

PRIVATE & CONFIDENTIAL

Monday 30 January 2023

Johann Hariman
Organiser – Private Health Division
Health Services Union
Level 2, 109 Pitt Street
SYDNEY NSW 2000
c/o- johann.hariman@hsu.asn.au

Dear Johann,

Notification of consultation – review of our Operating Model

Today, we have advised our team members across NSW and ACT that we have made a decision to review our Operating Model across the Healius Group. As a result, a number of roles have been preliminarily identified as being at risk of redundancy as they will need to be redesigned moving forward.

The reason for the proposed change

- Continued decline in market conditions which have not recovered to pre-pandemic levels
- Outcomes from the following reviews, which have identified areas of improvement, to enable the business to achieve optimal efficiency and effectiveness -
 - Pathologist Productivity
 - Laboratory Skill Mix
 - Operations Delivery

Consultation process

Individual team members who may be impacted by this change, will be invited to a 1:1 consultation meeting, and will have the opportunity to bring a support person.

Letters will also be provided to these individual team members, providing all relevant information regarding the change, information regarding the expected effects of the change on the team members, and any other matters likely to affect them.

We will also work with individual team members who may be impacted by this change on new deployment options over the next two weeks. Our intention is to retain as many individual team members as possible. As part of the new Operating Model, there may also be a set of new roles created in the company and individual team members will have the opportunity to apply for those roles that are relevant to their skillset.

For instance, where meetings are held today, the consultation period will run until Friday 10 February 2023, except for those people that are on leave. For any team members who are on leave, we will initiate a two-week consultation period after their return.

If you have any questions regarding this consultation process, please contact me on the details below.

Yours sincerely,



Adrian Sutton
General Manager
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