

12 July 2022

Mr Gerard Hayes
Secretary
Health Services Union
secretary@hsu.asn.au

Dear Mr Hayes

Re: NSW Health Pathology Human Resources Review

NSW Health Pathology (NSWHP) is about to commence a functional review of Human Resources (HR) across the organisation. The review will look at all human resource functions and design to ensure NSWHP has the right structure, capabilities, roles and processes to strengthen performance, navigate future workforce priorities and achieve the key strategic goals.

In collaboration and consultation with staff and stakeholders, the review will develop a revised structure and operating model designed to enable the optimum delivery of HR services for the organisation.

It is critical that HR can continue to address complex business challenges and people needs into the future in a consistent, contemporary, and sustainable way. The desired outcomes of the HR Review include:

- (1) NSWHP has a clear and shared understanding of its HR functions, services, performance, and processes.
- (2) A sustainable, fit-for-purpose HR design is implemented, with the right skillsets to drive local and agency-wide priorities.
- (3) All stakeholders feel they have been engaged appropriately and provided with an opportunity to contribute to the Review.
- (4) HR functions and services are able to support NSWHP employees across all stages of the employee life cycle.
- (5) HR plays a key role in improving local and organisational culture, and supporting the attraction and retention of staff.

The HR Review is not about reducing staff or costs. The skills and capabilities of existing People and Culture and HR staff in NSWHP will underpin the future design. We recognise that the increasing workload and role complexity faced by our HR staff means aspects of the current model are not sustainable. The review seeks to explore contemporary ways to deliver HR functions into the future.

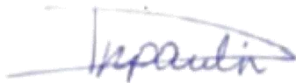
We are commencing the review by holding briefing sessions with senior managers and HR staff this week. It is envisaged that the project will be undertaken between July 2022 and January 2023. We will be partnering with an independent consulting partner (yet to be selected) to support and facilitate consultations with staff.

Additional information regarding the HR Review will be provided to the HSU at key stages of the project.

This letter aims to make the HSU aware of the project.

If you have any feedback or comment at this early stage, please contact me at Deanna.Paulin@health.nsw.gov.au.

Yours sincerely,



Dr Deanna Paulin
Director, People and Culture