



HPE Ref: SWD23/053048

Mr Gerard Hayes  
Secretary  
Health Services Union  
Level 2, 109 Pitt Street  
SYDNEY NSW 2000  
[secretary@hsu.asn.au](mailto:secretary@hsu.asn.au)

Dear Mr Hayes

I am writing to advise you of proposed changes to the Centre for Education and Workforce Development (CEWD) team within the People and Culture Directorate, South Western Sydney Local Health District (SWSLHD) which has the potential to directly affect your members.

SWSLHD is recognised as a leading provider of education, training and organisational development initiatives to a health workforce of over 17,000 staff. Some broad portfolios include:

- clinical and corporate education initiatives including discipline specific, multidisciplinary and mandatory programs;
- flexible learning solutions and simulation based education;
- leadership and management development;
- talent development and succession planning; and
- future workforce initiatives.

SWSLHD is a delivery site of the NSW Health Registered Training Organisation (RTO) and provides a wide range of nationally recognised vocational education and training qualifications. SWSLHD also works in partnership with various universities and education providers to deliver graduate certificate, diploma and masters programs.

A comprehensive review has been undertaken of education and training in SWSLHD throughout 2021 and 2022. The review identified the need to restructure CEWD and Organisational Development into the new Education and Organisational Development Service (EODS). The new service is required to deliver the new Education and Organisational Development framework and vision across SWSLHD.

The restructure will align SWSLHD to other Local Health Districts (LHDs), external organisations and evidence based practice by bringing education and organisational development into one structure.

The new EODS includes a staff profile of 65 FTE, who work across six hospital facilities and community services. The proposed changes will include the review, regrade and or alteration of these positions within the new service.

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

**South Western Sydney Local Health District**  
ABN 46 738 965 845

To ensure the proposed changes have the input of employees, consultation is being planned. I am writing to invite you to attend a meeting with employees to discuss the proposed changes on Wednesday 7 June 2023, 09.00-10.00 via Teams, and to provide any comments regarding the proposed changes within two weeks from the date of this meeting.

Alternatively I would be happy to meet to discuss this matter further with your representatives prior to this meeting.

If you would like to discuss the proposed changes further please do not hesitate to contact me by email [SWSLHD-PeopleandCulture@health.nsw.gov.au](mailto:SWSLHD-PeopleandCulture@health.nsw.gov.au) or by phone 8738 5753.

Yours sincerely



Rebecca Leon  
Executive Director People and Culture  
SWSLHD

Date: 29/05/2023

encl. Current Centre for Education & Workforce Development Organisational Chart  
Proposed Education and Organisational Development Organisational Chart