

Mr Gerard Hayes  
Secretary  
Health Services Union  
[secretary@hsu.asn.au](mailto:secretary@hsu.asn.au)

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**Re: Proposed Restructure – Organisational Development and Wellbeing team**

Dear Mr Hayes

I am writing to advise you of proposed changes to the structure of the **Organisational Development and Wellbeing team** within the Illawarra Shoalhaven Local Health District (ISLHD), People & Culture Directorate which has the potential to affect your members.

I refer to the union briefing held in November 2022 to advise that Ernst & Young (EY) had been engaged to conduct the Organisational Design Review of the District's senior management structure (Tiers 2 to Tier 4). The purpose of this Review was to ensure our organisational structure can meet the evolving needs of our District and its people, to enable us to deliver high quality health care services now and into the future.

The People & Culture Directorate has continued consultation with its staff as it proposes to further refine its structure. Attached is a copy of the proposed changes to the **Organisational Development and Wellbeing team**, noting that no staff will be deemed excess resulting from this proposal. This structure has been discussed with the relevant staff.

In accordance with the consultative provisions of the Award, you are invited to provide any comments regarding the proposed changes. We have provided a two -week consultation period which will close on 14 October 2024.

Alternatively, if you have any queries regarding this notification, please contact Kathryn Farr via email at [kathryn.farr@health.nsw.gov.au](mailto:kathryn.farr@health.nsw.gov.au).

Yours sincerely



Raychel Davis  
**A/ Executive Director (People & Culture)**  
Illawarra Shoalhaven Local Health District

Date: 1 October 2024