



West Moreton Hospital and Health Service

Enquiries to:
 Telephone:
 Facsimile:
 Our Ref:



To all staff of the Barrett Adolescent Unit

In December 2012, WM HHS initiated the Barrett Adolescent Strategy to commence the process of identifying new service options for adolescents requiring mental health extended treatment and rehabilitation in Queensland. A multidisciplinary Expert Clinical Reference Group (ECRG) was convened, and in May 2013 seven recommendations were submitted by the ECRG to the WM HHS Board. This was followed by comprehensive consultation with the Minister for Health, the Queensland Mental Health Commissioner, Children's Health Queensland HHS (CHQ HHS), Department of Education Training and Employment (DETE), and the Department of Health. The seven recommendations were accepted by the WM HHS Board.

On 6 August, 2013, the Minister for Health, the Honourable Lawrence Springborg MP made an announcement that adolescents requiring extended mental health treatment and rehabilitation will receive services through a new range of contemporary service options from early 2014. Young people receiving care from the Barrett Adolescent Centre at that time will be supported through their transition to other contemporary care options that best meet their individual needs. CHQ HHS will hold governance of the new service options developed, and will lead the statewide project to finalise the implementation of the future service options.

To provide certainty, WM HHS announced a plan to work toward the end of January 2014 to cease services from the Barrett Adolescent Centre (BAC) building.

At that time information that was available was provided to your union delegates as well as to yourselves through our staff communiqués and arranged meetings with members of the HR team.

I can now advise that following on from previous announcements, all positions in the Barrett Adolescent Unit organisation structure will be abolished at the time the service closes (2 February 2014).

Staff who occupy permanent substantive positions

In line with Public Service Commission 06/13: *Employees Requiring Placement*, each staff member who currently occupies a substantive position in Barrett Adolescent Centre has now been declared an employee requiring placement. I have attached a copy of the Directive for your information.

A process is underway to identify suitable alternative substantive positions for permanent staff. If a suitable alternative substantive position is not identified for any permanent staff member before close of business 10 January 2014, on that date I will initiate action in line with Section 6.2(b) of the Directive. Staff not placed will then have the opportunity to decide between two courses of action:

- Accept a voluntary redundancy (in accordance with the Directive relating to early retirement, redundancy or retrenchment); or

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 The Park - Centre for Mental Health
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- Pursue transfer (and/or redeployment) opportunities.

I have also enclosed a copy of Directive No. 11/12: *Early Retirement, Redundancy and Retrenchment* for your information and a copy of the Queensland Health Frequently Asked Questions related to the above Directives.

Where the outcome for individual staff is that they will separate through voluntary redundancy, and redundancy processes are not finalised before 2 February 2014, arrangements will be made for alternative work between that date and the final date of separation.

Staff on temporary engagements

I regret to advise that staff on temporary engagements continuing into January will cease their engagement effective close of business 2 February 2014 unless an earlier date has been agreed. I very much appreciate the contribution that all our temporary staff have made to the unit during your time here.

Staff currently on secondments or higher duties

Where staff are currently on secondment from other areas of the Health Service or elsewhere, these engagements will cease effective close of business 2 February 2014 unless an earlier date has been agreed. Unless other arrangements are made, these staff will return to their substantive positions.

Next Steps

I will be arranging follow up communication with staff to work through in more detail the impacts on individuals and any individual issues or concerns. Staff are welcome to bring a support person or union representative to any meetings.

A meeting has been organised to initiate consultation with appropriate unions as we move to finalise the closure of the service.

I am very keen to ensure that all staff feel well supported during the implementation of the change. It is important that you approach your supervisor or a more senior manager if you have any questions or concerns about the changes or how they may affect you. This is particularly important if you feel you need further detail about decisions taken or their impact. If your supervisor or manager does not know the answer to your question, they will escalate the issue and get back to you as quickly as possible.

I encourage all staff to access the support available through Employee Assistance Service if you need support at any time, including face to face or telephone counselling. Counselling is available 24 hours per day, 7 days per week by calling PPC Worldwide on 1300 361 008.

If you have any questions or concerns at anytime, you are welcome to call Kerrie Parkin, HR Director on [REDACTED] or through Alex Bryce, Acting Nurse Unit Manager.

[REDACTED]
[REDACTED]
Ms Sharon Kelly
Executive Director
Mental Health and Specialised Services
West Moreton Hospital and Health Service
16/12/2013