



Mr Gerrard Hayes  
Secretary  
Health Services Union  
[secretary@hsu.asn.au](mailto:secretary@hsu.asn.au)

Dear Mr Hayes

I am writing to formally advise you of proposed changes to the structure of the Illawarra Shoalhaven Local Health District (ISLHD) Mental Health Service (MHS) Executive Team, which has the potential to affect employees covered by the Health Services Union (HSU).

Prompted by clinical safety and regulatory concerns, a recent review of current MHS management support for Allied Health care workers has identified the need for an Allied Health professional lead. The MHS Operations Managers currently have responsibility for the provision of clinical and professional support, oversight of work structures and allied health workload, recruitment and retention, and pathways for escalation of clinical and professional Allied Health matters.

The review identified duplication of some MHS Executive Team roles and functions and the potential for improvements including redistribution of Allied Health service coordination and service development activities that would result in the deletion of one MHS Service Development Manager, HSM 3 position, and the creation of one MHS Senior Manager Allied Health, HSM 3 position.

These changes are outlined in the attached Restructure Plan. In line with the consultative provisions of the Health Employees Conditions of Employment (State) Award, I am writing to invite you to provide any comments regarding the proposed changes within two weeks of the date of this letter.

Alternatively I would be happy to meet to discuss this matter further. I have met with the one affected employee to advise them of the proposed changes and the process to be undertaken.

If you would like to discuss further please do not hesitate to contact me on 4295 2851 or Ms Kirsty Temple, Workforce Support Manager on 0472 802 923.

Yours sincerely

Julie Carter  
**Director Mental Health Service**

Date: