

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

Email: info@hsu.asn.au

Attention: Ms Kym Morgan

Dear Mr Hayes,

Notification of Proposed Restructure District Security Services

I write to advise of a proposed restructure within the District Services Security team.

Following the implementation of the recommendations from the 2021 Peter Anderson Review into Improvements to Security in Hospitals; completion of the NSW Health 2022 Security Improvement Audit Tool (SIAT); as well as ongoing work to upgrade security ICT infrastructure across the District, in line with a more contemporary, cyber-secure, integrated approach.

It is proposed that a new position titled Security Advisor – District Security Services, be established at a Health Manager Level 3 grade, to ensure sufficient capacity and capability in the District team to;

- Establish and manage a workforce plan, including talent attraction and education strategies for security staff (permanent and casual) while supporting governance and compliance requirements across the Service.
- Be the key relationship manager for the district security staffing contracts
- Lead security audit processes and reporting e.g., SIAT, in collaboration with stakeholders including General Managers, Service Directors, and Work Health and Safety colleagues
- Provide analysis and reporting including contributing towards Chief Executive and Board level documents when required
- Provide subject matter advice for security staffing, technology and physical as required to stakeholders
- Maintain and develop best practice policies and procedures in alignment with NSW Health and legislative frameworks
- Liaise with external stakeholders, including Ministry of Health, Unions and NSW Police
- Ensure strong and productive relationships between the District Security Services Team and site-based security teams who report into the Corporate Services functions

Northern Sydney Local Health District is located on the traditional lands of the Eora Nation

- Establish succession planning for the Manager's position

The establishment of this new role, would include the deletion of an existing Health Manager Level 1 role, District Security Projects. A copy of the proposed position description is attached for your reference.

The District has commenced the formal consultation period with respect to this change and welcomes feedback from the HSU. Should you wish to meet to discuss this restructure, please contact Ms Hayley Johnson, Executive Assistant via email:

Hayley.Johnson1@health.nsw.gov.au to arrange a union specific consultation meeting.

Conversations with the impacted incumbent has commenced.

It is proposed consultation regarding this realignment will close 26 May 2023.

Please do not hesitate to contact the District should further information be required. I can be contacted via email: Paula.Williscroft@health.nsw.gov.au or M: 0476 838 910. It would be appreciated if a response relating to the proposal was received within two weeks of receipt of this correspondence.

Yours sincerely,



Paula Williscroft
Director People and Culture

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