

Staff consultation: Proposed Change - Centre for Alcohol and Other Drugs

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Other Drugs

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Branch

February 2026

ACKNOWLEDGEMENT OF COUNTRY

We acknowledge the Traditional Custodians of the lands where we work and live.

We celebrate the diversity of Aboriginal peoples and their ongoing culture and connections to the lands and waters of NSW.

We pay our respects to Elders past and present and acknowledge all Aboriginal people here with us today.

sitive – Personal

“Our shared ground: Pathway of healing and connection”



By Lakkari Pitt - a proud Gamilaroi Ularoi yinarr from Walgett

This artwork symbolises a healing journey that is filled with reflection, hope and renewal.

Round meeting places represent our Country and communities.

Lines throughout the artwork depict flowing water which is vital to our health and wellbeing.

Calm yellow, blue and pink colours reflect the beautiful and peaceful nature of our ancestors. Browns symbolise Country and our connection to it.

sitive – Personal

Agenda



The rationale for the changes being proposed for CAOD



What is proposed



What are the opportunities for staff input during the consultation period; and



What will happen next

Agenda



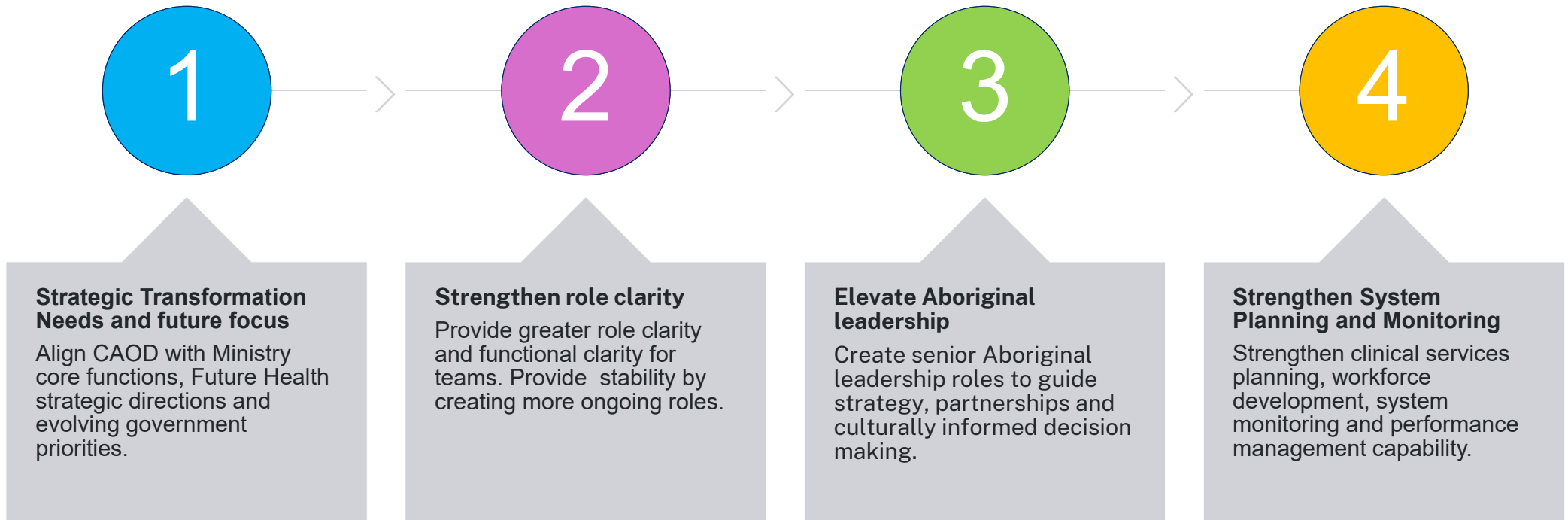
The rationale for the changes being proposed for CAOD

What is proposed

What are the opportunities for staff input during the consultation period; and

What will happen next

Why are we proposing change?



Agenda

The rationale for the changes being proposed for CAOD



What is proposed



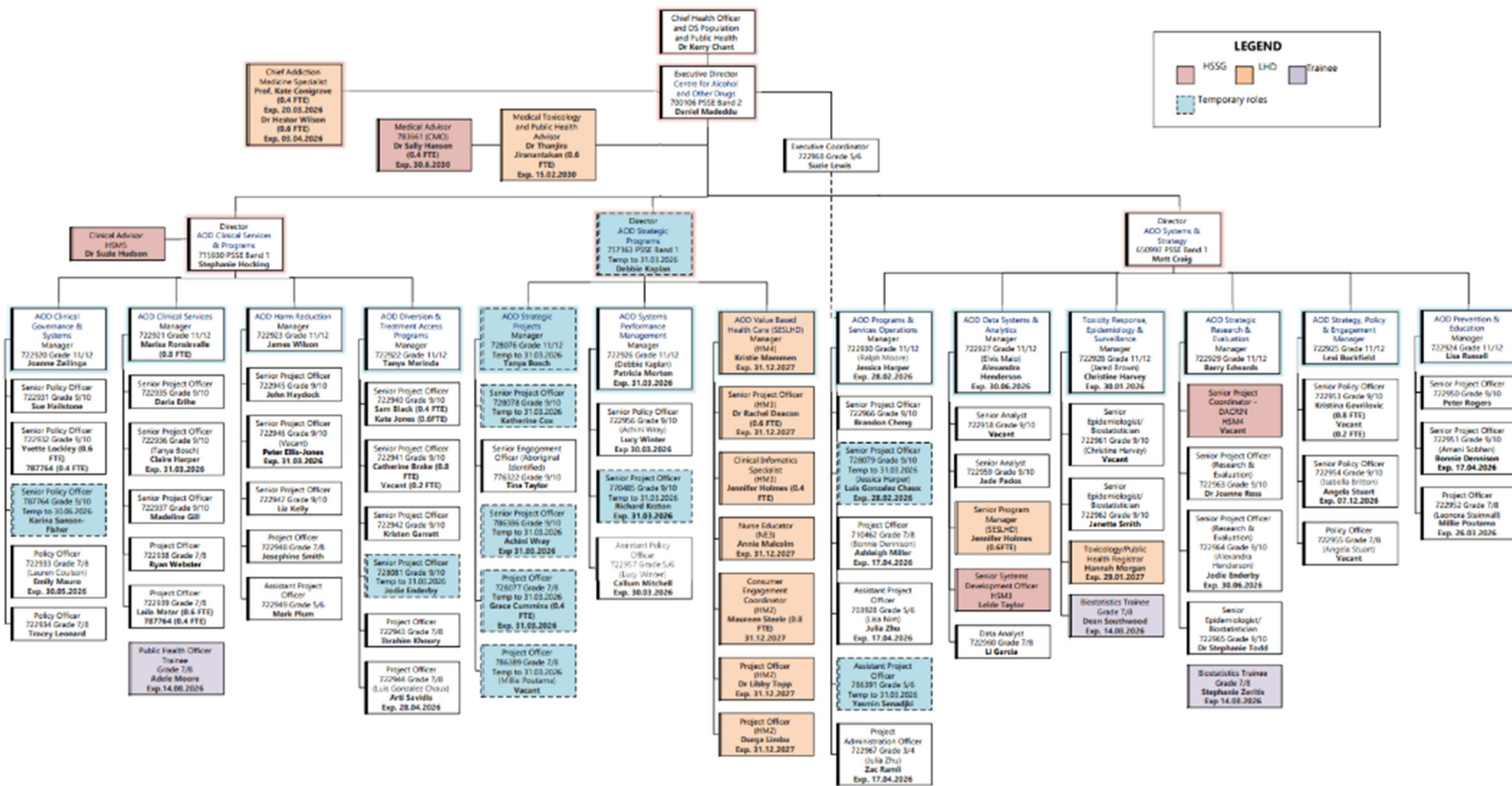
What are the opportunities for staff input during the consultation period; and

What will happen next

Current Structure

CENTRE FOR ALCOHOL AND OTHER DRUGS

Organisation Chart – as at 09.02.2026

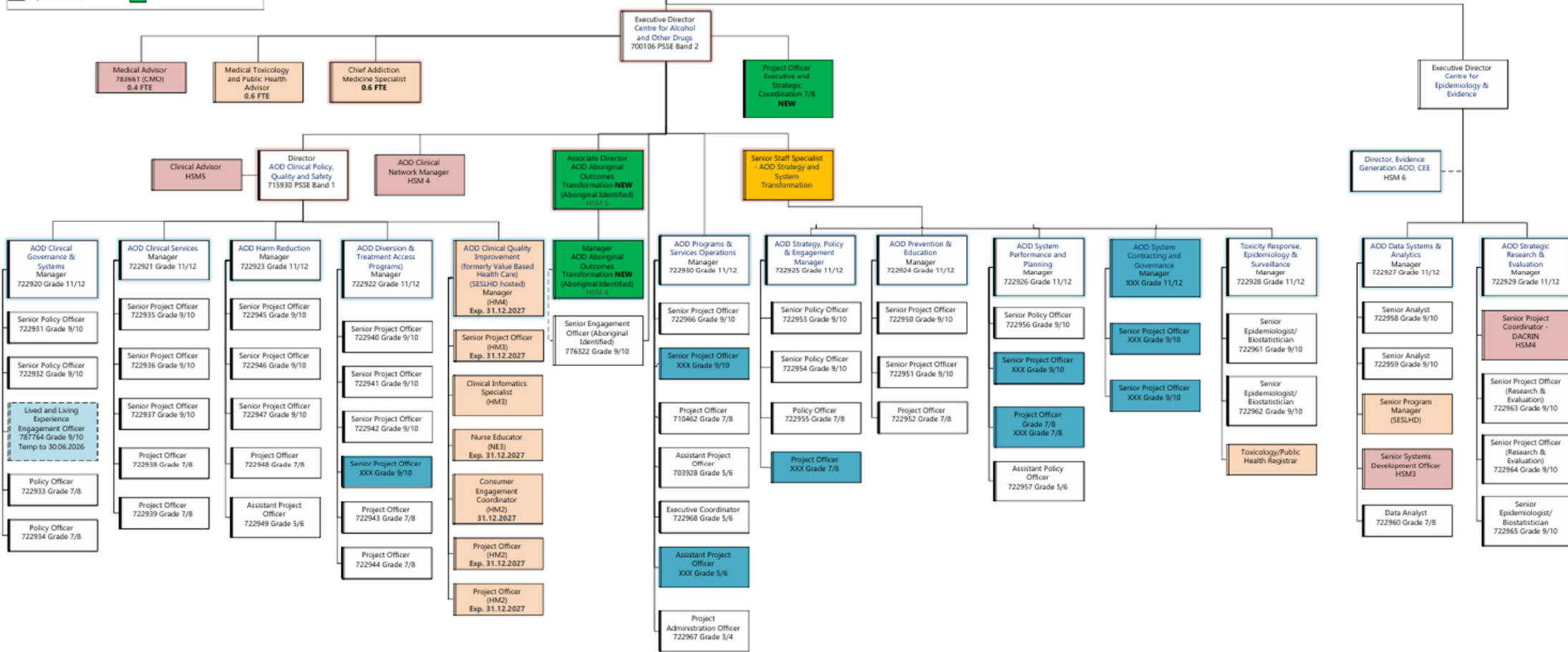


Proposed Structure

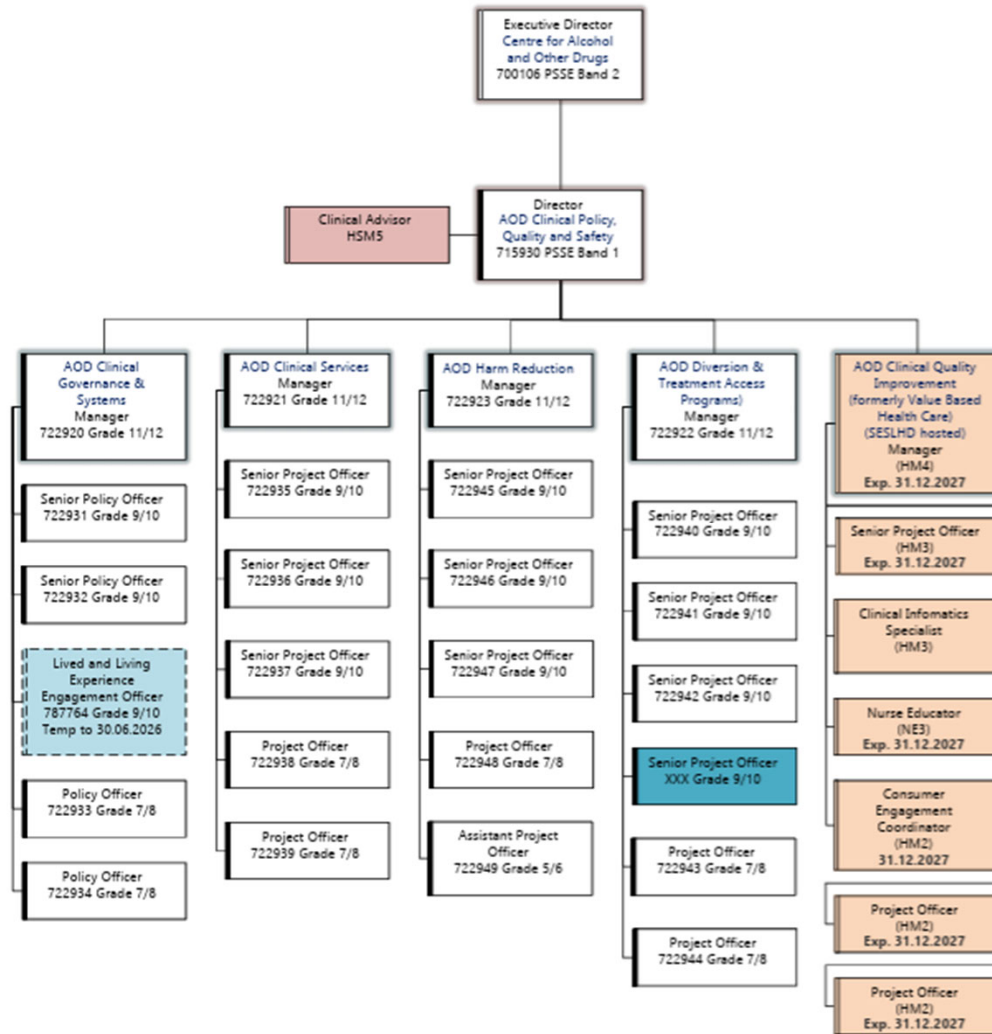


CENTRE FOR ALCOHOL AND OTHER DRUGS

Proposed Organisation Chart – if approved – from April 2026



Closer look – Clinical Policy, Quality and Safety



LEGEND



LHD



HSSG

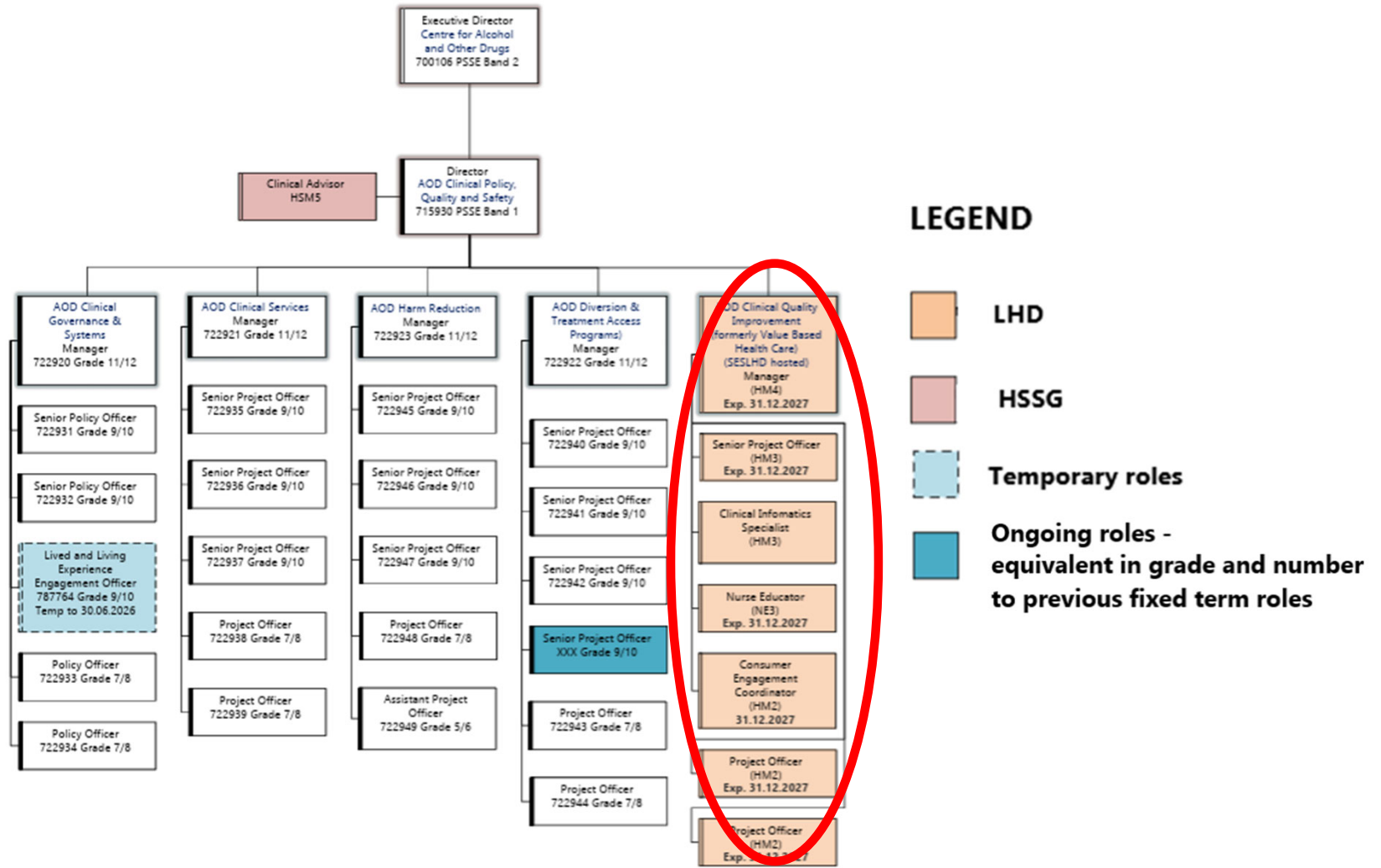


Temporary roles

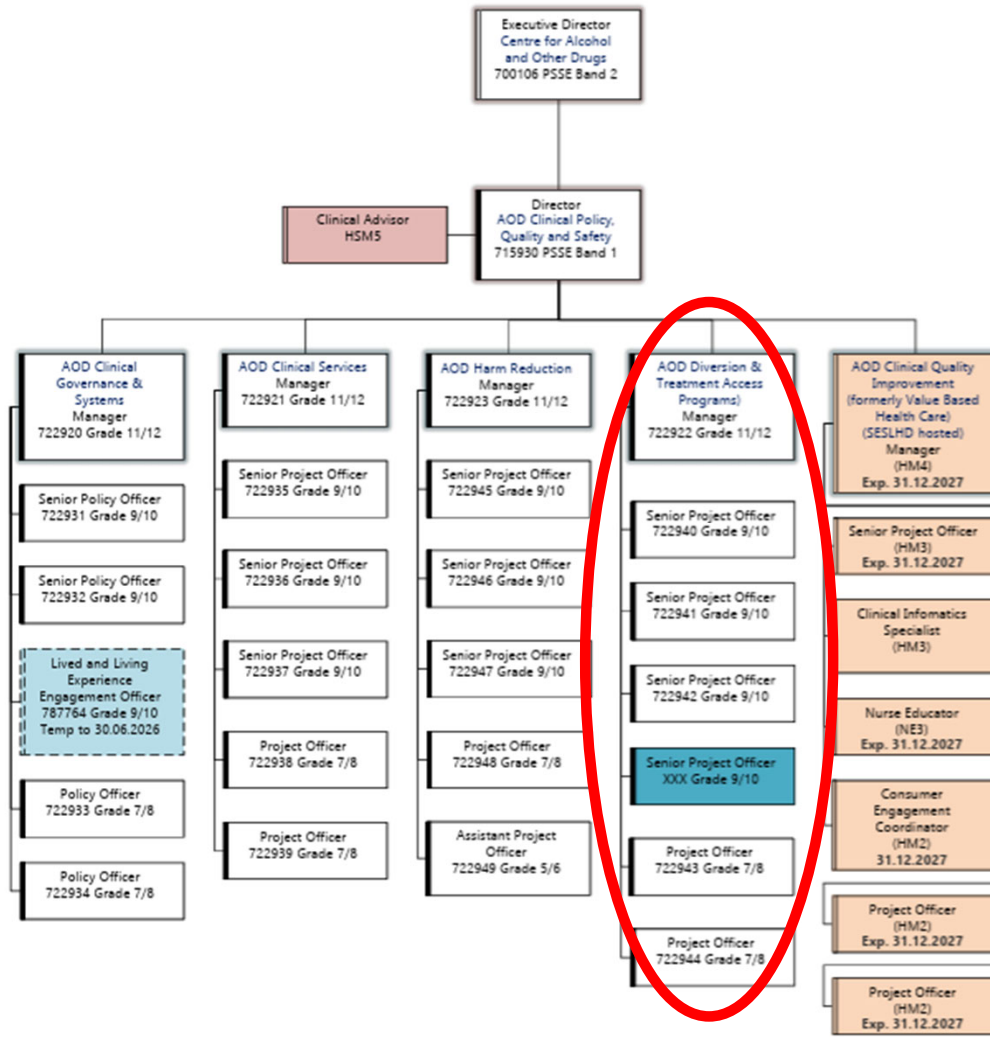


Ongoing roles -
equivalent in grade and number
to previous fixed term roles

Closer look – Clinical Policy, Quality and Safety



Closer look – Clinical Policy, Quality and Safety

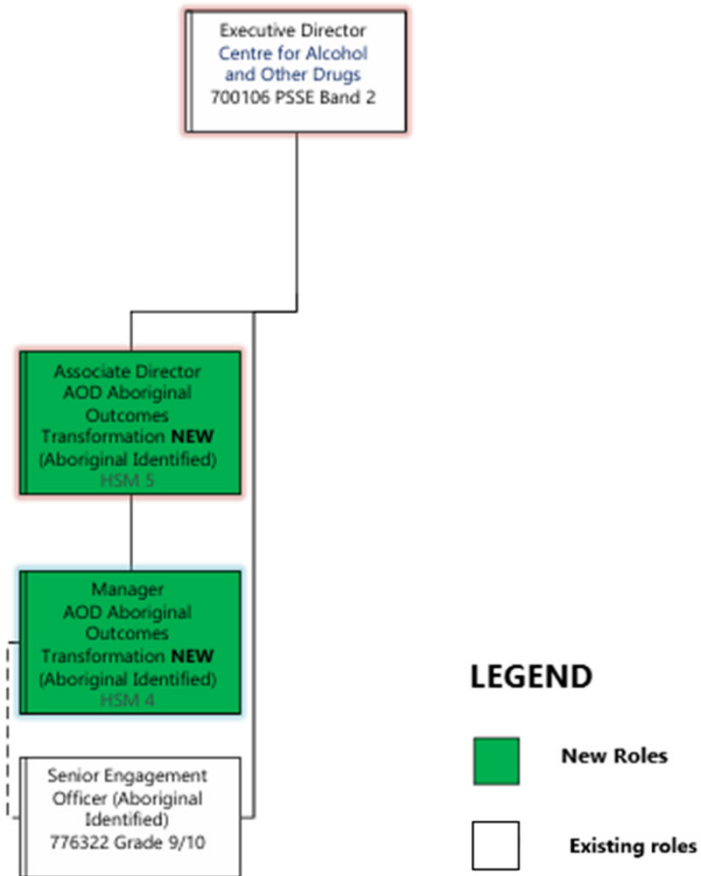


LEGEND

- LHD
- HSSG
- Temporary roles
- Ongoing roles - equivalent in grade and number to previous fixed term roles

Closer look – Aboriginal Outcomes Transformation

- Elevate Aboriginal leadership



Closer look - Strategic coordination and Centre support

- Reporting line change, direct to ED

LEGEND



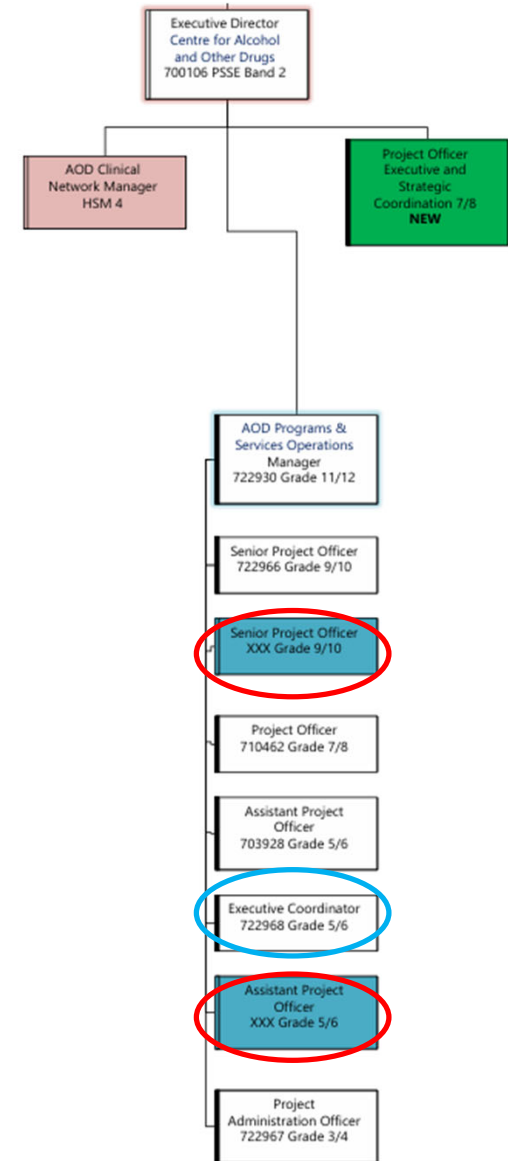
HSSG



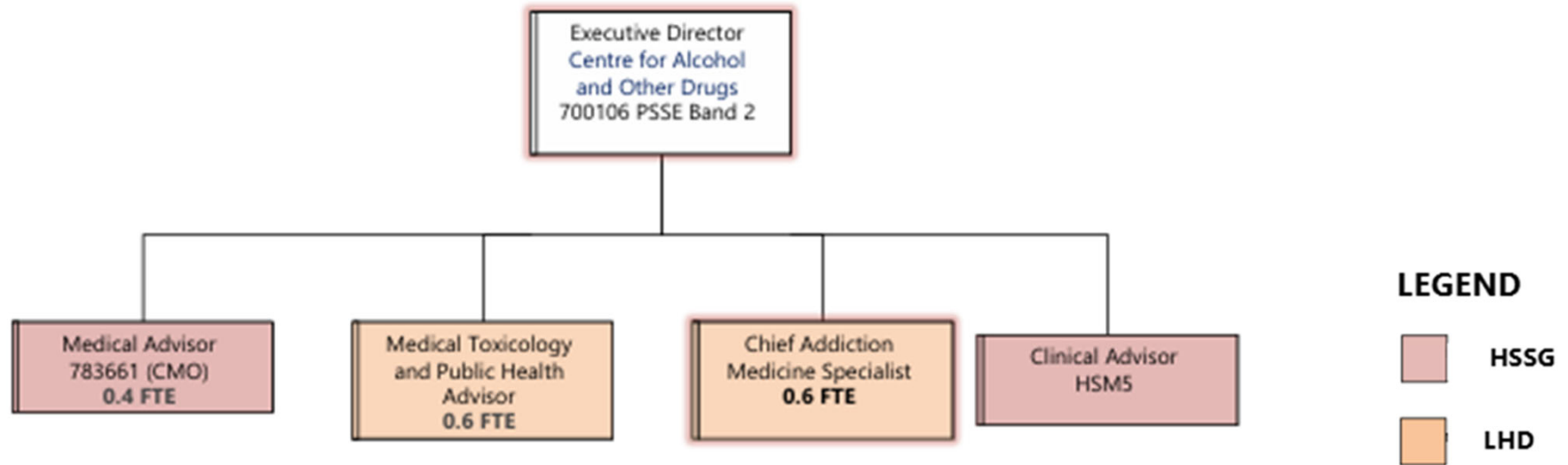
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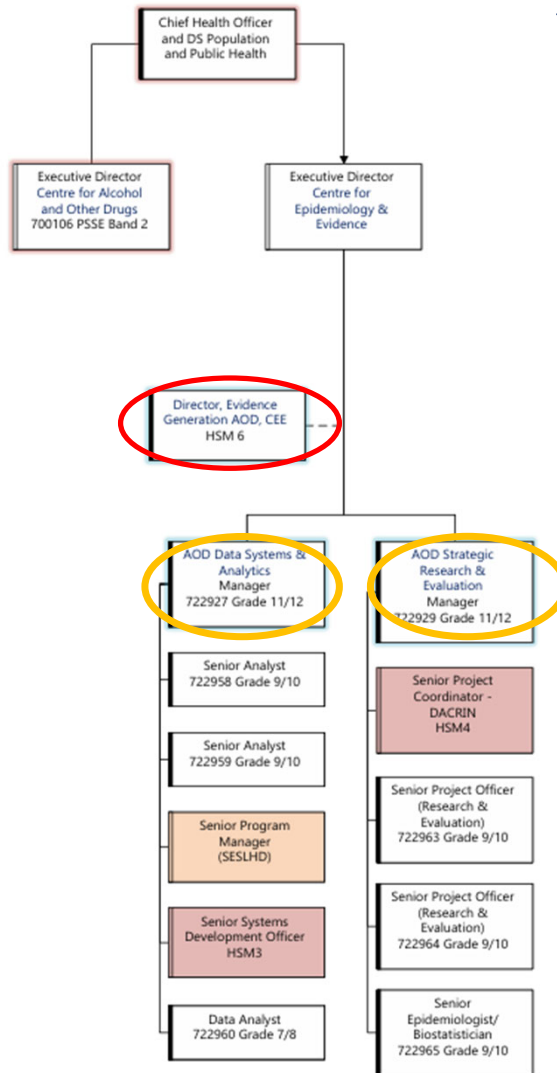
New Roles



Closer look – Clinical and Medical Engagement Group



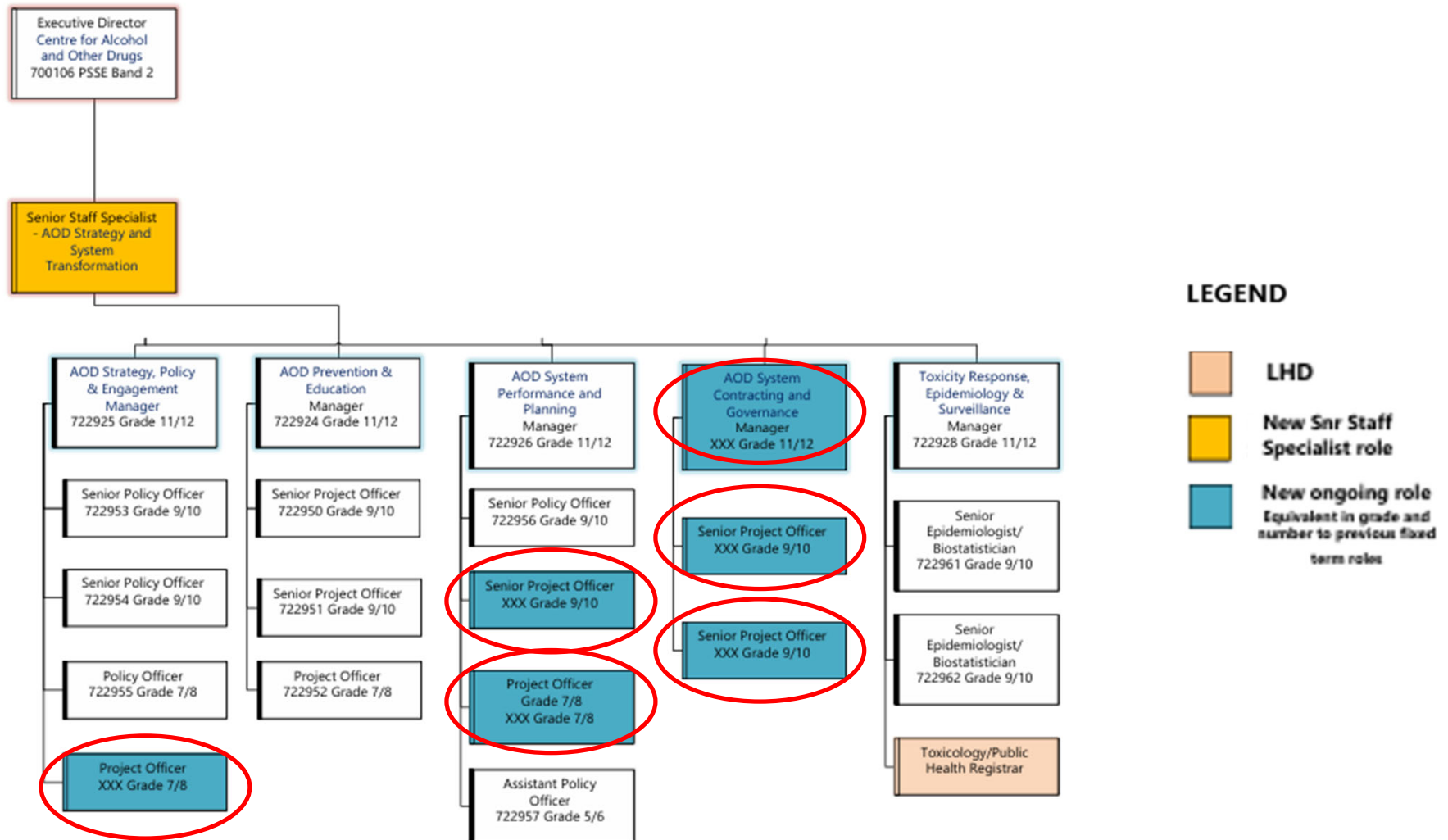
Closer look – Research, Evaluation and Data Systems functions



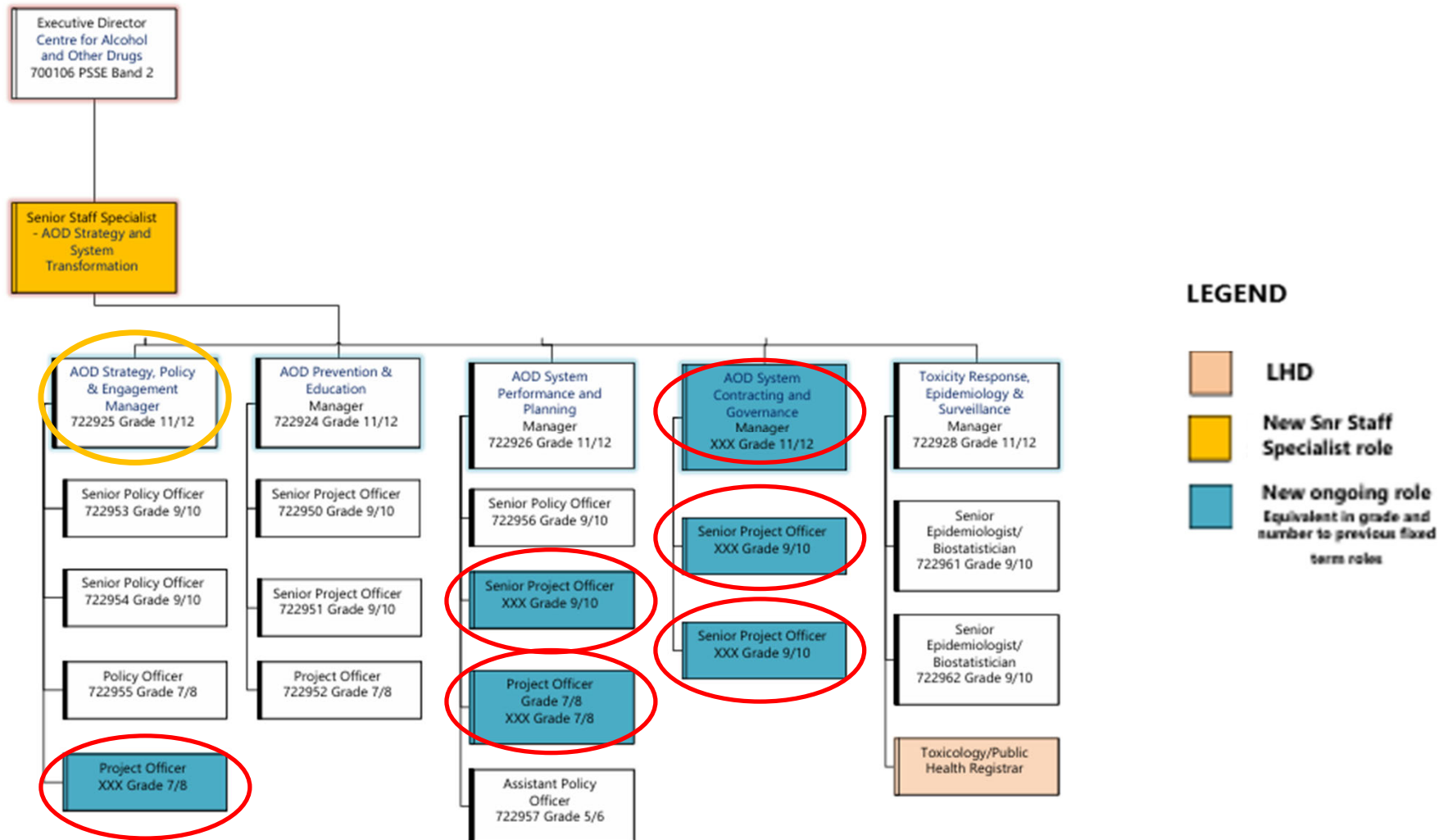
LEGEND



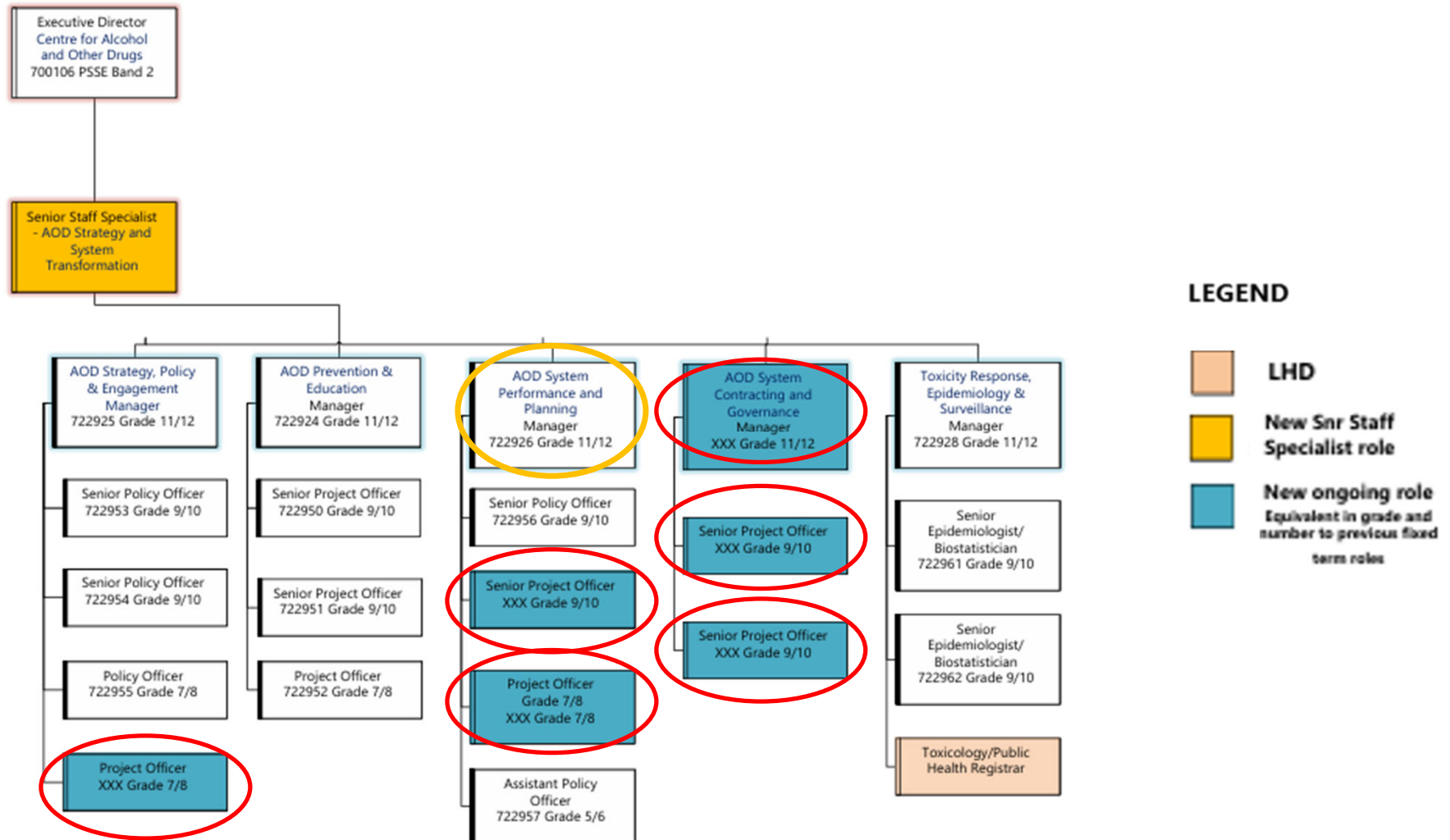
Closer look – Strategy and System Transformation



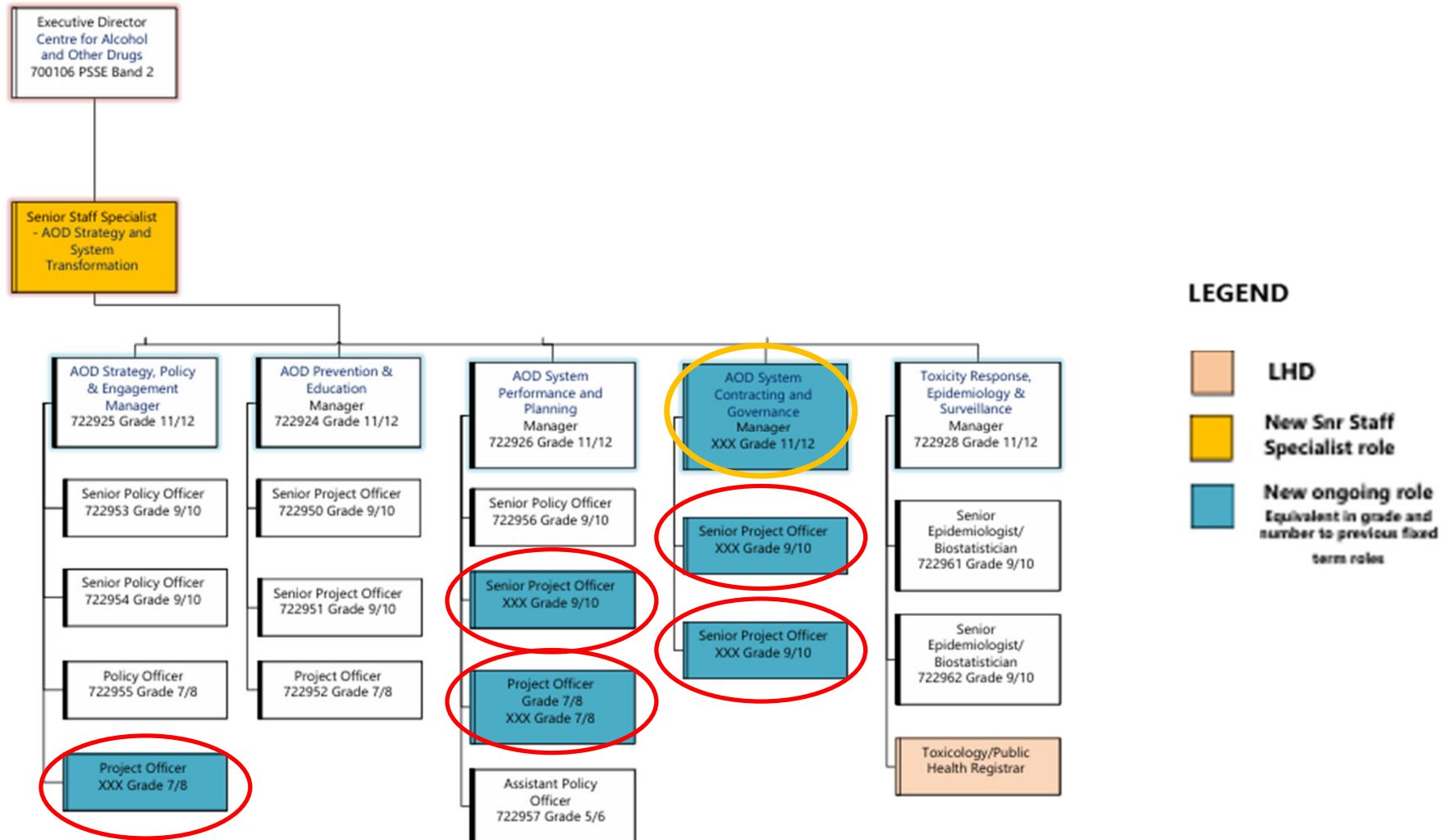
Closer look – Strategy and System Transformation



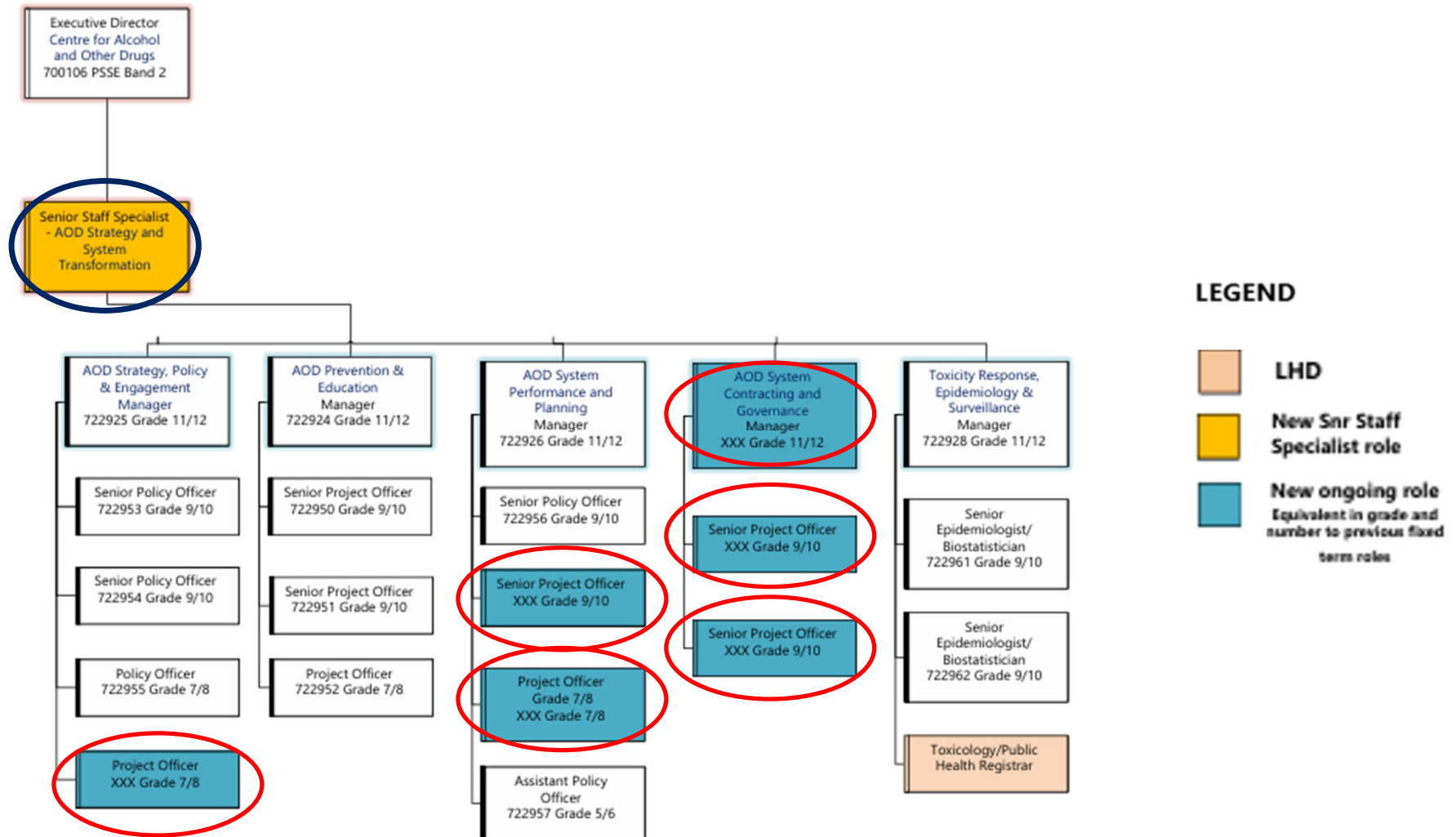
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Closer look – Strategy and System Transformation



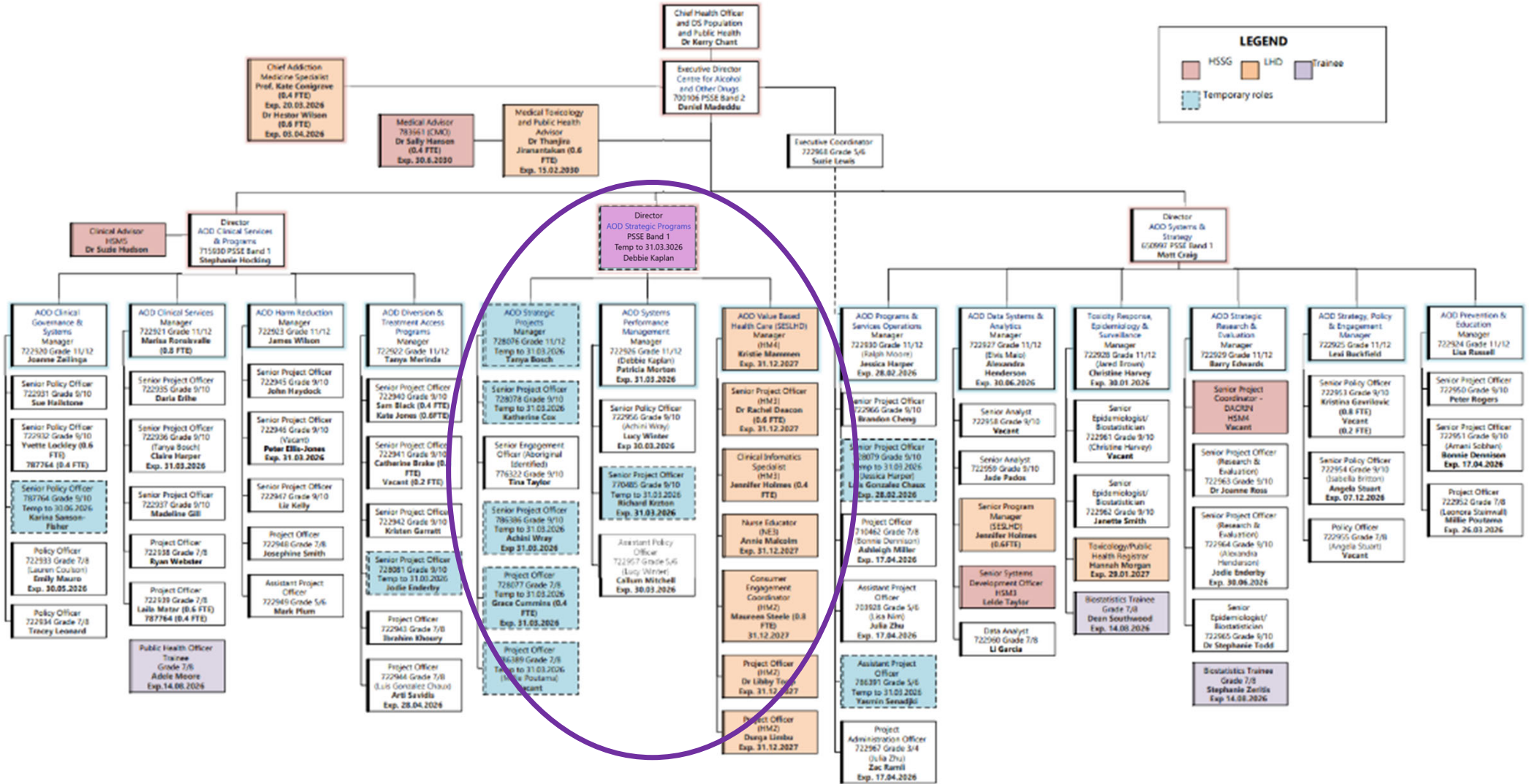
Closer look – Strategy and System Transformation



Current Structure

CENTRE FOR ALCOHOL AND OTHER DRUGS

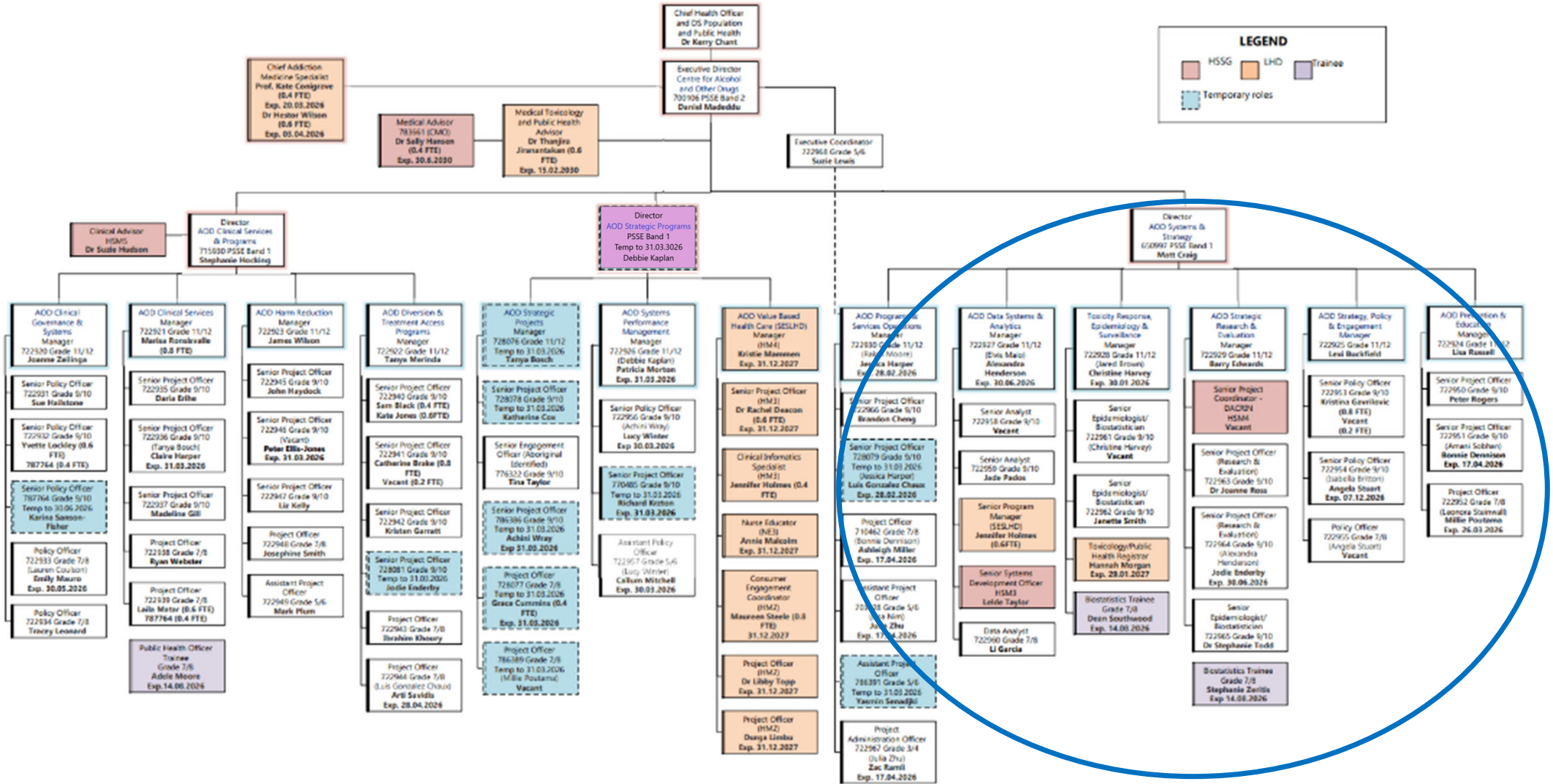
Organisation Chart - as at 09.02.2026



Current Structure

CENTRE FOR ALCOHOL AND OTHER DRUGS

Organisation Chart - as at 09.02.2026



Agenda

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What are the opportunities for staff input during the consultation period; and

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Now. The Consultation Process



Now. The Consultation Process



The **formal consultation** is when the proposed structure is consulted on with staff and unions/industrial associations. You are encouraged to participate in this process.



The formal consultation period commences on **Tuesday, 24 February 2026** and will go for **two (2) weeks**, closing at **5pm on Tuesday, 10 March 2026**.



The **draft role descriptions** for the proposed roles are PSC compliant and detail the relevant capabilities and essential requirements and will be available for review during the consultation period.



Email any feedback, concerns and suggestions about the proposed structure and role descriptions to MOH-CAOD-HR@health.nsw.gov.au

Agenda

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Implementation process

STAGE
1

DIRECT APPOINTMENT

DIRECT ROLE MATCH

No or minor role change

STAGE
2

LATERAL TRANSFER

INTERNAL ASSESSMENT

Targeted EOI

Role changes at same
grade

Multiple roles to be filled

STAGE
3

**EXTERNAL
RECRUITMENT**

**FOR NEW AND NOT FILLED
ROLES**

External merit-based
recruitment

Open to all staff

Support for Staff



Remember



Consultation Period

Starts today:
Tuesday 24 February 2026

Ends: 5pm on
Tuesday 10 March 2026

Access Information

Information on the proposed changes is available in the Staff Consultation Hub in SharePoint.

Provide Feedback

Submit your feedback to MOH-CAOD-HR@health.nsw.gov.au

Support Available

For questions or support:

- Daniel Madeddu, Executive Director
- People & Culture: Nina Gavan / Adwoa Acheampomaa
- EAP: 1300 687 327
- Union: PSA - psa@psa.asn.au
HSU - info@hsu.asn.au

Any Questions?

