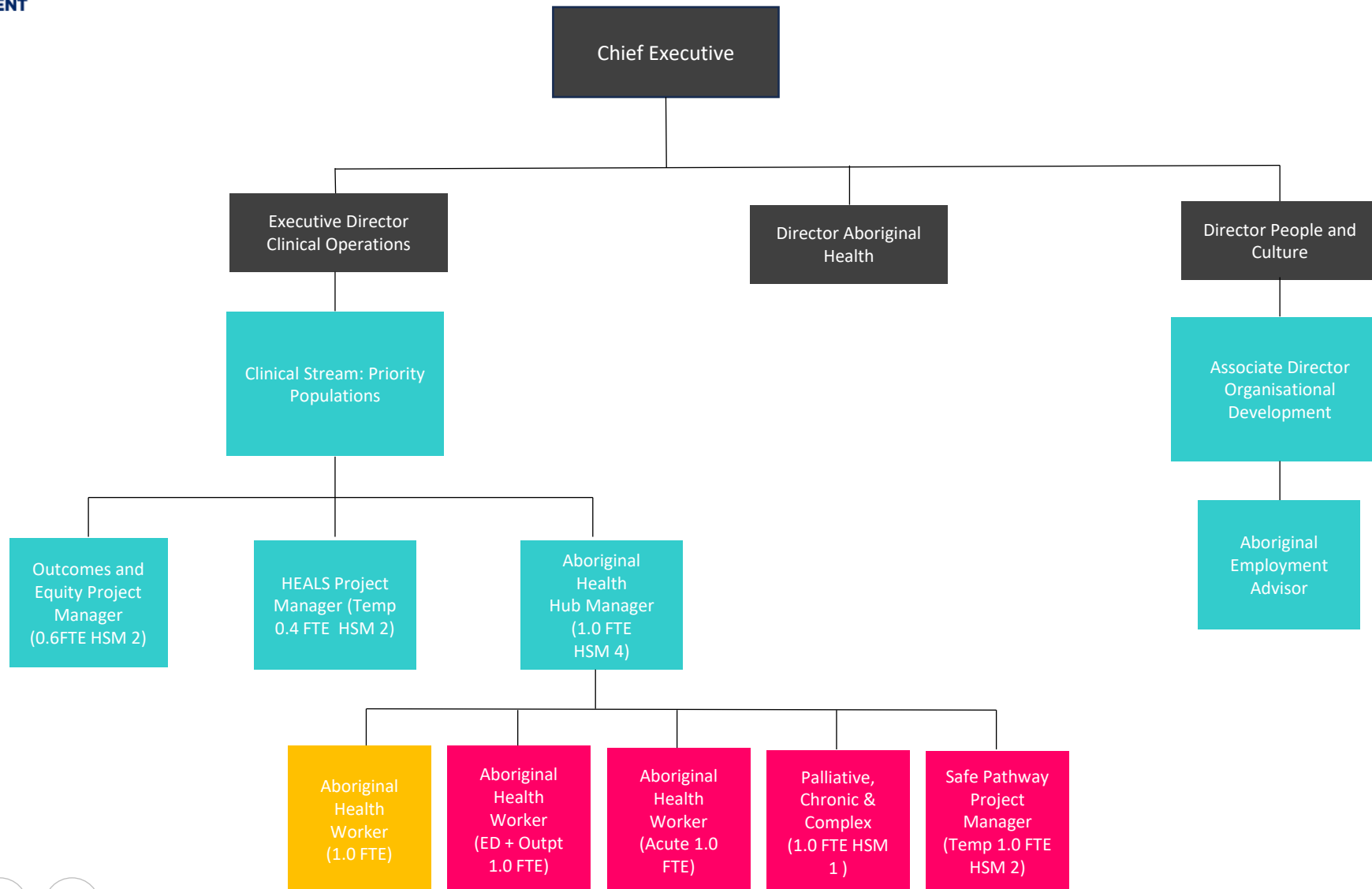
- Clear strategic direction and governance for Aboriginal Health
- Career development pathway and succession planning
- Clarity of roles and responsibilities, with clear portfolios that targets the overall goals for Aboriginal Health
- Adequate support and mentoring of staff

# Anticipated benefits from the proposed structure

## There are four key opportunities which this proposal addresses:

- *Culturally intelligent and responsive workforce* – through the supervision and oversight of the Deputy Director and Director of Aboriginal Health
- *Supported, skilled and growing Aboriginal workforce* – through the creation of new roles including Deputy Director of Aboriginal Health, Senior Project Manager, and Cultural Capability Educator.
- *Well integrated, valued and governed Aboriginal Health discipline* – through the alignment under the Aboriginal Health Directorate, and leadership of the Director of Aboriginal Health
- *Culturally safe and respectful health service* – through the creation of the Cultural Capability Educator, and clear leadership from the Directorate

# Current structure

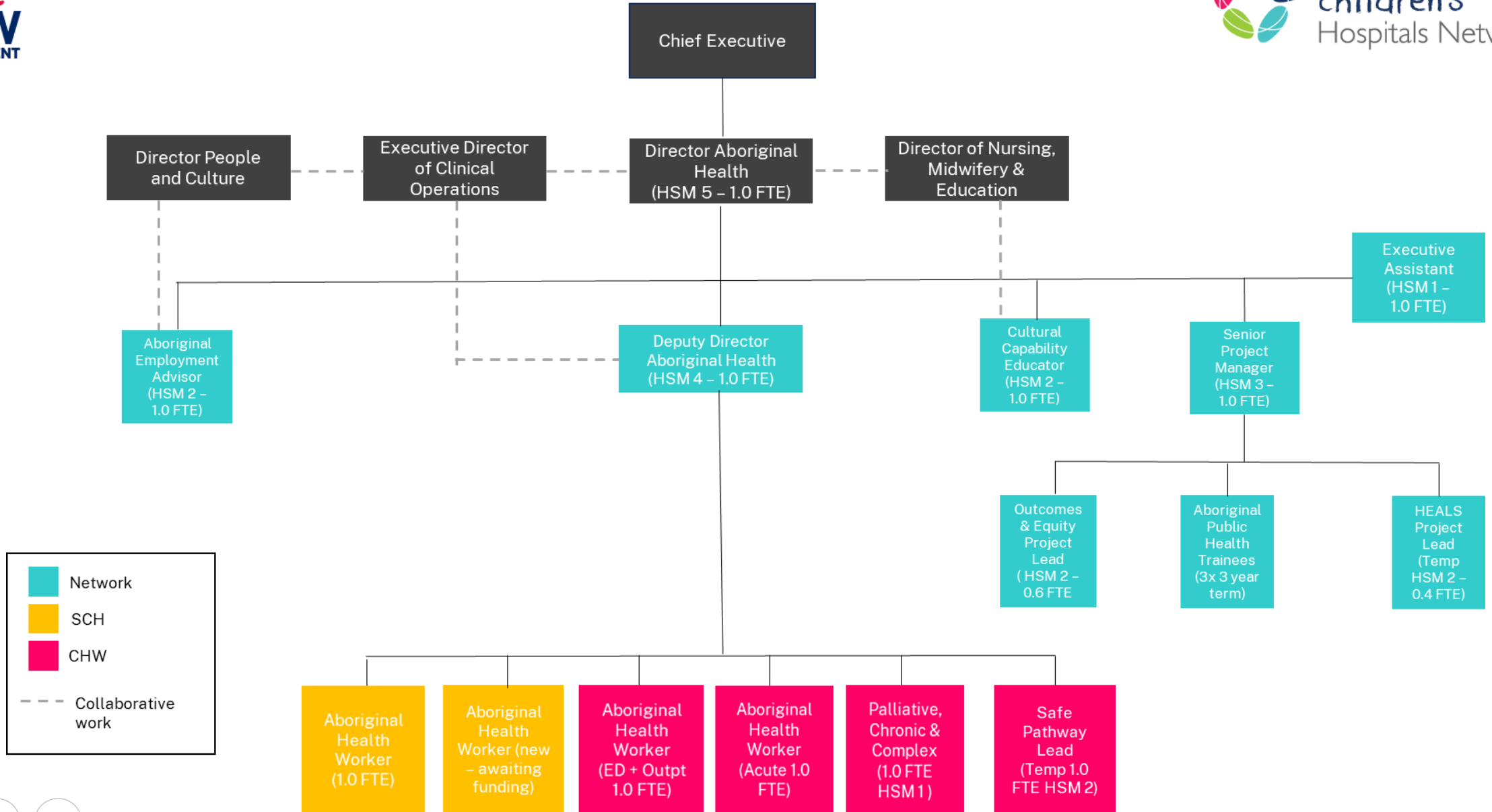


***The proposed new structure is the preferred longer-term structure that will support the direction and future work in Aboriginal Health.***

***These new roles will be dependent on future growth funding or realignment of existing positions.***



# Proposed structure



# Overview of the Change Process

1. Consultation with team on proposed structure
2. Approval from the Chief Executive to implement
3. Fill roles in accordance with the NSW Health Policy Directives:
  - *Restructuring Policy and Procedures - Ministry of Health and*
  - *Managing Excess Staff of the NSW Health Service*
4. New structure comes into effect

# Now. The consultation process



Talk about it



Think about it



Ask questions and seek  
clarification



Offer suggestions and  
feedback

## Now. The consultation process

- The **formal consultation** is when the proposed structure is consulted on with ongoing and temporary staff, and unions/industrial associations. You are encouraged to participate in this process.
- The formal consultation period commences on **14<sup>th</sup> October 2024** and will go for 2 weeks, closing on **27<sup>th</sup> October 2024**.
- All **draft role descriptions** for proposed roles are SCHN compliant and detail the relevant capabilities and essential requirements for the role and will be available for review during the consultation period.
- Email any feedback, concerns and suggestions about the proposed structure and role descriptions to [SCHN-AboriginalHealthConsultation@health.nsw.gov.au](mailto:SCHN-AboriginalHealthConsultation@health.nsw.gov.au)

# Implementation

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Implementation is when we undertake recruitment to the roles in the new structure.

This is done in two phases, in accordance with Policy.

## **Stage 1 – Direct Appointments**

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## **Stage 2 – External recruitment**

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# Two stages



## Stage 1

### Direct Appointments

- Direct appointments may be made where there are none or only minor changes to a role and no change in classification or grade. Significant changes to a role will be determined by assessing the focus capabilities and essential requirements needed to do the role.

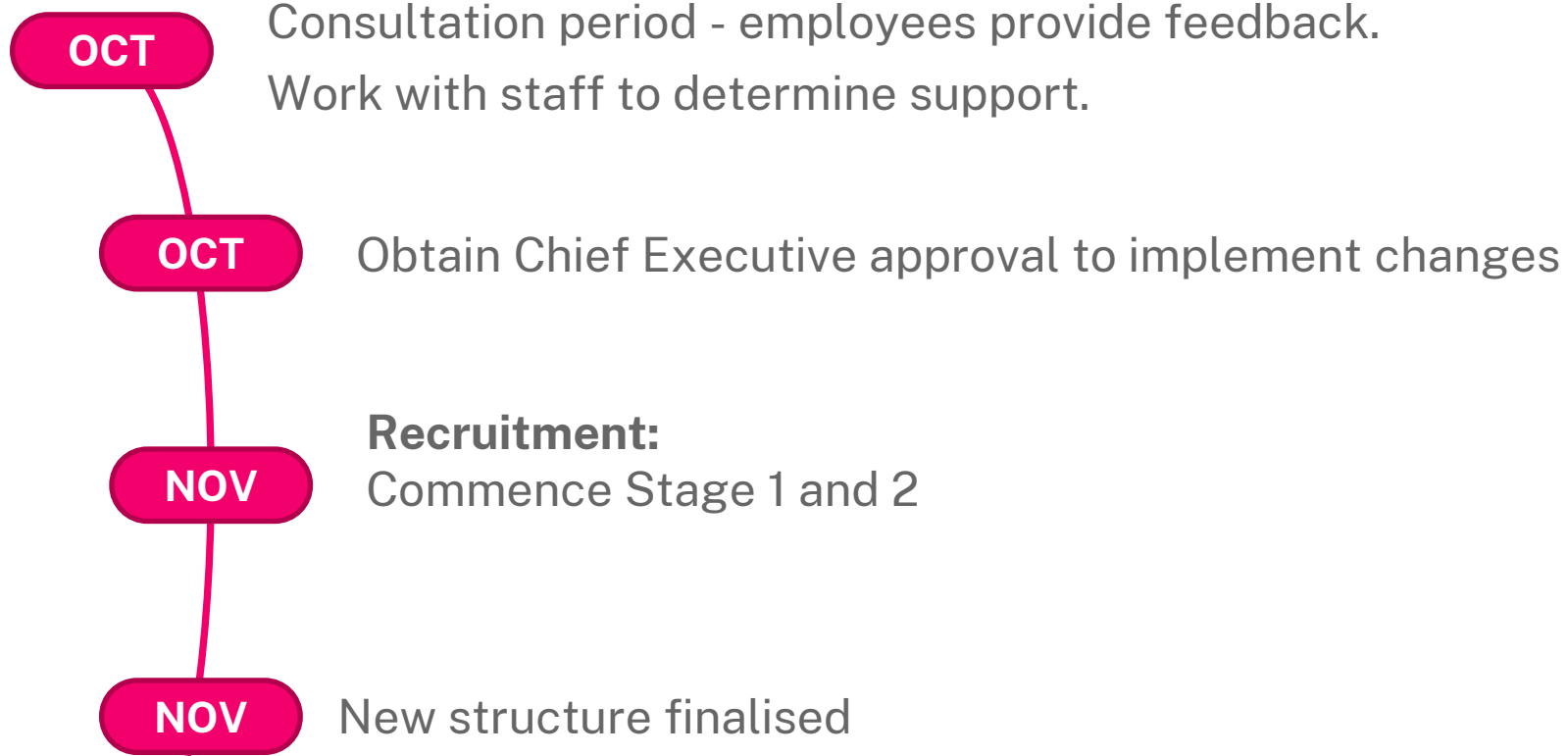


## Stage 2

### External Recruitment

Vacant roles not filled through the procedures set out in Stage 1 will be externally advertised.

# Indicative timeline



# Support for staff

We are here to support you through the proposed changes.

- In the first instance, contact **Karen Beetson**, Director of Aboriginal for more information on the proposed changes
- To discuss any HR related issues or matters, including policy queries or your circumstances, please contact your People and Culture representative:
  - **Roseanna North**, Principal Business Partner, SCHN
- Your union representative
- Employee Assistance Program

Telephone: 1800 81 87 28

Online booking: through the MyAccessEAP App

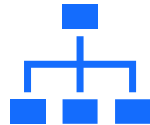
Login: to the Employees Login section on <https://www.accesseap.com.au/>



# Next steps



The consultation  
period runs from  
14<sup>th</sup> to 27<sup>th</sup> October  
**2024**



Further information  
including:  
today's presentation,  
proposed team  
structure,  
draft role  
descriptions  
will be available in  
the Aboriginal Health  
MS Teams channel



Speak with Karen  
Beetson, Director of  
Aboriginal Health  
to clarify any  
questions  
you may have about  
the proposal



Provide any formal  
feedback  
by **27<sup>th</sup> October** to  
[SCHN-  
AboriginalHealthConsu  
ltation@health.nsw.gov  
.au](mailto:SCHN-AboriginalHealthConsultation@health.nsw.gov.au)



All feedback will be  
considered  
and assessed,  
and the final  
structure  
will need to be  
approved  
by the Chief  
Executive

## Key contacts

Karen Beetson  
Director, Aboriginal Health

✉ [karen.beetson@health.nsw.gov.au](mailto:karen.beetson@health.nsw.gov.au)

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Roseanna North  
Principal Business Partner, People and Culture

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The Sydney  
**children's**  
Hospitals Network