



9 May 2023

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

Dear Mr Hayes,

I am writing regarding Health Infrastructure workplace changes due to the transfer of funding and responsibility for the Asset Management program from Health Infrastructure to Ministry of Health, Local Health Districts and Speciality Health Networks.

Background

A Comprehensive Expenditure Review is underway across NSW Government to identify savings that can help bring the State budget back into surplus. NSW Health has substantial savings targets to achieve over the next four years and is reviewing all annual (recurrent) budgets to help support this focus.

To support this effort, a decision was made by the Asset Management Executive Steering Committee (AMESC) on Thursday 29 February 2024 to reduce funding to the Asset Management program and transfer the funding and responsibility for the program from Health Infrastructure to Ministry of Health and Local Health Districts/Specialty Health Networks.

What is changing?

Reallocation of funding will be effective from 1 July 2024. This means that funding for roles at Health Infrastructure which are delivering or supporting the Asset Management program will conclude on 30 June 2024.

A broader review of Health Infrastructure's organisational structure is underway to ensure it supports the delivery of Health Infrastructure's Corporate Strategy and enables effective and efficient delivery of its immense capital program. Once the proposed structure is finalised, a subsequent letter will be issued.

Who is impacted by the change?

Roles that will be impacted comprise of:

- 27 payroll exempt employees
- 2 permanent employees
- 13 non-payroll employees (contingent workers)

Communication to date

22 February 2024	<p>The AMESC papers, containing the recommendation to redistribute funding for the Asset Management program, were distributed to AMESC members.</p> <p>AMESC members comprise of people from across NSW Health and therefore Health Infrastructure do not have control over information extending beyond members.</p> <p>Health Infrastructure verbally consulted Kym Morgan, from the Health Services Union in relation to the proposed changes.</p>
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28 February 2024	<p>To manage the narrative and ensure the communication originated from Health Infrastructure, the Chief Executive held a virtual meeting to inform potentially impacted staff, ahead of the expected decision at AMESC.</p> <p>This included:</p> <ul style="list-style-type: none"> • Background surrounding the expenditure review that is part of NSW Governments plan to bring the budget into surplus. As part of this NSW Health has substantial savings targets over the next 4 years. • Briefing staff that there will be a recommendation at the AMESC to reduce and redirect the Asset Management program funding to the Ministry of Health and directly to the Local Health Districts/Specialty Health Networks. • Advising while the decision is not confirmed, Health Infrastructure anticipates it will be approved. As a result, the delivery of the asset management program would transfer from Health Infrastructure to the Ministry of Health and Local Health Districts/Specialty Health Networks on 1 July 2024. • Should this happen, roles delivering or supporting the asset management program will not be funded beyond 30 June 2024. Temporary contracts would conclude and permanent employees would follow a different process. • Redeployment opportunities are being reviewed to identify feasibility and internal recruitment has been paused to support this review. • Outcome to be shared with staff after the decision is confirmed at AMESC. Should it be as anticipated, sessions will be offered to impacted staff to ensure clarity of process and next steps.
29 February	<ul style="list-style-type: none"> • Recommendation received approval at AMESC. • Health Infrastructure Chief Executive Check-in repurposed to convey the AMESC decision to the organisation, which highlighted that Health Services Union would be briefed to facilitate consultation with their members. • Intranet page launched with information and FAQs.
6 – 7 March	<p>Group sessions were held for non-payroll and exempt payroll staff impacted, to provide more context and allow opportunity for questions and answers. The upcoming Health Services Union consultation process was noted.</p>
Ongoing	<p>Optional one-to-one sessions with impacted staff to ask questions specific to their circumstances.</p>

Redeployment

- There is a possibility that new roles could be established in Ministry of Health and the Local Health Districts/Specialty Health Networks, however, Health Infrastructure do not have an indication of timing.
- Health Infrastructure vacancies will continue to be shared in the weekly newsletter “HILights”, and a Microsoft Software Teams chat has been created for impacted staff where the People and Culture Team and members can share resources and suitable role vacancies across NSW Government.
- Permanent employees will be supported in accordance with the **M2023-06 NSW Government Workforce Mobility Placement Policy** and **Managing Excess Staff of the NSW Health Service**.
- There may be a few redeployment opportunities for temporary asset management people into the Health Infrastructure capital program, and Health Infrastructure is working to identify where this might be feasible. To support this effort, a temporary pause has been placed on active recruitments across Health Infrastructure while potential redeployment opportunities are assessed.

Available support

- Regular virtual Chief Executive Check-ins to keep staff informed and connected.
- Virtual Employee Assistance Program (EAP) session aimed toward navigating change and available support was held on Wednesday 6 March 2024 for all staff.
- Support offered through Managers, Directors, People and Culture and Health Infrastructure's EAP program which is available for staff and their families.
- Mental Health and Resilience training offered.
- An intranet page has been established to provide information, frequently asked questions and available support. It will be regularly updated as more questions arise, and the change process progresses.

Given the sensitivity of the information being circulated across NSW Health, Health Infrastructure commenced staff consultation on 29 February 2024 to ensure transparency and accuracy of information and in parallel provided verbal advice to the Health Service Union at that time. As a part of the consultation process, we welcome your views. To allow sufficient time for the Health Service Union to consult with their members, feedback would be due by 5:00pm on 26 March 2023

For further information or questions please contact Acting Director, People and Culture, Shannon Stensness at Shannon.Stensness@health.nsw.gov.au or on 0481 193 032.

Yours sincerely,



Emma Skulander
Chief Operating Officer