

Mr Gerrard Hayes  
Secretary  
Health Services Union  
Level 2, 109 Pitt Street  
SYDNEY NSW 2000  
Email: [secretary@hsu.asn.au](mailto:secretary@hsu.asn.au)

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## **RESTRUCTURE PROPOSAL**

Dear Mr Hayes

I am writing to advise you of proposed changes within the People and Culture Directorate, which has the potential to affect your members.

This restructure proposal is due to the Illawarra Shoalhaven Local Health District (ISLHD) is phase 3 of the changes being implemented within the People and Culture Directorate as part of the Organisation Design Project. The proposed changes primarily affect the Workforce Support and Workforce Relations teams and relate to the need to implement a best practice business partner model aligned to the business. The People and Culture Business Partners will leverage support from specialist centralised teams which are able to respond flexibly to the shifting priorities of the District.

In line with the consultative provisions of the *PD2012\_021 Managing Excess Employees of the NSW Health Service Award*, I enclose the People & Culture Directorate Restructure Plan and attachments and invite you to provide feedback from your members regarding the proposed changes. All comments should be provided via email directly to me at [vicki.weston@health.nsw.gov.au](mailto:vicki.weston@health.nsw.gov.au) by Friday, 5 April 2024.

Should you have any questions or would like to meet to discuss the proposal in further detail, please contact Karen Mayo via [karen.mayo@health.nsw.gov.au](mailto:karen.mayo@health.nsw.gov.au) to arrange a time during the consultation period. Alternatively, please contact me directly to discuss via 0436 651 602.

Yours sincerely



Vicki Weston  
**A/Executive Director People & Culture**

Date: 25 March 2024

Attachments: People & Culture Directorate Restructure Plan