

CHANGE IMPACT STATEMENT - TEMPLATE



Campus	Albury Wodonga Regional Cancer Centre- Albury Campus
Department (if applicable)	Allied Health Psychology Social Work Speech Pathology Dietetics
Program	Admitted Services
<p>Brief Description of the Change proposal</p> <p>Can be change in program, production, organisation, physical workplace, workplace arrangements, or structure or technology significantly impacting staff</p>	<p>This Change Impact Statement relates to a reporting line realignment for Allied Health staff currently working within the Albury Wodonga Regional Cancer Centre (AWRCC).</p> <p>The change forms part of the broader transition of the AWRCC from Ramsay Health Care to Albury Wodonga Health (AWH), which was initiated on 24 January 2026.</p> <p>The proposal involves a reporting line change only. Allied Health staff will formally join/ re-join the broader Admitted Allied Health structure at AWH to strengthen discipline governance, workforce alignment, and team inclusion. There are no proposed changes to roles, position descriptions, hours of work, rosters, or physical work location at this time.</p>
Current Situation	<p>Allied Health staff working within the AWRCC currently operate within a hybrid reporting arrangement, with operational reporting to the Operations Manager – Cancer Services and for some Allied Health staff, also their professional discipline reporting to Allied Health discipline managers at AWH.</p> <p>The Allied Health workforce within the Cancer Centre is highly skilled, with strong cancer-specific clinical expertise developed through sustained exposure to this specialist clinical environment. Retaining this expertise is a priority.</p> <p>However, the current structure has resulted in fragmentation from the broader Allied Health workforce reducing opportunities for professional Allied Health support, supervision or leave cover and inconsistencies in discipline governance.</p>

<p>Proposed Situation</p> <p><i>This is the what, when and who.</i></p> <p>Where the change is to rosters or hours of work:</p> <ul style="list-style-type: none"> • Describe the nature of the change and when it is proposed to commence; • Address health and safety impacts including fatigue. 	<p>The proposed change involves a realignment of reporting lines for all Allied Health staff working within the AWRCC from the Operations Manager – Cancer Services into the Allied Health Directorate</p> <p>Specifically: The Psychology staff member will report directly to the Director of Allied Health.</p> <p>Social Work, Dietetics, and Speech Pathology staff members will operationally report to their respective Allied Health discipline managers.</p> <p>All other employment conditions will remain consistent with current position descriptions. No fatigue or additional occupational health and safety risks are anticipated as a result of this change.</p>
<p>Benefits of proposed change</p> <p><i>This is the why.</i> (Cost Savings, etc.)</p>	<p>The proposed change supports a more unified, consistent, supportive, equitable, and sustainable Allied Health workforce model at AWH.</p> <p>Benefits include improved Allied Health clinical support and supervision as well as governance and accountability.</p> <p>The change will enhance inclusion of AWRCC Allied Health staff within the broader Admitted Allied Health workforce, improve collaboration between Allied Health and Cancer Services leadership, and support improved access to Allied Health services for patients.</p> <p>The realignment also supports organisational consistency following the transition of the AWRCC to AWH and enables a more integrated approach to service delivery.</p>
<p>Potential effects on employees</p> <p>Could include, but not exclusive to:</p> <ul style="list-style-type: none"> • Positions terminated • Change in size, composition, operation or skills required, • Change in hours worked or reduction in pay; • Changes to classification, position description or reporting lines; • Need for retraining or relocation to another site or other work; • Removal of an amenity; 	<p>There are no proposed staff terminations, reductions in hours, changes to pay, or changes to employment conditions.</p> <p>The primary impact for employees will be a change in reporting lines. There will be no change to physical work location or core clinical role expectations.</p> <p>While the change is anticipated to be largely business as usual for most staff, it is acknowledged that some adjustment to new reporting arrangements may be required.</p>

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<ul style="list-style-type: none"> • Removal or reduction in job opportunities, promotion opportunities or job tenure; • Change to rosters or hours of work. 	
<p>Wellbeing & Safety impacts on employees (including Occupational Violence & aggression implications for employees)</p> <p>Where an OHS, safety, wellbeing or OVA is identified, a risk assessment of the potential effects of the changes on health and safety of employees should be undertaken in consultation with HSR's and the proposed mitigation actions which will be implemented to prevent such effects.</p>	<p>No increase safety risk is anticipated as a result of this change. It is acknowledged that the AWRCC is a sensitive clinical environment, and staff wellbeing will remain a priority throughout the transition.</p> <p>Change can be unsettling, and so AWH is making Nicole Humphreys (Acting Director Allied Health) available to answer staff questions during the consultation process. In addition, support outside the team is available from:</p> <ul style="list-style-type: none"> - AWH Health and Wellbeing team - available during working hours – contact wellbeing@awh.org.au or 02 6051 7480 - Acacia – AWH Employee Assistance Program which provides external confidential professional counselling to all staff at no cost – available 24/7 - call 1300 364 273
<p>Measures to mitigate effects on employees</p> <p>Outline the measures which will be taken to mitigate or avert the effects of the proposed change. For example:</p> <ul style="list-style-type: none"> • Redeployment; • Retraining; • Salary maintenance; • Job sharing; • Maintenance of accruals. 	<p>A staged and consultative approach will be undertaken in line with industrial requirements.</p> <p>Staff will have direct access to the Acting Director Allied Health via email, Teams, or in-person meetings throughout the consultation period.</p> <p>Ongoing collaboration with Cancer Services leadership will continue to ensure continuity of care and operational alignment.</p> <p>Clear communication will be provided regarding reporting arrangements and escalation pathways following implementation.</p>

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Communication Plan - Notification to affected employees on proposed change.	<p>The Change Impact Statement will be issued via email to affected staff (and unions) on Wednesday 11th February 2026.</p> <p>A 14-day consultation period will apply. Staff may provide written feedback or request consultation meetings, either in person or via Teams, during this period.</p> <p>Acting Director of Allied Health and Discipline Allied Health managers will be available to meet with staff as required.</p>
Representation rights	<p>At any time during the consultation process you may involve your union to represent you.</p>
Learning and Development Plan for effected employees Consideration of whether employees will need to be retrained due to the proposed changes?	<p>No retraining is required as a result of this change. Orientation and support related to reporting arrangements or organisational systems will be provided as required following implementation.</p>
Effect of the proposed changes on other AWH services, employees, Departments or locations?	<p>This change is expected to have a positive impact across AWH by improving equitable access to Allied Health services within the AWRCC.</p> <p>Additional Allied Health FTE has been introduced to support services within the Cancer Centre, and no adverse impacts on other Allied Health services or departments are anticipated.</p>

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<p>Timeframes and dates for proposed changes</p> <p>You must check the relevant EBA /Award Clause around consultation and then design a communication timetable not exclusive to:</p> <ol style="list-style-type: none"> 1. Steps 2. Phase 3. Action 4. Timeframe (dates) <p>Carefully follow the timeframes in the EBA/Award Include any details of staff / union consultation conducted to this date.</p>	<p>CIS issued to affected staff: Wednesday 11th February 2026</p> <p>Consultation period: 14 days</p> <p>Feedback due: Wednesday 25th February 2026</p> <p>Review of feedback: Up to 7 additional days if required</p> <p>Implementation: Following consultation closure where no alternative proposal is identified.</p>
<p>Attachments</p> <p>Include any other written material relevant to the reasons for the proposed change (such as consultants reports, before and after org charts), excluding material that is Commercial in Confidence or cannot be discussed under privacy legislation.</p>	<p>Nil.</p>
<p>Prepared by:</p>	<p>Nicole Humphreys</p>
<p>Position:</p>	<p>Acting Director Allied Health</p>
<p>Date:</p>	<p>11/02/2026</p>
<p>Contact details:</p>	<p>Nicole.humphreys@awh.org.au</p>