



Frequently Asked Questions

Transforming Health - July 2016

Q. What is current status of Transforming Health?

The update Transforming Health Key Milestones chart was released on 17 May 2016. This chart provided a broad overview of proposed changes and indicative timeframes, but lacked any detail about how individuals would be affected by changes.

The PSA raised concerns that this chart only provided indicative timeframes for service moves and anticipated that this document would be updated regularly to assist affected staff in their understanding of Transforming Health.

This has not occurred, which is of particular concern given we already know a number of timeframes listed in this document are no longer accurate.

The PSA has formally requested that the Department commit to updating this Key Milestones Chart to accurately and comprehensively reflect the current timeframes for service changes.

We understand that this lack of information continues to create significant concern and distress among members and will continue to press for more comprehensive information to be made available as a matter of urgency.

Q. Will I still have a job?

The PSA is not aware of any job cuts that will affect PSA members directly, however we are aware that other professional groups may be



affected by job cuts - with any reduction in total beds across the system must come a reduction in staff.

The PSA has still not been provided any information on these key areas and remains concerned that there may be unintended flow-on effects from any bed reduction at this stage. The PSA's position is as follows:

- Any reduction in beds should only occur if it is demonstrated that there is no longer a need for these beds. The PSA does not believe this is currently the case.
- Any reduction in beds and/or staff must not have flow-on effects on the workloads of other staff
- Any reduction in beds and/or staff must not have an impact on patient safety

Should you be aware of any situation where these things are occurring, please contact us.

Q. Will my job or location change?

Some PSA members have already seen significant changes to their roles. We encourage those members to continue to keep us informed of any problems with these changes so we can advocate for improvements on their behalf.

PSA members at the other areas affected by the Transforming Health program will also see changes to their role or relocation, such as those working in SALHN or those affected by the nRAH opening.

However, we still do not have enough information about how particular positions might be affected, and which positions are earmarked for change. This is unacceptable given the ongoing concern and distress this is causing our members. We have formally sought the provision of this information from the Department and will keep members informed as information becomes available.

Q. Will I lose any entitlements?

No. The transition of ongoing employees affected by Transforming Health changes must occur in line with the South Australian

Public Sector Wages Parity Enterprise Agreement: Salaried 2014. You will be entitled to everything you current are under that Enterprise Agreement. The PSA will continue to ensure that members' rights and conditions of employment are protected throughout any change affecting them.

Q. Can I be placed on a temporary contract?

Your employer has an obligation to maintain the terms of your employment. If you are a permanent full time or part time employee, you can not be placed on a temporary contract. Do not sign any document that changes your terms of employment without talking to the PSA first.

Q. I am already noticing changes to my workload, what can I do?

Let us know. While we recognise that there may be some 'teething problems' with Transforming Health initiatives – as there is with any change of this scale – consistent or unsustainable workload pressures are not acceptable and you are entitled to have these issues addressed. Please contact us if you are experiencing unsustainable workload pressures for advice and assistance.

Q. How will I be kept informed?

Members will be briefed as new information becomes available and regular worksite visits to all hospitals are continuing. Members can also contact the PSA directly to seek additional information, ask questions or arrange for a PSA representative to visit their worksite.

**Questions, comments or feedback?
Contact us.**

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