

TRIM: D24/328
11 January 2024

Mr Gerard Hayes
General Secretary
Health Services Union
Level 2, 109 Pitt Street
SYDNEY NSW 2000
secretary@hsu.asn.au

Re: Western Virtual Division Functional Realignment and Changes to Staffing Establishment & Reporting Lines

Dear Mr Hayes

I refer to the proposed functional realignment and changes to the staffing establishment further to recent integration of standalone services to create the Western NSW Local Health District (WNSWLHD) - Western Virtual Division.

As you would be aware rural and regional areas continue to be faced with challenges and market failure in attempts to recruit and retain appropriately skilled and qualified staff. This has opened opportunities for the Local Health District in consultation and partnership with the NSW Health Services Union to consider ways in which a safe and sustainable Administration, Patient Transport Service and Allied Health workforce models can be introduced and maintained, and career pipelines established.

It is proposed that three positions will be deleted as outlined in the Western Virtual Division Consultation Paper attached. Three of these positions have substantive position holders. The decision to remove the existing position arises from significant change to operational requirements, future direction of the service and the functional realignment.

Employees directly impacted by the proposed changes will have priority employment status. Individual staff directly impacted by the proposal will be informed of positions being identified as excess to need as per NSW Health PD2012_021.

A USCC meeting is proposed with representatives from WNSWLHD and nominated delegate/s regarding their concerns and views on the proposed functional realignment and changes to the existing staffing establishment following the proposed initial consultation period. A consultation paper outlining the proposed changes and timeline is attached. WNSWLHD will commence initial staff consultation process on 17 January 2024.

I look forward to discussing this matter with the relevant organiser should the Association wish to further discuss. I may be contacted on 0473 928 257 or at Meegan.connors@health.nsw.gov.au

Yours sincerely



Meegan Connors

Interim Director Western Virtual Division

Cc: Josh Carey – Executive Director Service Delivery, WNSW LHD

Zelda Giblett – HSU Organiser

Mark Josephson – People & Culture Business Partner, WNSW LHD