

CHANGE IMPACT STATEMENT	
CAMPUS : (e.g. RMH, RP, NWMH)	North West Mental Health
DEPARTMENT (if applicable)	Aged Persons Mental Health Program
PROGRAM: (if applicable)	Western Aged Psychiatry Assessment and Treatment Team (APATT)

1. Brief description of Change proposal:

Following a review of services, it is proposed to re-locate the Aged Program – APATT team from Sunshine Hospital, 176 Furlong Road, St Albans, 3021 to Ground floor, Harvester Clinic, 4C Devonshire Road, Sunshine.

2. Current situation:

Staffing Profile Mid West APATT:

- 1.0 EFT Service Manager
- 0.8 EFT Administration
- 6.2 EFT Nursing Staff
- 5.2 EFT Allied Health

Current Location and Model:

The Aged Program MW/SW APATT provides specialist Mental Health assessment, treatment and rehabilitation for consumers under a Case Management model.

The team is currently located on the ground-floor at Sunshine Hospital. The team use pool cars located at Sunshine Hospital to visit consumers in their homes.

The team utilise workspaces, training rooms, interview rooms, meeting rooms kitchen and bathroom facilities located at Sunshine Hospital.

The team operate from Monday to Friday 8.30am to 5.00pm.

3. Proposed situation:

MW/SW APATT is proposed to relocate to ground floor, Harvester Clinic, Sunshine 3021. The anticipated move date is in February 2020.

The team will continue to operate Monday to Friday 8.30am to 5.00pm.

Facilities

The proposed location is on the ground-floor at Harvester Clinic. The ground-floor has two training rooms, a general purpose room, interview rooms, two treatment rooms and two training rooms with viewing windows. The ground floor also has a Mental Health Tribunal interview room, dual door interview

rooms and family interview rooms. These rooms are shared with Mid West Community team - Central.

MW/SW APATT will have a designated team area that includes a swing area to be shared with the Mid West Community Team - Central Office. There is a designated area for each service.

The desks will be new and all will be height adjustable. New computers will be purchased and a new telephone system will be in place. New room booking processes will also be put into place.

The team will have access to indoor/outdoor shared lunch spaces.

All staff will have access to Sunshine Hospital ED/IPU facilities for consumers requiring admission and/or further assessment in a specialist setting.

The site will have access for fleet vehicles.

The APATT Service Manager will have access to secure parking on site.

Code response-emergency response/security/evacuation

The Emergency Controller Response Model is coordinated onsite at Harvester by Senior Management and leadership. Harvester Clinic currently has a roster with Program Managers, Area Seniors and some Specialist positions that coordinate an emergency response for Community Teams. On site duress alarms are located in all interview rooms.

Services

The move to Harvester Clinic will allow for increased clinic based appointments onsite. There are no other proposed changes to services.

It is proposed that the Administrative Staff will be co-located with the Mid West Adult Services Administration staff.

Model of Care

Clinicians will be required to travel to Sunshine Aged IPU for admissions and Clinical Review Meetings/Family Meetings.

The move to Harvester Clinic will allow for increased clinic based appointments onsite.

4. Reason/s for the proposed Change, including benefits and cost saving (if appropriate).

The relocation will be more accessible for the consumer group and will allow for greater opportunity for clinic-based appointments onsite. The relocation will allow for a more suitable working area for the APATT team with increased space and scope to expand if required.

5. Effects of Change proposal on employee workload and other OH&S impacts.

There is no change to current workload.

There is minimal impact on travel time.

There is an increase in the workspace available.

All staff will receive appropriate training in Emergency Management.

6. Measures to mitigate effects on employees.

There will be regular communication with staff to engage staff in the consultation process and to provide regular updates on how this change is progressing.

There is access to train station, buses and car parking nearby.

In order to alleviate parking problems when travelling to Sunshine Hospital Myki cards will be available for staff travelling to the hospital.

A "hot desk" will be available at the IPU for Clinicians to work from when attending meetings etc.

Staff may be eligible for a relocation allowance as per the *Victorian Public Mental Health Services Enterprise Agreement 2016-2020*.

Staff will be provided with advanced notice prior to the relocation date.

7. Will employees have to be retrained to achieve Proposal?

There will be orientation and training provided to educate staff on any new processes, systems and tools as well as to familiarise them with the new work location. Any additional training identified will be provided.

8. Effects of Proposal on services/employees in other departments.

No effects are anticipated on other programs of NWMH. This change will be communicated to other departments as appropriate.

9. Details of staff/union Consultation conducted to date (if any) before CIS distributed.

Previous preliminary and exploratory discussions were held and a tour of the site was undertaken with the Service Manager of APATT.

A meeting was held with staff and the Union (HACSU) on September 18th 2019, this was organised by staff to discuss their concerns with respects to the move being explored at that time.

10. Proposed Consultation with staff and union/s

A meeting is scheduled with the team for 9 October 2019. This meeting is to consult with the staff regarding the proposed change.

Further meetings will be scheduled with the Union following this team meeting. Should there be a need for further meetings, these will be scheduled and employees will be advised.



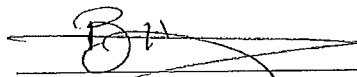
The Royal
Melbourne Hospital

MELBOURNE HEALTH

NorthWestern Mental Health

NB These timelines can be shortened if the parties present/respond with information before the timelines. Some steps will not be needed depending on the consultation process.

Item [items provided below are examples only]	When
Commence formal change impact consultation (Step 1)	9 October 2019
Initial staff consultation period – meetings convened	9 October 2019
Deadline for formal written feedback submissions (including union response) (Step 2)	23 October 2019
Further consultation meetings in relation to formal submissions - if required (Step 3)	Insert date range (if required)
Formal response from Melbourne Health to written submissions (Step 4)	Week commencing (if required)
Alternative response from employees or union to Melbourne Health's formal response (Step 5)	Within 14 days of Step 4.
Melbourne Health considers all feedback, alternative proposals and further meetings if required (Step 6)	Within 14 days of Step 5.
Depending on progress of consultation outlined above, expected date for confirmation of final Change Impact Statement.	No earlier than 25 October 2019
Depending on progress of consultation outlined above, expected date for implementation.	28 October 2019


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 Aged Persons Program
 NorthWestern Mental Health

Date: 8 / 10 / 19

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