

Our ref: NSHD/24/64105

Mr Gerard Hayes
Secretary
Health Services Union NSW
Locked Bag 3, Australia Square NSW 1215
Secretary@hsu.asn.au

NSLHD Management Review – Staffing Reduction - Consultation Plan

Dear Mr Hayes

I am writing to share the proposed staffing reduction plan (enclosed) that will impact Northern Sydney Local Health District (NSLHD) employees, including positions that will be occupied by members represented by the Health Services Union (HSU).

In accordance with Clause 35 of the *Health Employees' Conditions of Employment (State) Award 2023*, any reorganisation that significantly affects employees covered by the Union requires genuine consultation. We are committed to ensuring this process is handled with transparency and care.

This letter serves to formally notify you of the commencement of a two (2) week consultation period starting from the date of this letter and concluding on **21 October 2024**. During this time, NSLHD will engage in consultation with the impacted employees to discuss the proposed changes.

Individual meetings with impacted staff and departments have commenced today to inform them about the changes and impacts, and to initiate the two (2) week consultation period.

We would like to invite the HSU to participate in a Union Specific Consultative Committee (USCC) with NSLHD on **Friday, 11 October 2024 at 10:30 – 11:30 AM**. The USCC will provide an opportunity to discuss the proposal in more detail, including the positions affected and the support processes available to employees, such as the *NSW Government Workforce Mobility Placement* process and the *NSW Health Policy Directive Managing Excess Staff of the NSW Health Service (PD2012_021)*.

Following the *Industrial Consultative Arrangements (PD2024_001)* for USCCs, please confirm the HSU attendees so we can forward a formal invitation. Additionally, if you have any questions or concerns regarding the management review and staffing reductions, could you please share in advance of the USCC.

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Northern Sydney Local Health District is located on the traditional lands of the Eora Nation

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If you require any further information or assistance on this matter, please do not hesitate to contact me via phone on **0476 838 910** or by email at **Paula.Williscroft@health.nsw.gov.au**.

Yours sincerely,



Paula Williscroft
Executive Director, People and Culture

Date: 8 October 2024

Encl. NSLHD Consultation Pack
NSLHD Management Review FAQs

Cc: Peter Rophail, A/Executive Director Operations, NSLHD
Jacquie Ferguson, Executive Director Finance & Corporate Services, NSLHD
Matt Byrne, Director Policy, Planning & Industrial Relations, NSLHD
Lucy Barrett, Workplace Relations Manager, NSLHD