Change Impact Statement

This Change Impact Statement (CIS) is provided as part of Western Health's engagement of all relevant stakeholders, including employee/s and union/s in a comprehensive consultative process in accordance with our industrial relations obligations enshrined in the relevant enterprise agreement.

An invitation to engage with Western Health was forwarded to all relevant stakeholders, employee/s and their union/s at the initial conceptual stage of proposing a significant/major change in the workplace.

This document provides a proposal for change having genuinely considered all concerns and any alternative proposals or suggestions that are forthcoming during this conceptual consultation proposal stage. Western Health now formally advises that a decision to propose significant/major change is now being made which contains the following detail.

Date: 29 April 2021	
Department/Program/Service/Unit:	Health Support Services
Division: Health Support Services	**Campus:** All
Person initiating the change proposal:	Divisional Director Health Support Services
Parties involved in initial conceptual consultation:	WH Leadership Team

1. **An overview of the current situation**:

The current organisational chart for the Division of Health Support Services is as follows:

2. **The details of the change proposal:**
This change impact statement (CIS) describes the proposed change to the leadership structure of the Health Support Services Division as part of Western Health's aim to ensure the organisation continues to deliver best care to our community and supports upcoming strategic priorities. The proposed organisational chart for the Division of Health Support Serves is as follows:

The overall vision for the proposed change is to add an additional senior resource to the Division. This new position will be titled Director of Operations – Health Support Services and will assist the Divisional Director of Health Support Services (DD HSS) provide strategic, timely and supportive leadership to the Health Support Services Division for the Clerical Workforce, Environmental Services, Security and Food Services.
Car parking, Retail Relationships and Fleet management will also transfer to this new role. Through this line of accountability it is anticipated that there will be more timely access to decision making, improved governance and ultimately improved patient care outcomes.

The current Operations Manager Engineering position will be removed and a new position of Director Engineering will be established. All current reporting lines will be maintained within these Services. The Sustainability Co-ordinator and team will be realigned to the Director of Engineering.

The DD HSS will continue to have full and ultimate accountability of the Health Support Services Division.

3. The rationale for this significant/major change proposal (the need/drivers for the concept behind the proposed change being necessary or innovative)

Over the next 5 years there are several major projects which will require significant leadership involvement from the Division including EMR Phase 2, New Footscray Hospital development, mobilisation of NFH to a Public Private Partnership model, continued Sunshine ED works program and NWMH precinct expansion. This new structure will provide additional capacity to respond to Project demands.

4. The potential effects of the proposed change on employee/s, patient/s and/or service delivery(include information relating to proposed position, location, classification or shift changes)

Reporting lines for three Operations Managers (Clerical Workforce; ESD and Security; and Food Services) will change to the Director of Operations Health Support Services.

The current incumbent of the Operations Manager Engineering role will be offered opportunities for redeployment in line with establish protocols of the Industrial Agreement.

The Sustainability Co-ordinator reporting line will move to the Director of Engineering.

5. Training, development and educational requirements that may be required/ have been considered.

Nil identified.

6. Measures to mitigate effects on employee

A one on one discussion with all employees impacted by changes will be undertaken to determine personal impacts and identify alternate solutions.

7. Indicative Timeframe and dates for proposed change (having regard for the following table)

Western Health has engaged a recruitment agency to support the search for an appropriately qualified Director of Operations of Health Support Services. The Director

of Engineering position will be recruited internally at the same time. The new structure will commence in line with their successful appointment and will be notified separately.

Director Name: Christine Neumann Director / Director Signature: