



SWD24/145049

Mr Gerard Hayes
Secretary
NSW Health Services Union
Level 2, 109 Pitt Street
Sydney NSW 2000

By email: secretary@hsu.asn.au

Dear Mr Hayes

I am writing to advise you about South Western Sydney Local Health District's (SWSLHD) new establishment and recruitment process, which includes the introduction of a Sustainable Workforce Committee. This initiative has been designed to increase recruitment transparency and ensure due diligence is applied in establishing and filling roles.

The process includes using new, standardised forms for the establishment of new roles or approval to fill exiting vacant positions, streamlining the processes for recruiting managers.

Relevant requests to establish new roles or fill vacant roles will then go to the Sustainable Workforce Committee to consider:

- The advertisement of new and replacement positions (permanent or temporary).
- Extensions of contracts/ new temporary contracts.
- Applications for higher grade duties/management allowances greater than six weeks.
- Secondments/EOI's.

The Committee will review the request ensuring a funding source is available, budgets are favourable and patient safety and care are maintained to meet the standard of care our community expects and deserves.

A range of roles are exempt and do not require Committee endorsement:

- Front line nursing staff (NHPPD, Birthdate plans and Safe Staffing) recruitment
- Replacement JMO positions
- Higher Grade Duty requests less than 6 weeks
- Decrease in hours request Temporarily or Permanently (incl. Full Time Reduced Hours (FTR) following Maternity leave
- FTR increase in hours following maternity leave up to substantive contracted hours
- Readvertisements of unfilled roles within 6 months of approval
- New Grad Nursing rotations

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

General Correspondence

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The Committee will consist of District Executives as follows: Executive Director Operations and Performance

- District Director People and Culture
- District Director Finance
- District Director Allied Health
- District Director Nursing and Midwifery
- District Director Medical Services

The Committee will meet on 28 November 2024, then weekly. I propose this initiative be discussed, if needed, at the SWSLHD Joint Consultative Committee scheduled for 19 December 2024. However, should you have any queries or feedback in the meantime, please contact Senior Industrial Relations and Legal Officer, James Shaw via james.shaw@health.nsw.gov.au.

Yours sincerely



Angy Dinevska
District Director, People and Culture

Date: 26 November 2024