

Correspondence No. 17027

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## DHHS PROPOSAL FOR JUSTICE TEAMS.

The DHHS recently provided detail of its proposal allocation for Justice Teams, see table below.

**Members should note Ban 10 of our protected action applies: 'refuse to participate in employer initiate workplace change including changes to work locations (including location on a single site) and service changes including implementation of roster reviews and IT systems.'**

Location	Total Existing Positions (FTE)	Existing Filled Positions potentially to be vacated pending NDIA offers	Existing Vacant Positions	Proposed Disability Justice Worker Positions (FTE)	Proposed Team Leader* Positions (FTE)	Proposed TOTAL (FTE)
Goulburn	0.00	0.00	0.00	3.00		
Inner Eastern Melbourne	0.00	0.00	0.00	1.00		
Outer Eastern Melbourne	0.00	0.00	0.00	1.00		
Ovens Murray	0.00	0.00	0.00	1.00		
<b>East Division Total</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>6.00</b>	<b>1.00</b>	<b>7.00</b>
West Div. Team (WMA and BMA)	12.00	8.00	1.00	4.50		
Wimmera South West	0.00	0.00	0.00	1.00		
Central Highlands Area	0.00	0.00	0.00	3.00		
Barwon	0.00	0.00	0.00	2.00		
<b>West Division Total</b>	<b>12.00</b>	<b>8.00</b>	<b>1.00</b>	<b>10.50</b>	<b>2.00</b>	<b>12.50</b>
North Metropolitan Disability Justice	12.85	2.70	1.00	8.00		
Mallee	0.00	0.00	0.00	1.00		
Loddon	0.00	0.00	0.00	2.50		
<b>North Division Total</b>	<b>12.85</b>	<b>2.70</b>	<b>1.00</b>	<b>11.50</b>	<b>2.00</b>	<b>13.50</b>
Bayside Peninsula	0.00	0.00	0.00	2.00		
Inner Gippsland	0.00	0.00	0.00	3.00		
Outer Gippsland	0.00	0.00	0.00	0.50		
Southern Melbourne	0.00	0.00	0.00	4.50		
<b>South Division Total</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>10.00</b>	<b>2.00</b>	<b>12.00</b>
			<b>sub-totals</b>	<b>38.00</b>	<b>7.00</b>	<b>45.00</b>
				* Assumes Team Leaders carry a case load taking up 50% of their capacity.		

The DHHS has advised that given the North and West divisions have *'existing stand alone justice teams'* they have allocated additional EFT *'with the expectation that as staff leave the existing metro based teams, their positions will not be filled, until the final EFT allocation (as outlined in the table below) is met'*.

Justice teams will be *'stand alone'* and will *'report to the COSI Director, but be physically located in locally based office locations (similar to Specialist Services teams).'*

A closed merit selection process will be applied to all new positions, which is only open to current disability Case Managers. Existing stand-alone disability justice staff DO NOT have to apply for their positions.

HACSU is keen to hear from affected members with your feedback so please contact Lisa White Industrial Officer on 9340 4100 or [lisaw@hacsu.asn.au](mailto:lisaw@hacsu.asn.au)

## **Professional development and support - DHHS training options.**

Clause 21.12.2(a) of the *DHHS HACSU Disability Service Certified Agreement 2012 – 16* states that one purpose of Professional Development and Support [PDS] is to:

*'Assist the employee [to] identify individual skills and training needs that enhances competency and career development.'*

And clause 21.12.1(c) states PDS is to:

*'Assist the employee [to] further develop their knowledge and skills through reflection on practice and identification and planning for meeting the Employee's learning needs.'*

HACSU understands DDSOs may not have access to the suite of training the DHHS offers, which they may be able to undertake.

Members should note there is no automatic entitlement to the training listed below, rather, it is to assist in their career development and to properly identify their training needs.

We remind members to identify their training needs in their PDS sessions.

<b>Personal support</b>	P Plate ( Bus Driving) program	<b>Procurement</b>	Workplace Bullying
<b>Autism</b>	Planning for your safety	Contract Management	<b>Fair workplaces</b>
Autism	Pressure Area Awareness	Introduction to Procurement	Positive Fair Workplaces
Autism Spectrum Disorder Workshops	Prevention Occupational Violence	Procurement Card Accountabilities	<b>NDIS</b>
<b>Behaviour support</b>	<b>DAS Practice Leadership</b>	Procurement Seminar Update	Career Support Seminars
Effective Conflict Management	<b>DAS Practice Leadership</b>	Purchase to Pay	Leading in Ambiguity
Introduction to Positive Behaviour	DPL: Becoming Leader	<b>Leadership and management</b>	Navigating Through Change
Positive Behaviour Support	DPL: Build Capacity of Others	<b>Leadership</b>	<b>Project management</b>
<b>Health support</b>	DPL: Building the Capacity of Others	Collaborative Leadership	Project Management Essentials
Administering Medication	DPL: Information Day	Emotional Intelligence	<b>Public administration</b>
Administering Midazolam	DPL: Managers Orientation	Foundations of Leadership	DHHS NDIA Provider
Administration Enemas Suppositories	DPL: Support on the Job	Housing Practice Coaches Learning Forum	Effective Complaints Management
Administration of Oxygen	Manage Change: DPL	Leadership Communication	Introduction to Government
Adminstration of Rectal Medication	Managing Conflict: DPL	Leadership Development Program	<b>Writing for government</b>
Aged Care	<b>Client work</b>	Leadership Essentials	Building successful team writing culture
Blood Pressure Monitoring	<b>Beginning practice</b>	Leading in Ambiguity	Court Report Writing Disability Justice
Bowel management	Beginning Practice Child Protection	Leading Transitions	Writing credible briefings and letters
Catheter Bag	Housing Beginning Practice	Navigating Through Change	<b>Systems</b>
Dementia Care	<b>Case practice</b>	Strategic Foresight	<b>CRIS</b>
Diabetes management	Communicating effectively with families	Whole Brain Thinking	CRIS Disability: Basics
Dual Disability	Court Presentation Skills	<b>Management</b>	CRIS DS ISP Training
Epilepsy support for clients	Establishing Care Teams	All Roles Flex Manager's Info Session	Introduction to CRIS Disability
Intro to Anaphylaxis	Motivational Interviewing	Creating a fair and ethical culture	<b>Desktop IT</b>
Intro to Palliative Care	Safe as Houses	Crucial Conversations	Access 2010 - Advanced
Introduction to Anaphylaxis	<b>Children and families</b>	DAS Practice Forum for Mgrs /Supervisors	Access 2010 - Essentials
Introduction to Dysphagia	Perm. for Child. Mod 3 - Phases E.L	Effective Feedback and Perf Conversation	Excel 2010 - Essentials
Lymph oedema Management	Perm. for Child. Mod 3-Court E.L	Making the Transition to Manager	Excel 2010 Data Analysis & Manipulation
Managing Asthma	Recognise and Respond to Family Violence	Manage Change	Excel 2010 Formulas Functions
Managing Diabetes	Risk Assessment of Family Violence	Manage Performance	Lotus Notes 8.5 - Comprehensive
Managing Epilepsy	Working with CALD clients & Communities	Managing Conflict	New Starters Computer Program
Mealtime Assistance (Swallowing)	<b>Client needs</b>	Managing Projects	Office 2010 What's changed
PEG Feeding	Alcohol Other Drug Misuse	Managing Safe Workplaces	Powerpoint 2010 - Advanced
PICA	Applied Suicide Intervention Skills	Managing Teams	Project 2010 Essentials
Pressure Area Awareness	Development, Attachment and Trauma	PDP Workshop for VPS Staff	Publisher
Shallow Suctioning	Knowing boundaries	Student Placement Supervisor Training	Win 8.1 VIP Champion Training
Sleep Apnoea use of CPAP device	Mental Health First Aid (2 days)	<b>Organisational Development</b>	Windows 8 1 Advanced
Stoma Training	Quality of Support	<b>Aboriginal culture</b>	Windows 8 1 Beginners
Therapeutic Int.in crisis & conf. TICCS	Recognise and Respond to Family Violence	BACC Introduction to Aboriginal Culture	Windows 8 1 Information Session
<b>Health and safety</b>	Speak up and be safe from abuse	Ngulu Yirrmboi Mumilam	Word 2010 Advanced

<b>CIRM</b>	Striking the balance Justice in HP Mgrs	<b>Agency management</b>	Word 2010 Essentials
Client Incident Reporting e-learning	Working with CALD clients & Communities	Building Better Connections	Word 2010 Intermediate
Debriefing Clinician training	Youth Mental Health First Aid	<b>Career development</b>	<b>RAS/Kronos</b>
<b>Wellbeing</b>	<b>Forensic and court</b>	Achieving & Maintaining Career Satis.	Additional KRONOS User
Building Professional Resilience	Court Presentation Skills	Career Support Seminars	KRONOS Staff Replacement Officers (SRO)
Building Resilience in Change	Disability Forensic Forum	Interview Skills	KRONOS User 2, Supervisor & Manager
Bullying Prevention Program	<b>Sign language</b>	<b>Culture and values</b>	<b>SAP</b>
Mindfulness based stress resilience	AUSLAN	Building our Culture	Org Chart Nakisa Forms
Org Awareness: Workplace Mental Health	Auslan Key Word Signing	Bullying Action Plan Focus Groups	<b>TRIM/eMin</b>
Resilience: positive engagement	<b>Finance and Procurement</b>	Charter of Human Rights (elearning)	eMinisterials Essentials
Vicarious Trauma	<b>Finance</b>	Defining bullying & inappr. behaviour	TRIM for Hard Copy Records - General
Well-being Strategies for Leaders	Developing a budget	DISC Behaviour Profiling	
<b>Workplace safety</b>	Finance Seminar Update	EA Forum	
Basic Food Safety Practices	Financial Delegate 4hr	Emotional Intelligence	
Ethical Response Occupational Violence	Financial Delegate Seminar Overview	Enabling Allies for Change	
Occupational Violence half day	Systems Workshop EC4P	Unconscious Bias	