

14 June 2024

Mr Gerard Hayes
Secretary
Health Services Union NSW/ACT/QLD
Locked Bag 3, Australia Square NSW 1215

Email: secretary@hsu.asn.au

Dear Mr. Hayes

RE: Notification of Restructure at Calvary Health Care Kogarah

Following a review of the organisational structure at Calvary Health Care Kogarah (CHCK), some major changes have been proposed to improve patient care and experience, to articulate a clear vision and strategy for the service, and to enable development of models of care that align our services with National, State and Calvary strategic direction and deliver care in a contemporary manner that supports sustainability and growth.

As such, I am writing to advise and provide you with a copy of the proposed restructure that affects staff in positions represented by the Health Services Union.

While we would notify the HSU in the ordinary course of any decision like this, it clearly qualifies as a major workplace change in accordance with section 28. Of the **NSW (Non-Declared) Affiliated Health Organisations' Health Employees Agreement 2019** genuine consultation will occur with respect to the proposed changes. We ask that you accept this correspondence in compliance with that clause.

We write to the HSU ahead of this announcement being made to staff on **Tuesday, 18 June 2024**, and do so on the basis that the HSU is aware of the changes and impacts and is prepared and able to assist members following the announcement. We value the support the HSU provides to our employees and look forward to working together in a constructive and positive manner.

However, we ask that in providing the HSU advance notice, that you embargo this information until **Tuesday, 18 June 2024**, when staff will be notified. We thank you for your understanding and assistance with this matter.

Calvary Health Care Kogarah (CHCK) are available to meet with local officials to discuss the proposal. Should this be required please have the relevant official advise Ms. Helene Delinicolis, HR Manager at email: Helene.Delinicolis@Health.nsw.gov.au of their availability to meet by **COB Tuesday, 25 June 2024**.

Please have the relevant official advise Ms. Delinicolis the names of the union attendees and the specific

concern/s for discussion 24 hours prior to meeting.

Should you require any further information in relation to this matter, please do not hesitate to contact Ms. Delinicolis on 0457 815 441 or at the above email.

Yours sincerely



Andrea Ness
General Manager
Calvary Health Care Kogarah

Cc: Prue Irvine, Organiser Private Health prue.irvine@hsu.asn.au

Attachments: Restructure Information Pack