

# Proposed Restructure Plan

---

Division of Kids & Families

**Medicare Mental Health Kids Hub**

March 2026

## Contents

1. Introduction .....	3
2. Purpose .....	3
3. Service.....	3
3.1 Brief overview of the service .....	3
3.2 Reason for the Restructure.....	3
3.3 Organisational Structure – Current State.....	4
3.4 Organisational Structure – Proposed Future State .....	4
3.5 Impacted Staff .....	5
3.6 Current and Proposed Position Descriptions (PD) .....	5
3.7 Timetable for Implementation .....	5
4. Consultation with industrial organisations.....	5
5. Information sessions for staff.....	5
6. Possible effects on EEO groups .....	6
7. Counselling and vocational assessment services for staff.....	6

## 1. Introduction

The Medicare Mental Health Kids Hub Service (Kids Hub), established in 2024, is a jointly funded NSW and Commonwealth government initiative operating under the Medicare Mental Health National Service Model. While current funding runs to 30 June 2026, a further 12-month extension has been indicated. To support service continuity and workforce retention, ISLHD has approved temporary workforce contract extensions to 30 June 2027 whilst awaiting confirmation of a formal funding extension. In this context, there is a need to review workforce requirements to ensure the Kids Hub can continue to respond effectively to evolving service demands and community needs.

## 2. Purpose

The purpose of this restructure plan is to describe the in-principal changes proposed for the Kids Hub workforce pending consultation and feedback from impacted staff across the district. The scope of this restructure plan covers the Kids Hub and the Illawarra Shoalhaven Diagnostic and Assessment Service (ISDAS) that currently fall within the Kids Hub Model of Care.

## 3. Service

### 3.1 Brief overview of the service

- The Kids Hub is funded to provide early intervention mental health and wellbeing support for children up to the age of 12 years and their families. Kids Hub prioritises vulnerable and at-risk children and families and provides short to medium term (3-6 months) interventions.
- The Kids Hub (inclusive of ISDAS) employs a family focused; strengths-based capacity building model and the multi-disciplinary team of 20.5 fulltime equivalent (FTE) includes psychology, social work, occupational therapy, speech pathology, dietetics, nursing, paediatrician, psychiatry, paediatric registrar, administration staff and service management positions.
- The workforce profile was originally developed by the Kids Hub Project Planning Committee and endorsed by the Executive Steering Committee (DT24/67131 & DT24/107554) and was based on the MOH NSW Kids Hub Service Guidelines. The NSW Kids Hub Service Guidelines have no set workforce profile and local health districts are encouraged to develop workforce profile that meet the needs of the local area.

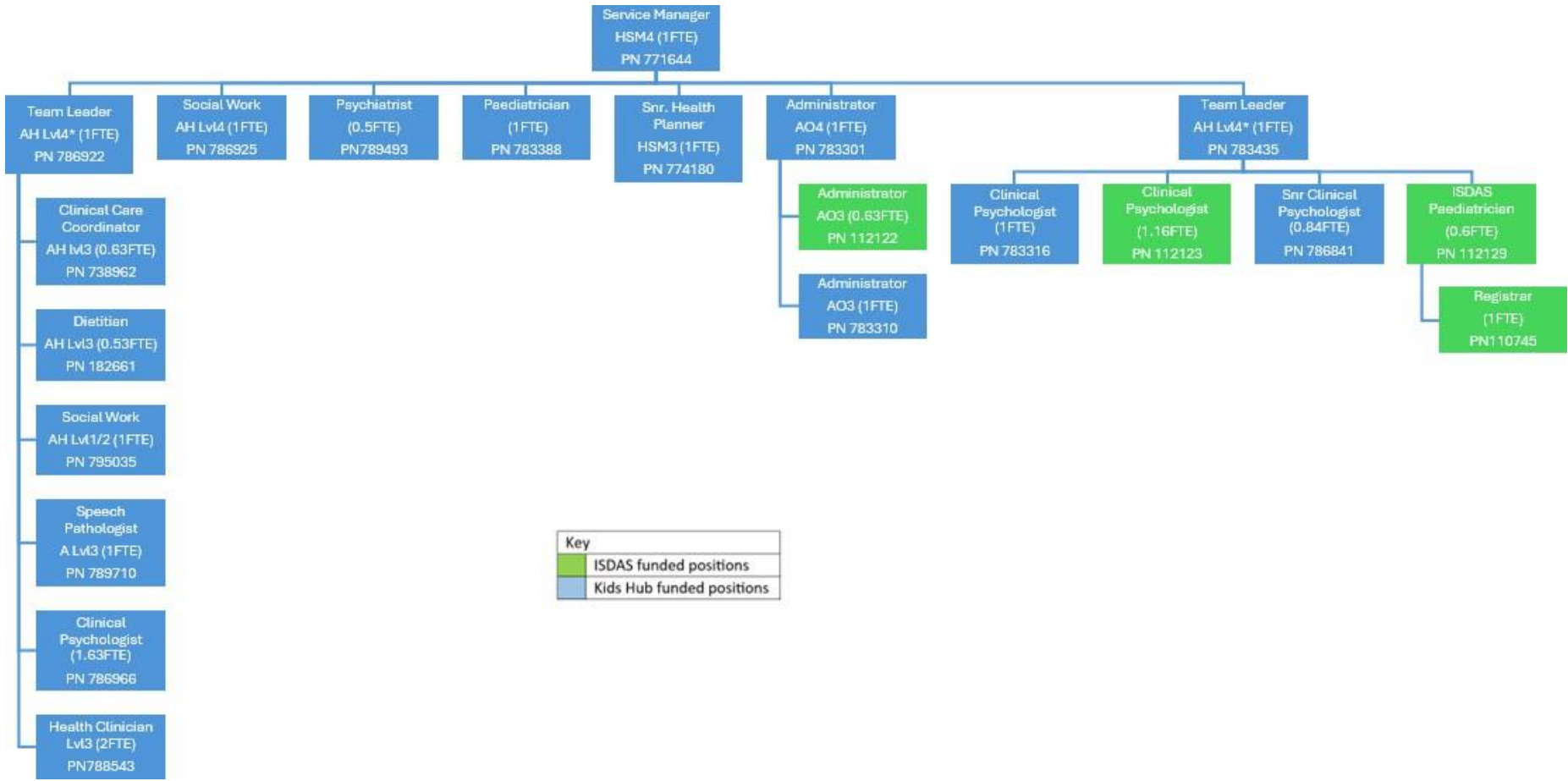
### 3.2 Reason for the Restructure

- After 12 months of clinical operation, minor workforce profile changes are recommended to better meet presenting clinical needs and enable the service to manage the growth in referral numbers anticipated to follow the planned expansion of eligible referrers.
- Funding from the Kids Hub has been used to increase the ISDAS workforce by 2.5FTE with the aim of setting up an expanded Kids Hub Diagnostic Pathway. The demand for community paediatric care currently outstrips capacity, and the diagnostic focus of ISDAS is not in line with the MMH Kids Hub National Service Model. As such a change to alignment of the existing paediatric workforce in ISDAS and Kids Hub is proposed.
- The proposed changes increased the overall Kids Hub FTE by 0.73FTE and increase clinical capacity through a reduction in non-clinical positions within this total.

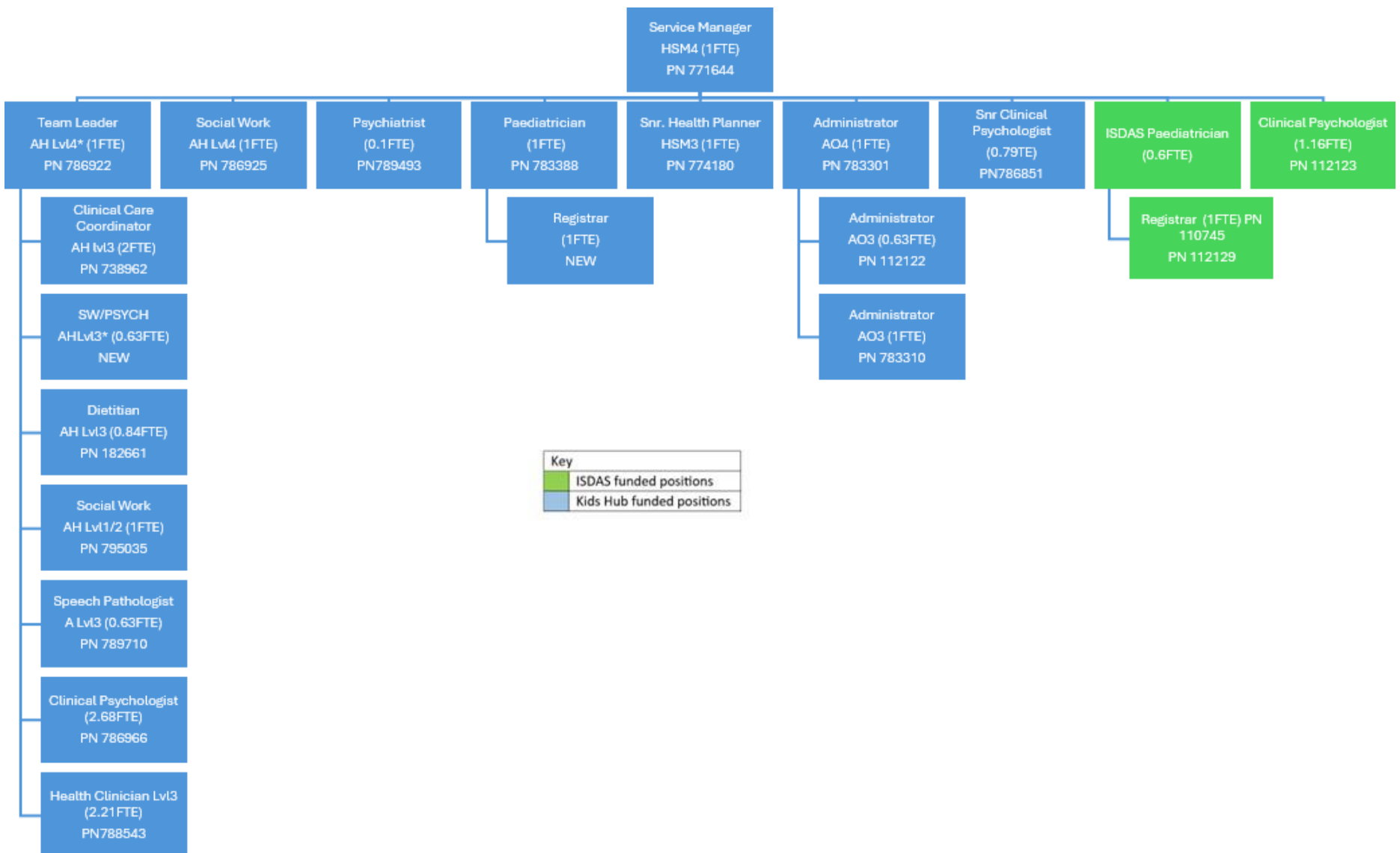
The table below outlines the proposed changes to the Kids Hub service structure, the rationale for the changes, and benefits/impacts on services.

Function/Role	Proposed Changes	Rationale for Changes & Benefits/Impacts on Services
ISDAS at Kids Hub	<ul style="list-style-type: none"> <li>• Reallocate 2.5FTE back to Kids Hub</li> <li>• Service will operate with 1 team leader from 1 July</li> </ul>	<ul style="list-style-type: none"> <li>• A reduction in FTE to better align with Kids Hub funding and increase capacity for Kids Hub referrals which is required as the service opens to more referral pathways required under the model of care.</li> <li>• Likely to increase waiting times for ISDAS assessment.</li> <li>• More families will be able to access Kids Hub services.</li> <li>• Change in team leader role due to reduced team FTE.</li> </ul>
Senior Health Planner	<ul style="list-style-type: none"> <li>• Continue temporarily at 1.0FTE until December 2026</li> </ul>	<ul style="list-style-type: none"> <li>• This position is required for a further 6 months to ensure completion of the building works and service establishment.</li> </ul>
Paediatric Registrar	<ul style="list-style-type: none"> <li>• New position to be established at 1.0FTE</li> </ul>	<ul style="list-style-type: none"> <li>• This position was proposed in the original model of care and will be established when the Senior Health Planner role is ceased.</li> </ul>
Kids Hub clinician positions	<ul style="list-style-type: none"> <li>• Increase in total FTE from 6.76FTE to 9.99FTE</li> </ul>	<ul style="list-style-type: none"> <li>• Increase clinical capacity of Kids Hub</li> <li>• Improve alignment with funding criteria</li> </ul>

### 3.3 Organisational Structure – Current State



### 3.4 Organisational Structure – Proposed Future State



### 3.5 Impacted Staff

It is proposed that the following position/s will be impacted as part of the restructure pending consultation feedback:

	Current Position Title	Classification	Proposed Classification	Change	FTE
1.	ISDAS Team Leader (position number (PN) 783435)	Health Professional (HP) Level 4	N/A	contract will not be renewed for new financial year	n/a
2.	Kids Hub Diagnostic Clinical Psychologist (PN 783316)	Clinical Psychology	Clinical Psychology	cost centre and title change - Kids Hub Clinical Psychologist (PN 786966)	1
3.	Kids Hub Therapy Team Leader (PN 786922)	HP Level 4	HP Level 4	Title change to Kids Hub Team Leader	1

It is proposed that the following position/s will change reporting lines as part of the restructure:

	Current Position Title	Currently reporting to	Proposed reporting to	Classification	FTE
1.	Paediatrician (PN 112129)	Team Leader (PN 783435)	Service Manager (PN 771644)	Staff Specialist	0.6
2.	Clinical Psychologist (PN 112123)	Team Leader (PN 783435)	Paediatrician (PN 112129)	Clinical Psychologist	1.16

It is proposed that the following position/s FTE will change as part of the restructure:

	Current Position Title	Currently reporting to	Proposed reporting to	Classification	Current FTE	Proposed FTE	Variance
1	Speech Pathology (PN789710)	Team Leader (PN 786922)	Team Leader (PN 786922)	HP Level 3	1.0	0.63	-0.37
2	Clinical Psychologist (PN 786966)	Team Leader (PN 786922)	Team Leader (PN 786922)	Clinical Psychologist	1.63	2.68	1.05
3	Dietitian (PN 182661)	Team Leader (PN 786922)	Team Leader (PN 786922)	HP Level 3	0.53	0.84	0.31
4	Clinical Care Coordinator (PN 738962)	Team Leader (PN 786922)	Team Leader (PN 786922)	HP Level 3	0.63	2.0	1.37
5	Health Clinician (PN 788543)	Team Leader (PN 786922)	Team Leader (PN 786922)	Multi-graded OT (level 3)/ SW (level 3)/ CNS2	2.0	2.21	0.21

It is proposed that the following position/s will be created as part of the restructure pending consultation feedback:

	Position Title	Proposed reporting to	Classification	Proposed FTE
1	Social Work/ Psychologist	Team Leader (PN 786922)	HP Level 3 / Psychologist	0.63
2	Paediatric Registrar*	Paediatrician (PN 783388)	Registrar	1.0

\*Effective January 2027 following the completion of the Senior Health Planner (PN 774180)

### 3.6 Current and Proposed Position Descriptions (PD)

Current Role Title and Current PD	Revised Role Title and PD
Kids Hub Diagnostic Clinical Psychologist	Kids Hub Clinical Psychologist

### 3.7 Timetable for Implementation

Action	Date
All communication email issued; will include a copy of the Restructure Plan and new Position Descriptions	Day 1
Unions formally advised of restructure plan for consultation with members	Day 1`
Meeting/s with union and members (if requested)	Week 1/2
Meetings with staff (weekly drop-in sessions)	Week 1/2
Consultation period closes (two weeks) and confirmed in writing to staff and union	Week 2
New structure finalised taking account of feedback	Week 3
Meetings held with affected staff to advise of feedback responses, final structure and next steps	Week 3
General communication to staff and key stakeholders of final structure and next steps	Week 3
Vacant positions advertised as required and recruitment process undertaken	Week 3
Final organisational chart published (effective from 1 July 2026)	Week 3

## 4. Consultation with industrial organisations

The Health Services Union (HSU), New South Wales Nurses and Midwives Association (NSWNMA) and Australian Salaried Medical Officers Federation of NSW (ASMOF) will be notified of the proposal and provided with the Proposed Restructure Plan, as well as an opportunity to comment on the plan.

## 5. Information sessions for staff

This Proposed Restructure Plan and the draft position descriptions will be released for consultation for two weeks. Staff that may be impacted by the proposals set out in this document have been contacted individually and advised of the proposed changes. The Co-Director Kids and Family will consider feedback from all staff members. Written feedback should be provided to Division of Kids & Families [ISLHD-DivOfKidsAndFamilies@health.nsw.gov.au](mailto:ISLHD-DivOfKidsAndFamilies@health.nsw.gov.au) or Angela Park, Senior HR Business Partner via email [Angela.Park@health.nsw.gov.au](mailto:Angela.Park@health.nsw.gov.au).

## 6. Possible effects on EEO groups

There are no identified effects on EEO Groups as part of this restructure.

## 7. Counselling and vocational assessment services for staff

Staff will be reminded of the availability of the Employee Assistance Program that can be accessed by phone on 1300 687 327. The number is answered 24 hours per day, seven days per week and facilitates enquiries and booking requests. Appointments can also be made online via <https://convergeinternational.com.au/contact/bookings/> using code ILLADNOQ.