

Mr Gerard Hayes  
Secretary  
Health Services Union

Email: [secretary@hsu.asn.au](mailto:secretary@hsu.asn.au)

Cc: [greg.odonohue@hsu.asn.au](mailto:greg.odonohue@hsu.asn.au)

Dear Mr Hayes,

I refer to the telephone conversation with Ms Kristina Kostovski, Human Resources Business Partner and Mr Greg O'Donohue, Industrial Officer on 2 August 2024. I now write to advise and provide you with a copy of the draft restructure plan which outlines changes associated with the proposed restructure of the Illawarra Hospital Group (IHG), Clinical Operations Directorate. These proposed changes have the potential to affect staff covered by the Health Services Union (HSU).

In 2022 the ISLHD embarked on a transformation journey to integrate structure, processes and people to align with our Future Strategy and better meet the needs of our patient, community and workforce. The Organisational Redesign involved began with a comprehensive SWOT analysis which recommended future state design including the amalgamation of the Northern Illawarra Hospitals Group (NIHG) and Southern Illawarra Hospitals Group (SIHG) to form the Illawarra Hospital Group IHG.

Following this amalgamation phase 2 of the redesign is to undertake a review of the Directorate level structures, such as the Clinical Operations Directorate, to ensure they reflect synergies with clinical services, professional groups and the ISLHD future strategy within available budget allocation. A copy of the restructure proposal and proposed amendments to position descriptions is attached.

I confirm that in accordance with Clause 35 of the Health Employees Conditions of Employment (State) Award 2023, genuine consultation has commenced in respect to the proposed changes with all employees of the Clinical Operations Directorate, IHG directly impacted by the restructure proposal.

I am available to meet with local officials and discuss the proposal as required throughout the consultation period. Should this be required please have the relevant official contact Ms Nicol Sali, Workforce Support Manager on 4253 4213 or at [Nicol.Sali@health.nsw.gov.au](mailto:Nicol.Sali@health.nsw.gov.au) to arrange a mutually agreeable time.

You may also respond to the proposed changes by addressing any comments in writing to me at Locked Mail Bag 8808, South Coast Mail Centre, NSW 2521 marked confidential or via email to my Executive Assistant, Ms Jacqueline Demirov on [Jacqueline.demirov@health.nsw.gov.au](mailto:Jacqueline.demirov@health.nsw.gov.au) prior to the consultation period closing on Friday 16 August 2024.

Should you require any further information in relation to this matter, please do not hesitate to contact Ms Sali.

Yours sincerely



**Julie Carter**  
**Acting General Manager**  
**Illawarra Hospital Group**

Date: 2 August 2024