



9 May 2023

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

Dear Mr Hayes,

Sustainability Shift, Health Infrastructure

We refer to the email correspondence dated 4 May 2023 from Mr Tom Stevanja, Senior Industrial Officer regarding consultation with the Health Services Union NSW (**HSU**) for proposed workplace changes at Health Infrastructure (**HI**).

As mentioned in HSU's correspondence, the requirement to consult with the HSU arises from any major workplace changes that would significantly affect employees (covered by the HSU). We do not consider our proposal to constitute major workplace changes as it is a shift of responsibilities across our matrix. However, HI highly values its partnership with the HSU and while the proposed workplace changes do not significantly affect any employees, we are committed to consulting as part of a cooperative process and maintaining our ongoing positive relationship.

For further context to this workplace change, we note the following:

- HI goes through an annual cycle of determining its priorities for the next 12 – 18 months, and **sustainability** is the key focus for this period
- The following amendments to the structure are proposed:
 - **Sustainability Shift 1:** a revised business unit to align our current project support and advisory resources: This business unit was previously called Asset and Project Advisory and now is updated to be Assurance and Advisory to reflect and prioritise the Government's focus on project and portfolio assurance.
 - **Sustainability Shift 2: transition of the asset management program delivery into a project delivery business unit.** The Asset Programs Delivery was formerly a part of the Asset and Project Advisory business unit. The revised structure will see the project delivery component of this business unit (and the associated Director) report to a regional Executive Director. This reflects the latest status of the program; it has moved from the planning phase to the delivery phase. The advisory elements of this business unit will remain with their current Director, within the Assurance and Advisory business unit. There are two further minor adjustments within the asset management directorates to appropriately align the teams with the respective advisory or delivery focus.
 - **Sustainability Shift 3:** collocating early planning functions in the Development & Commercial business unit. Sustainability and Place Design were previously part of the Asset and Project Advisory business unit but in the current form and with current business priorities there is strong alignment with the Precinct and Places team within Development & Commercial.

- **Sustainability Shift 4:** Changes in the Chief Operating Officer's portfolio to allow focus on corporate priorities. The Manager, ICT will report to the Director, Finance rather than directly reporting to the Chief Operating Officer. The ICT team accordingly will integrate with the finance team. The change will help to support the implementation of a major Enterprise Project Management system replacement that will be taking place in the next financial year.
- There are no changes to any roles or responsibilities as a result of the minor changes proposed. There is one change of reporting line for the Manager, ICT who will report to the Director, Finance rather than the Chief Operating Officer. This is not deemed a significant change given the Manager, ICT previously reported to the Director, Corporate Services in 2021 and this reporting approach is comparable to that arrangement.
- The HI Executive Leadership Team previously shared its intention during its all staff meeting on 26 April 2023, of 'sustainability' being a key priority and the proposed 'Sustainability Shifts' to our structure in support of this.
- As part of the implementation of the Sustainability Shift, the following timelines were being adopted as part of this minor workplace change:
 - 26 April to 2 May: Staff consultation process on the proposed Sustainability Shift
 - 3 May to 5 May: Assess feedback collected through consultation to shape final structure
 - **8 May to 12 May: Notifying and consulting with HSU concerning minor staff impacts for proposed Sustainability Shift**
 - 9 May to 12 May: Manager confirming final proposed workplace changes to their team
 - 15 May: Implementation of Sustainability Shift workplace change
- As noted above, HI intends and is committed to consulting with the HSU for a briefing, post the consultation process with our staff. I understand this process is already underway with Ms Shannon Stensness, A/Director People & Performance and Ms Shyla John, Manager, People & Performance having already met with Mr Tom Stevania and Ms Kym Morgan, HSU Organiser on 5 May. We are aware that HSU has a copy of the presentation shared with HI staff outlining the proposed 'Sustainability Shift' to support the planning and delivering of sustainable health infrastructure for NSW but I believe a meeting will assist to provide you with further context.
- Further and throughout this process, HI staff have also been reminded to reach out to their manager, the People and Performance team, a member of the leadership team for support or clarity of the changes. Staff were also reminded to contact the Employee Assistance Program (to speak to a qualified counsellor confidentially for any reason).

I hope this provides clarity to the matter and indicates our continued commitment in engaging collaboratively with the HSU. Should you have any questions, please don't hesitate to contact Ms Shannon Stensness on 0481 193 032.

Yours sincerely,



Rebecca Wark
Chief Executive