



Primary and Community Health

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

Delivered by email to info@hsu.asn.au

Dear Mr Hayes,

I am writing to advise you of proposed changes to the organisational structure of community-facing aged care services within South Western Sydney Local Health District (SWSLHD).

As a result of challenges associated with an ageing population, increased demand for inpatient and emergency department aged care services and significant gaps in community aged care services, an opportunity was presented to review and improve the delivery of aged care services within SWSLHD.

In response, SWSLHD is proposing implementation of an integrated multidisciplinary model of care that will be called the Community Older Person's Intervention and Liaison Outreach Team (COPILOT). The revised model will build on the successful implementation of the Community Outreach Geriatric Service (COGS), which currently provides outreach acute and sub-acute services to people living in Residential Aged Care Facilities (RACF) and will meet the needs of the older people in SWSLHD living in the community, including RACF supportive care and residential homes.

The proposed changes will see the consolidation of siloed services into one service that manages the older person in the community and enhances the service provided to those at home.

The proposed changes include the transfer of services, streamlining and standardising of referral pathways and processes, a change in reporting lines, and an update to position descriptions.

There will be no staff redundancies as a result of the proposed changes.

We anticipate that the following changes will be implemented by 18 September 2023:

- Reallocation of the COGS nursing, medical and administration staff across the district to the COPILOT service in Primary and Community Health.
- Changes in reporting lines for impacted staff.

The following documents have been enclosed for your information:

- Proposed organisational chart.
- Frequently Asked Questions

South Western Sydney Local Health District acknowledges the traditional owners of the land.

South Western Sydney Local Health District
ABN 46 738 965 845

The Australian Salaried Medical Officers' Federation and NSW Nurses and Midwives Association have also been advised of the planned changes.

To move forward with the planned changes, we are scheduling a meeting with relevant union representatives on 29 August 2023 via MS Teams commencing at 10:30am.

We would like to provide you with an opportunity to offer any feedback, comments, questions or concerns on the planned changes by email to SWSLHD-CommunityHealthGeneralManagersUnit@health.nsw.gov.au by 25 August 2023.

Thank you for your support in advance. If you require any additional information, please contact Aliasha Maguire via email Aliasha.Maguire@health.nsw.gov.au or on 0460 042 670.

Yours sincerely



Victoria Blight
A/General Manager
Primary and Community Health

Date: 15/08/2023

Encl. Proposed organisational chart
Frequently Asked Questions

cc: SWSLHD-DistrictWorkforceSupportUnit@health.nsw.gov.au