



## CHANGE IMPACT STATEMENT

<b>CAMPUS</b>	Box Hill Hospital
<b>PROGRAM</b>	Mental Health Program and Statewide Services
<b>DEPARTMENT</b>	Mental Health Program Adult Acute Services; Alcohol & Other Drugs (AOD) Service

### 1. Brief Description of Change Proposal

Eastern Health received funding from the Department of Health and Human Services to refurbish Ward 1 East, Box Hill Hospital to create 9 new Mental Health inpatient beds in addition to the existing 8 AOD beds on the ward.

### 2. Current Situation

There are currently 25 Adult Mental Health Inpatient beds at Box Hill Hospital, located at Upton House. There are 8 detox beds located on 1 East, Box Hill Hospital and 12 detox beds at Wellington House nearby .

### 3. Proposed Situation

The currently unused area of ward 1 East will be refurbished to create 9 Mental Health inpatient beds which will be co-located with the 8 AOD beds.

### 4. Benefits and Cost Savings of Proposed Change (if appropriate)

The additional mental health beds will support patient access; management of clinical risk currently held by community teams and support KPI achievement including 28 day readmission and NEAT targets.

Co-locating the AOD beds and additional acute Mental Health beds provide a platform for a strengthened partnership between the EH Mental Health and Alcohol & Drug Programs.

Confirmation of operational funding to commission the new beds is pending from the Department of Health and Human Services.

**5. Effects of Change Proposal on Staff in this Department**

**Include aspects such as EFT numbers, location changes, shift/penalty rate changes etc. Attach a list of actual staff who will be affected where applicable.**

At this stage, there are no changes to current staff on 1 East. Once operational funding for the Mental Health Program is confirmed, the Change Impact Statement will be updated regarding changes to staff.

The first phase of the build will occur in the unoccupied area of the ward which will be isolated from the AOD areas.

**6. Any Occupational Health and Safety Impacts**

- Noisy works

**7. Retraining of staff to achieve Proposal (where applicable)**

To be determined once Model of Care confirmed.

**8. Measures to Mitigate Effects on Staff**

- Induction mandatory for all tradespeople, including information about how to work in a live ward.
- Daily huddle with NUM or delegate & site manager to occur to identify any risks & discuss schedule of works.
- Noisy works to be scheduled in consultation with ward.
- Escalation process to Capital Projects staff and through line management in place for any concerns/issues.
- Communication with consumers and staff about noise and workpeople onsite.

**9. Effects of Proposal on Services/Staff in other Departments**

Nil

**10. Timeframe and Dates for Proposed Change**

Building works are to commence onsite on November 18, 2019 and finish on April 31, 2019.

Consultation process regarding staffing and operational commissioning of the unit to commence as soon as operational funding is confirmed. An updated Change Impact Statement with information regarding new staffing profile to be provided to commence the consultation process. Planned onboarding of new staff in March 2019 and opening in April 2019.

**11. Details of Staff/Union Consultation Conducted to Date**

A user group was established to develop the plans with the architect, including staff from the Mental Health Program and AOD services, and consumer representatives. The plans were signed off by the user group, including the Health and Safety Representatives and OH&S, after consultation more broadly with staff. Please see attached minutes of user group meetings.

The staff from Statewide services have had the opportunity to view and comment on the plans; they are displayed in 1 East and in Wellington House. The issues raised regarding the plans include the lack of staff room and office space. As previously advised, suitable arrangements will be worked through during the operationalising of the unit i.e. once the operational funding (ongoing funding) has been confirmed and the staff profile is developed.

A user group was established to discuss the proposed model of care and operational budget for the Mental Health beds and met six times between May and September 2019. Attendees included the NUMs and leadership representatives from Statewide Services and Mental Health Programs. A list of operational issues was collated and in being worked through as part of the operationalising of the unit.

9th October 2019 Letter to ANMF and HACSU advising of the proposal to refurbish 1 East to create 9 additional Mental Health beds.

16th October 2019 Meeting with ANMF and HACSU to view plans and advise consultation process once operational funding is confirmed.

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Date: 11<sup>th</sup> November 2019