

From: WM TeamConnect
To: WM TeamConnect
Date: 11/9/2012 2:41 pm
Subject: ATTN STAFF: Update regarding Barrett Adolescent Centre

**** Proprietary ****

Yesterday there were several media articles that appeared in relation to the future of the Barrett Adolescent Service that have caused some anxiety among staff at the centre.

On Friday 9 November I along with the Chief Executive, Lesley Dwyer met with the majority of staff at the Barrett Adolescent Service to correct this misreported information and ensure all staff are given detailed and factual information about any proposed organisational change in adolescent mental health services.

Given the current speculation and in the interests of our staff, patients and their families I am keen to inform you about the present thinking in relation to the future of adolescent services at The Park. I can confirm that high level discussions have been taking place in regards to the future of Barrett Adolescent Services in the context of the 'Redlands option' no longer being available.

Any decision will take into account that the role and structure of The Park facility is that of an adult forensic service, and have regard to concerns held by some stakeholders regarding the co-location of adolescent services and adult forensic/secure services.

The West Moreton Hospital and Health Service supports the national reform agenda to ensure young people are treated closer to their homes in the least restrictive environment, and with minimum possible disruption to their families, educational, social and community networks. As all of you would be aware, the National Mental Health Service Planning Framework clearly recommends community-based and non-acute care settings for the care of mental health consumers, particularly young people.

We gave a commitment to staff today to ensure that as soon as information becomes available they will be kept up-to-date. Staff have access to Employee Assistance Program (EAP) and I encourage any staff who require this assistance to call [REDACTED]

Meetings will now be arranged with the System Manager, other Hospital and Health Services and key experts to discuss options. Staff will have the opportunity to be involved and we welcome input during this process.

Staff and unions will be advised directly and in detail about whatever direction our services will take in the future. Once any decision is made I am committed to consultation about the implementation of any organisational change, particularly in regard to minimising the impact of any change on staff.

As always staff are welcome at any time to bring forward all suggestions and ask questions. I would ask you speak to your line manager in the first instance or alternatively you can email [REDACTED]

Kind Regards

Sharon Kelly
Executive Director Mental Health and Specialised Services

West Moreton Hospital and Health Service BAC STAFF COMMUNIQUE 1

Barrett Adolescent Centre

Welcome to our first Barrett Adolescent Centre Staff Communiqué. I hope this communiqué helps keep you informed about what is happening and how it will impact on yourselves as staff at the BAC.

Barrett Adolescent Centre Building

To provide certainty to both our current consumers and our staff, we continue to work toward the end of January 2014 to cease services from the Barrett Adolescent Centre (BAC) building. This is a flexible date that will be responsive to the needs of our consumer group and as previously stated, will depend on the availability of ongoing care options for each and every young person currently at BAC. The closure of the building is not the end of services for young people. WMHHS will ensure that all young people have alternative options in place before the closure of the BAC building.

Clinical Care Transition Panels

Clinical Care Transition Panels have been planned for each individual young person at BAC, to review individual care needs and support transition to alternative service options when they are available. The Panels will be chaired by Dr Anne Brennan, and will consist of a core group of BAC clinicians and a BAC school representative. Other key stakeholders (HHS's, government departments and NGOs) will be invited to join the Panel as is appropriate to the particular needs of the individual consumer case that is being discussed at the time.

Admissions to BAC

WMHHS is committed to safe and smooth transitions of care for each young person currently attending BAC. These transitions will occur in a manner and time frame that is specifically tailored to the clinical care needs of each individual young person. In order to meet this goal, there will be no more admissions to BAC services from this date forward. For adolescents currently on the waiting list, we will work closely with their referring service to identify their options for care.

Statewide Adolescent Extended Treatment and Rehabilitation Implementation Strategy

The statewide project for the Adolescent Extended Treatment and Rehabilitation (SW AETR) Implementation Strategy has commenced under the governance of Children's Health Queensland, and the Steering Committee has met three times since 26 August 2013. As part of the statewide project, two Working Groups have been defined to deliver on various aspects of this initiative. Working Group one is the SW AETR Service Options Implementation Working Group, which will build on the work surrounding service models completed by the Expert Clinical Reference Group earlier this year. Working Group two will focus on the financial and staffing requirements of any future service options that are developed.

SW AETR Service Options Implementation Working Group

The SW AETR Service Options Implementation Working Group met for the first time on 1 October 2013 for a half-day Forum. This Forum was attended by a range of multi-disciplinary clinicians and service leaders from Child and Youth Mental Health Services (CYMHS) across Queensland, a BAC staff member (Vanessa Clayworth), a carer representative, and non government organisation (NGO) representation. Feedback suggests that the Forum was a very successful and productive day. A second Forum will be held within the next month to further progress the work on service models. Families and carers have also been invited to provide written submissions on the development of the new service options moving forward for the consideration of this working group.

Date: Thursday, 3 October 2013

Acting Nurse Unit Manager (NUM)

Mr Alex Bryce will be commencing as the Acting NUM at BAC from Monday 14 October 2013. Alex is a senior nurse with extensive experience in nursing management. This will allow Vanessa Clayworth to move into the Acting CNC role, and directly support the clinical needs of the young people at BAC and the progress of the Clinical Care Transition Panels.

HR

Discussions have commenced with HR regarding processes, options and issues for yourselves. HR and Senior clinical staff will soon commence work with each of you individually to identify your individual employment options.

Support available

The Employee Assistance Service (EAS) is available for you to access at any time. This service is completely confidential and self referral. For more information on EAS please visit <http://qheps.health.qld.gov.au/eap/html/WestMortHSD.htm>. Please also be reminded that your line managers are available to discuss any concerns or queries you may have.

Communication to Families and Carers

Fast Facts 8 will soon be going out to all BAC families, carers and staff to ensure they receive the most update information on what is happening with BAC.

Communication with Department of Education, Training and Employment (DETE)

WMHHS continues to liaise directly with DETE on a regular basis, keeping them up-to-date with changes and plans regarding BAC. DETE is committed to responding to the educational needs of each young person at BAC, and will work with us on the Clinical Care Transition Panels.

Kind regards

Sharon Kelly

Executive Director Mental Health & Specialised Services

West Moreton Hospital and Health Service

Information Session for West Moreton Child and Youth Mental Health Staff

We would like to invite you to an information session with Dr Sandra Radovini, leading child and youth Psychiatrist from Victoria

This session will be an opportunity to hear about Victorian mental health services for adolescents with complex needs.

Date: Tuesday, 10 December 2013

Time: 2:30pm—3:30pm

Location: Dawson House Conference Room

The Park Centre for Mental Health

Attendance will be via RSVP to Laura Johnson.

RSVP: Monday 9th December by 12 midday

Email: [REDACTED]

Phone: [REDACTED]

Nil cost.

Afternoon tea will be provided.

Dr Radovini is a consultant Psychiatrist with over 25 years clinical experience in Mental Health in the private and public sectors, metropolitan and rural settings and child, adolescent, youth and adult psychiatry.

Dr Radovini is the Director of Mindful – the Victorian state-wide teaching and training unit hosting postgraduate courses, professional forums, workshops, short courses for clinicians working in Child and Adolescent Health Services (CAMHS) as well as clinicians working in other sectors e.g. education, welfare, private practice.

In November 2011, Dr Radovini was appointed as the inaugural Clinical Director of **headspace** – National Youth Mental Health Foundation, a Commonwealth Government initiative designed to provide early access to mental health services for youth aged 12-25 years via **headspace** centres, e-headspace and school support programs.

From 2009 – 2011, Dr Radovini was the inaugural Chief Child Psychiatrist with the Victorian Government Department of Health. This position was created by the Minister for Mental Health as part of the Victorian Mental Health Reform Strategy to focus on the needs of children, young people and their families.

Dr Radovini was also the Consultant Child & Adolescent Psychiatrist with the Orygen Youth Health Intensive Mobile Youth Outreach Service (IMYOS) team for nine years. The IMYOS team works with high risk young people with multiple and complex needs and develops innovative ways of working with vulnerable young people and their families and carers. Dr Radovini has co-authored several papers describing the IMYOS model of care.

**West Moreton Hospital and Health Service**

Enquiries to: Medical Administration
Telephone: [REDACTED]
Facsimile: [REDACTED]
Our Ref: Brennan_Letter of Offer



Dear Dr Brennan

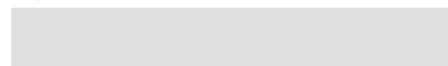
I welcome you to Queensland Health and am pleased to inform you that approval has been given to offer you employment in the following position, subject to satisfactory registration with the Medical Board of Australia, with associated entitlements.

Position Details

Position Number:	32009799
Position Title:	Staff Specialist/Clinical Director
Unit/Department/Division:	Adol WT
Location:	Ipswich Hospital, West Moreton Hospital and Health Service
Classification:	MMOI2.3 Level 27
Award	District Health Services - Senior Medical Officers' and Resident Medical Officers' Award - State 2003 in conjunction with Queensland Health Framework Award - State 2012, the Medical Officers' (QH) Certified Agreement No. 3 (2012) and the Medical Officers' (QH) Memorandum of Understanding 2009

Office
Medical Administration
Ipswich Hospital
West Moreton Hospital & Health Service
Chelmsford Avenue
Ipswich Qld 4305

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PO Box 73
Ipswich Qld 4305



Employment Details

Employment Status:	Temporary Part Time
Hours per fortnight:	40
Gross Salary:	\$3,765.30 per Fortnight
Professional Development Assistance:	<p>In accordance with clause 4.6 of the Medical Officers' (Queensland Health) Certified Agreement (No 3) 2012, you will be entitled to Professional Development Assistance of \$20,000 per annum (pro-rata basis) payable fortnightly with salary.</p> <p>Senior Medical Officers will accrue 3.6 weeks of Professional Development Leave each year, on a pro-rata basis, up to a maximum of 10 years. Professional Development Leave is not paid out on termination or reinstated on return to Queensland Health.</p>
Provider Number:	You are required to obtain a provider number from Medicare Australia for the West Moreton Hospital & Health Service.
Administrative Application of Private Practice Entitlements:	In accordance with the Terms of Administrative Application of Supplementary Benefit for Staff Specialists, you will receive a supplementary benefit of 50% equivalent to the prescribed percentage of base salary and all purpose allowance and confirmed through execution by the parties of a standard contract. Please contact Trish Downs, Patient Administration on [REDACTED] regarding the supplementary benefit contract.
Scope of Clinical Practice:	You are required to submit an application for Credentialing and Scope of Clinical Practice. C & SoCP – Julie Simpson [REDACTED]
Appointment Expenses:	Assistance with appointment expenses to this role can be discussed with the Judy Bond on [REDACTED]
Fringe Benefit Tax	The Fringe Benefit Tax (FBT) consequences for employees participating in salary sacrifice arrangements will differ depending on the eligibility or otherwise for the FBT exemption cap for public hospitals. Employees are to be aware that if they are rotating to a "for profit" private hospital that they will not be eligible for the exemption cap during this period and may need to review their salary packaging arrangements to avoid incurring a personal FBT liability. For further information, please refer to attachment A. Individual financial management is the responsibility of the employee. Further information on the Queensland Health salary packaging arrangements can be found at: http://www.remserv.com.au (employer code is "health").

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Phone [REDACTED] Fax [REDACTED]

Period of Employment

Commencement Date:	11 September 2013
End Date:	09 March 2014

Please find the Equal Employment Opportunity (EEO) Employee Census Form attached to your Acceptance of Offer. The Queensland Government is committed to actively promoting and providing equal employment opportunities for people who identify with groups that have historically been disadvantaged in employment. It would be appreciated if you would complete the EEO Employee Census Form and return it with your signed Acceptance of Offer.

Orientation arranged by supervisor

All new employees are required to attend the Orientation Program. Your supervisor will advise you of the arrangements for you to attend the Orientation Program. Welcome and Orientation information is available on-line at www.health.qld.gov.au/orientation/default.asp and can also be obtained in printed form from your workplace manager or supervisor.

If you have any questions regarding your appointment, please contact Judy Bond on [REDACTED]

Congratulations on your appointment. I look forward to your contribution to the delivery of our health services and I hope you find your work enjoyable and rewarding.

Yours sincerely



Sharon Kelly
Executive Director Mental Health and Specialist Services
West Moreton Hospital and Health Service
10 September 2013

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Chelmsford Avenue
Ipswich Qld 4305

Postal
PO Box 73
Ipswich Qld 4305

Phone [REDACTED] **Fax** [REDACTED]

Acceptance of Offer

Medical Recruitment Coordinator
Ipswich Hospital
PO Box 73
IPSWICH QLD 4305

I acknowledge your letter dated 10 September 2013 and accept the appointment to the position of Staff Specialist, Adol WT at The Park.

I confirm my acceptance of the offer of employment is in accordance with the Letter of Offer, *General Terms and Conditions of Employment* and other details as provided in the *New Employee Starter Kit*.

I agree to acquaint myself with, and abide by, the *Code of Conduct for the Queensland Public Service* and all policy, regulations, standards, procedures and work practices that operate within Queensland Health at any given time.

Signature:

Date:

Name:
Dr Anne Brennan

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West Moreton Hospital and Health Service BAC STAFF COMMUNIQUE 2

Barrett Adolescent Centre

Welcome our second Barrett Adolescent Centre (BAC) Staff Communiqué. I hope this newsletter helps keep you informed about what is happening and how it will impact on yourselves as staff of the BAC.

Consultation is Ongoing

We continue to engage regularly with our key stakeholders including the parents/carers and staff of BAC, and other service providers. We have also provided specific updates to our three Mental Health Clinical Clusters, the Department of Education Training and Employment, and the Commission for Children and Young People and Child Guardian.

Children's Health Queensland are also finalising their communication strategy for the Statewide Adolescent Extended Treatment and Rehabilitation Implementation Strategy, and will soon commence a range of strategies for providing information about the statewide project.

Admissions to BAC

All Executive Directors and Clinical Directors of statewide mental health services in Queensland have been advised that there will be no further admissions to BAC services. This also means that no new referrals will be accepted to the waitlist. This is to ensure there is a safe, smooth and individually appropriate transition of care for each young person currently attending BAC.

In the interim Children's Health Queensland has continued to work with stakeholders from across the state to develop the future model of adolescent extended treatment and rehabilitation mental health services. Further information about these developments will be provided by Children's Health Queensland in the near future. Until then, Dr Stephen Stathis is available on [redacted] to discuss any clinical issues for future patients who may require extended mental health treatment and rehabilitation, and are unable to be managed within their current health service.

Statewide Project Update

All current BAC parents and carers were invited by Lesley Dwyer, Chief Executive, West Moreton HHS to submit a written submission to the statewide project, expressing their views and experiences regarding the current and future service options in Queensland for adolescents requiring extended treatment and rehabilitation. One collective parent submission was received from several BAC parents/carers. The parents/carers who contributed to the submission have also been invited to meet with the Steering Committee of the Statewide Adolescent Extended Treatment and Rehabilitation Implementation Strategy on 4 November 2013 to present their submission.

Financial and Workforce Planning Transition Working Group

The first meeting of this Working Group was convened on 22 October 2013. The focus of this group is to look at future statewide adolescent extended treatment and rehabilitation service options. West Moreton HHS was well represented at this meeting with both senior allied health and nursing representatives, in addition to workforce and finance representatives. With regard to the current workforce needs of BAC staff, this will continue to be a high priority for West Moreton HHS.

Service Options Implementation Working Group

Statewide members of this Working Group have been invited to consider fictional adolescent case scenarios over the last couple of weeks, and to identify service system gaps and barriers to providing comprehensive extended treatment and rehabilitation care at the local level. The responses to this task will further enhance our understanding

Date: Monday, 4 November 2013

of how the current service system meets the need and demand of adolescents requiring this type of care, in addition to the issues that require addressing.

HR Visit

West Moreton HHS Human Resources have been on-site at BAC at various times across the last couple of weeks, to provide information and support to all interested staff about their future employment options. Discussions are also ongoing with line managers regarding your particular preferences and any ongoing queries or feedback you might have. Please let your line manager know if there are additional methods of support or types of information that you or your colleagues need.

Kind regards

Sharon Kelly

Executive Director Mental Health & Specialised Services

West Moreton Hospital and Health Service

West Moreton Hospital and Health Service BAC STAFF COMMUNIQUE 3

Barrett Adolescent Centre

Welcome to our third Barrett Adolescent Centre (BAC) Staff Communiqué. I hope this newsletter helps keep you informed about what is happening and how it will impact on yourselves as staff of the BAC.

BAC Holiday Program

West Moreton Hospital and Health Service (HHS) will be providing a holiday program at BAC across December 2013 and January 2014 for current BAC inpatients and day patients. The activity-based program will be delivered through a partnership model between BAC staff and a local Non-Government Service Provider, and will be delivered four days a week. The program is planned to commence with a gradual roll-out on Monday 16 December 2013 and is scheduled to finish on Thursday 23 January 2014; however these dates are flexible and will be based on the needs of the adolescents.

The BAC facility will be the primary site of the holiday program, and as relevant and safe, off-site visits will be arranged for various activities. Whilst the holiday program is occurring, the comprehensive work that is being progressed at an individual level for each BAC consumer to transition to their local Hospital and Health Services will continue as a priority. Once final approvals have been received, we will provide you with more details and engage staff, consumers and parents/carers in the planning for the program. If you have any questions at this point in time, please contact Laura Johnson via [REDACTED]

Visit by Dr Sandra Radovini, Leading Child and Youth Mental Health Expert

An information session for all West Moreton child and youth mental health staff will be held on Tuesday 10 December 2013 at The Park. This professional development session will be an opportunity to hear about mental health services for adolescents with complex needs in Victoria. Further details of the session will be sent to all BAC staff shortly.

As part of Dr Radovini's visit, the parents/carers of BAC consumers will be invited to attend a separate presentation on Victorian adolescent mental health service models and to hear a presentation by Children's Health Queensland (CHQ) HHS on elements of the proposed statewide service options. West Moreton HHS will also present the transitional service options that are being established to ensure that there are no service gaps for adolescents while the new statewide service options are being established. If you have any queries about the information sessions please contact Laura Johnson via [REDACTED] or on [REDACTED]

HR Update

Kerrie Parkin, Director HR, West Moreton HHS is your new contact for HR issues associated with the change process of BAC. You can contact Kerrie via [REDACTED]. We are working with Kerrie now in order to provide more details around your individual employment options, and will arrange times for each of you to meet Kerrie personally.

Kind regards
Sharon Kelly
Executive Director Mental Health & Specialised Services
West Moreton Hospital and Health Service

Date: Thursday, 5 December 2013