

26 June 2024

Mr Gerard Hayes  
Secretary  
Health Services Union  
Locked Bag 3  
Australia Square NSW 1215

Dear Gerard

I am writing to advise you of proposed changes that are being discussed in relation to the structure of the Chemistry Laboratory at Liverpool Hospital.

The current Structure of the Chemistry Laboratory includes the following sub areas:

- Automation
- Toxicology/Mass spectrometry
- Immunology (this includes a Haematology component also).

To align the Liverpool structure with other NSW Health Pathology (NSWHP) larger laboratories we are transitioning towards creating a standalone Immunology Laboratory on-site. This change has been gradually occurring over the past few years as the workload increases with the aim to transition this change in stages over the next 12 months.

The key changes will be:

**Stage 1:**

Separate the Immunology testing to an Immunology cost centre (Complete)

**Stage 2:**

Separate the Immunology senior staff to the Immunology Laboratory including a Laboratory Manager – October 2024. The staff will continue to rotate through Immunology and Toxicology/ Mass Spectrometry sections.

NSWHP will also be creating a new Senior Hospital Scientist in Charge of Section for Toxicology / Mass Spectrometry to manage the workload and team previously managed by the Immunology Laboratory Manager.

**Stage 3:**

Separate the staffing across the Immunology Laboratory and the Toxicology/ Mass Spectrometry Section – October 2025

**Stage 4:** Transition the Haematology staff to the Immunology Laboratory – October 2025

As per the above breakdown of the stages of the change, stage 3 which will be the transition of staff to separate sections of the Laboratory. The proposal will be that staff will be initially asked to submit an

expression of interest of which section they would prefer to work in. If this process sees an appropriate staffing split (as per the workload/staffing requirements for each area) staff will be transitioned to the appropriate cost centres. If this process does not provide the appropriate split further consultation will be undertaken with staff.

In relation to stage 4, NSW Health Pathology management are in ongoing consultation with the Haematology Medical Director and Laboratory Manager in relation to an appropriate transition of staff across to Immunology.

As of 25 June 2024, NSWHP will commence consultation with the staff in the current Immunology/ Toxicology / Mass Spectrometry Section to advise them of the different stages of change that will be occurring, timelines and how they will be impacted.

The consultation will be run by the future Immunology Laboratory Manager and supported by the Chemistry Laboratory Manager.

NSWHP will also be holding consultation sessions with the current automated Laboratory Chemistry staff to advise them of this change.

If you require additional information in relation to this change please contact me to discuss.

Yours sincerely



Siobhan Cunliffe  
**Associate Director HR Metro**  
NSW Health Pathology East/South