

## Question and Answers FAQs

- **What are the changes planned?**

*The responsibility of the three current Areas, Northern, Central and Southern, will be devolved to Districts and some activities will be allocated to Corporate Office.*

*The number of Districts will decrease from 20 to 15.*

*The broad framework of the structure is finalised. Some work is still to occur to finalise the management structure at the District level and the allocation of Area responsibilities to Districts and Corporate Office as appropriate.*

- **Why is this structural reform necessary?**

*A more efficient, flatter and sustainable structure will be achieved.*

*The reforms increase and clarify responsibilities and accountabilities of Districts, and enable more resources to be directed to frontline health service delivery by reducing overlap/duplication.*

- **When is the intended structure (which reflects the re-allocation of Area responsibilities) to be implemented?**

*Important tasks need to be completed before the revised structure is implemented.*

*These include:*

- *Mapping of the Area functions and activities that should be re-allocated to Districts and Corporate Office*
- *Determining the structure that should exist at the District level to support the delivery of optimal frontline health services and to effectively discharge those responsibilities re-allocated from Areas*
- *Making appointments to key roles*
- *Ensuring the necessary supporting infrastructure is in place.*

*The process to transition to the revised structure will commence on 1 September 2008 with the appointment of Acting District CEOs reporting to the Director-General. Areas continue to discharge their responsibilities until such time as those responsibilities have been re-allocated to Districts or Corporate Office.*

*The successful implementation of the revised structure will require the full commitment of all managers and employees involved in the transition process.*

- **What do the reforms mean for QH employees?**

*The majority of people affected will be placed in District roles in their current locality (not necessarily the same building). For most people in the Districts, their jobs will not change.*

- **What are the implications of the structural reforms on my job security?**

*There will be no forced redundancies.*

*Any VERs would be minimal and will only occur when absolutely necessary.*

- **Will I be required to change my location?**

*Affected employees will be placed in roles in their current location or within a reasonable distance unless they indicate a willingness to be relocated.*

- **What is happening to current recruitment activity?**

*A process is being put in place to ensure that non clinical vacancies that arise are filled by appropriately skilled affected employees. Further detail will be provided on these arrangements.*

- **Do the structural reforms provide an opportunity for improvement in business processes?**

*Yes. As part of the re-allocation of Area functions there will be an opportunity to identify possible enhancements to business processes. However, the fundamental reason for the structural reforms is to achieve a more efficient, flatter and sustainable structure to support frontline service delivery.*

- **When will these changes happen?**

*District CEOs and Corporate Office roles (as required) will be advertised in September 2008 with appointments to be made by November 2008. Other roles including District management and Corporate Office management roles are to be filled by the end of January 2009.*

*An Implementation Team is being established and will develop the transition arrangements. The transition arrangements will be commenced as soon as they have been finalised. The Implementation Team will be led by Roxanne Ramsey, General Manager, Northern Area Health Service.*

- **Will people have to compete for their jobs?**

*At the senior levels, roles will be advertised and filled on merit.*

*We will seek to make as many direct appointments as we need to so that people are not required to undergo a selection process.*

*For non-senior roles, where a selection process is unavoidable, we will seek to make it a 'closed selection process' i.e. so it is not open to all employees or other people.*

- **When will we receive further information on the details of the structure?**

*Some work is still to occur to finalise the management structure at the District level and the allocation of Area responsibilities to Districts and Corporate Office as appropriate.*

*Information will be available as soon as possible via the internet and the regular newsletter.*

- **What work will people do during the transition period?**

*In the short term, employees will continue with their current responsibilities.*

*Throughout the transition period employees will perform meaningful work relevant to their current role and classification level.*

- **What are the savings as a result of the reforms?**

*Savings will be small comparative to the overall health budget. The reforms are focused on establishing a more effective structure that will contribute to enhanced service delivery.*

- **Am I able to access the Employee Assistance Service if I need to?**

*Yes. Our Employee Assistance Service providers have been briefed on the proposed changes.*

- **Where do I go to find more information?**

*More information is also available on QHEPS  
<http://qheps.health.qld.gov.au/healthreform> and the QH internet at  
<http://www.health.qld.gov.au>*

*An Implementation Team has been established to keep you informed of changes and updates regarding the structural reform. A newsletter will be distributed on a regular basis to provide ongoing information and progress.*

*If you require specific information or have particular questions please feel free to contact the Implementation team via email on [healthreform@health.qld.gov.au](mailto:healthreform@health.qld.gov.au) or on the hotline 1800 465 816.*

**Future FAQs will be added as they arise to help inform you of the changes and likely impacts. Please feel free to ask any questions that you have regarding the reforms.**