

Gerard Hayes  
General Secretary  
Health Services Union  
Level 2  
109 Pitt St  
SYDNEY NSW 1215

Via email: [Info@hsu.asn.au](mailto:Info@hsu.asn.au)

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## Re: Proposal – Restructure of Organisation Programs department

Dear Mr Hayes,

I write to advise of a proposal to restructure the Organisational Programs Department at Central Coast Local Health District (the District), which includes the deletion of the Manager, Organisational Programs.

### Context

- The Organisational Savings Program (OSP) has successfully returned CCLHD to budget over the past 4 years.
- There is a need to transition planning and implementation of savings activities into our business-as-usual financial management principles and practices.
- This transition will therefore not require an OSP Manager to oversee the Districts savings strategies.
- The direct line reports to the Organisational Programs Manager need to be carefully realigned to new line managers to ensure appropriate ongoing support for staff.

### The Proposed Changes

1. The Manager OSP will be removed from the structure...
2. The Manager Corporate Communications will:
  - a. Directly report to the Chief Executive.
  - b. Change title to Director Corporate Communications and Ministerial Services.
  - c. Manage the Ministerial and Executive Services Team.
3. The Corporate Governance and Risk Team, and Privacy function will be moved across. to the Internal Audit and Legal Department.
4. The Director Partnerships and Fundraising will directly report to the Chief Executive.

There will be **no** redundancies with this proposed change.

## Consultation on the Proposal

The consultation process will **open for one week from Monday 6th May 2024, closing Sunday 12th May 2024**. The avenues for feedback and further consultation between management and staff include:

- Initial information update session held Tuesday 30<sup>th</sup> April 12noon.
- An initial general organisational program meeting with all staff scheduled for Tues 7<sup>th</sup> May 11am.
- Final general meeting for all organisational programs staff on Friday 10<sup>th</sup> May 2024.
- Email correspondence between staff and management may take place where reasonable throughout the consultation period.

It is our intent to engage in genuine consultation with staff and the Health Services Union (HSU).

**Please notify Linda Sutton, HR Business Partner on the details below if you would like to attend the staff meeting on Tuesday 7<sup>th</sup> April 2024 or Friday 10<sup>th</sup> May 2024 and an invitation will be provided.**

Please feel free to contact me if you have any questions or suggestions via email [Adam.Chandler@health.nsw.gov.au](mailto:Adam.Chandler@health.nsw.gov.au) or alternatively you can contact our People and Culture Business Partner, Linda Sutton - [linda.sutton1@health.nsw.gov.au](mailto:linda.sutton1@health.nsw.gov.au) on 0477 756 580 at any stage throughout the consultation period.

## Timeframe for Implementation of the Proposal

I anticipate this proposal will commence implementation two weeks after consultation is complete.

Thank you in advance for your consultation and support.

Kind regards



**Adam Chandler**  
Acting Manager Organisational Programs CCLHD