

Tuesday 8 January 2019

AlfredHealth

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[REDACTED]

[REDACTED]

[REDACTED]

RE: VAHPA and members [REDACTED] response (December 2018)

[REDACTED]

On Monday 17 December 2018, VAHPA [REDACTED] provided a [REDACTED] response to Alfred Health's proposed organisational restructure within its Radiation Oncology service. I am writing to provide Alfred Health's answer to the comments raised in that response.

Response to feedback

Alfred Health is grateful to VAHPA for providing its feedback. The feedback raised matters which required Alfred Health's further consideration, in particular the possibility that current Grade 5 Radiation Therapists might miss an opportunity to develop the skills and experiences that would make them viable candidates for a Grade 7 position (if such a position became available).

Alfred Health has considered this issue and will ensure that the Grade 5s have the necessary experiences to be considered as potential successors to the Grade 7s. This will involve ensuring that the Grade 5s can (under suitable direction from the Grade 7s):

- act as the primary delegates for clinical governance meetings;
- manage strategic clinical projects and quality reviews; and
- participate in recruitment and performance management.

There will also be ongoing opportunities for Grade 5s to 'act up' at times when Grade 7s take leave (and appropriate higher duties allowances will be paid).

Alfred Health will provide this direction to the Grade 7s when those positions are appointed and the Clinical Service Director will work with the Grade 7s and the Head of Unit to ensure that the direction is reviewed for effectiveness on a regular basis.

Conclusion of Consultation

[REDACTED]

[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]

As such, it is Alfred Health's intention to now formally advise affected staff and Union officials of the conclusion of consultation and the outcome, which has been determined.

[REDACTED]

Yours sincerely,

[REDACTED]

Craig Till
Employee Relations Advisor
Alfred Health

Cc. *David Ruschena – (Acting) Deputy Chief Operating Officer, Alfred Health*
Daniella Chiappetta – Clinical Services Director: Alfred Cancer, Alfred Health
Craig McGregor – Secretary, VAHPA
Carly Bald – Industrial Organiser, VAHPA