



SWD23/072295

Mr Gerard Hayes  
Secretary  
Health Services Union  
Level 2, 109 Pitt Street  
SYDNEY NSW 2000  
[secretary@hsu.asn.au](mailto:secretary@hsu.asn.au)

Dear Mr Hayes

I am writing further to my correspondence dated 29 May 2023, to advise you of proposed changes to the Centre for Education and Workforce Development (CEWD) team within the People and Culture Directorate, South Western Sydney Local Health District (SWSLHD) which has the potential to directly affect your members.

SWSLHD is recognised as a leading provider of education, training and organisational development initiatives to a health workforce of over 17,000 staff. CEWD performs a critical role in supporting the achievement of the LHDs strategic goals, with a focus on supporting our staff to positively transform how our patients, consumers, staff and communities experience our organisation and services.

To ensure our service remains aligned to the strategic and operational needs of the District a comprehensive review of education and training was undertaken. The review identified a range of recommendations requiring a realignment of service offerings. Separate to these recommendations the SWSLHD Workforce Plan 2022-2028 was also launched earlier this year with key focus areas in education and organisational development. Both the review and workforce plan have resulted in the need to transition CEWD from a predominantly Nurse Education model to offering a broader suite of services and support to the SWSLHD.

The new Education and Organisational Development (EOD) Service will consist of 65 FTE with expertise in clinical and non-clinical education and organisational development with a focus on the delivery of the EOD Operational Plan. The programs and services focus on enabling a positive workplace culture, developing high performing teams and ensuring our work environment attracts and retains talent.

As a result, positions may be impacted, including changes to reporting lines, alterations to position descriptions, regrading and potential deletion of some positions within the new service.

To ensure the proposed changes have the input of employees, consultation is underway with all staff invited to attend a Department meeting on the 6<sup>th</sup> July 2023 where the consultation process was outlined. This meeting was then followed with formal invites for individual 1:1 meetings sent to staff to discuss the proposed changes to their position, if any. All staff are receiving written confirmation of the proposed changes to their roles at the 1:1 meeting. I attach the presentation from the

South Western Sydney Local Health District acknowledges the traditional owners of the land.

**South Western Sydney Local Health District**  
ABN 46 738 965 845

Department meeting for your information.

I am writing to invite you to attend a meeting with employees to discuss the proposed changes on Tuesday 25th July 3:00pm and to provide any comments regarding the proposed changes by 7 August 2023. I also attach the information shared with the team on the consultation process.

Alternatively, both Ms Michelle Ashworth, Director Education & Organisational Development and Ms Sevgi Girgin, Workforce Manager would be happy to meet to discuss this matter further with your representatives prior to this meeting.

If you would like to discuss the proposed changes further please do not hesitate to contact me by email [Rebecca.Leon@health.nsw.gov.au](mailto:Rebecca.Leon@health.nsw.gov.au) or by phone on (02) 8738 5753 or 0477 744 774.

Yours sincerely

A handwritten signature in black ink, appearing to be 'R', with a long horizontal stroke extending to the right.

Dr Rebecca Leon  
Executive Director People and Culture South  
Western Sydney Local Health District  
Date: 19 July 2023

encl. EOD Realignment Presentation