

5 February 2024

Attn: Health Services Union NSW
Level 2, 109 Pitt Street
SYDNEY NSW 2000

To The Appropriate Officer,

RE: Healthe Care Group Workforce and Operational Reviews

Over the past couple of years, the private health care sector has experienced a significant shift in key economic factors that has seen the cost of operating hospitals increase to an extent that has been largely unexpected. This has in some respects been driven out of the recovery process following the COVID-19 pandemic that has seen the broader economy suffer through unprecedented high cost inflation, but has also been compounded by other cost inflationary forces that are more industry specific. Adding to the challenge for the industry and in turn for Healthe Care, private health insurance indexation has not kept up with the increase in costs associated with running private hospitals.

As a result, all Healthe Care hospitals are embarking on a process of review across their entire facility to ensure that our hospitals are being operated as efficiently as possible while still ensuring that we maintain our high standards of patient care.

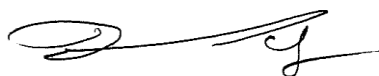
While at this time it is unclear exactly what outcomes the review process will deliver, it may be the case that areas within some of our hospitals will require changes to either; workforce structure, workforce composition, rosters, processes and/or policy.

As each site will be undertaking their reviews independently, the time frames around this work will vary across the group. The intent of this letter is to ensure that you are informed of the process that is being undertaken in the event that you are contacted by any of your Healthe Care members for support.

In implementing any post review changes, the consultation processes outlined in the relevant Enterprise Agreements will be followed where it is necessary and appropriate to do so.

Please contact me if you have any initial queries regarding this process.

Your Sincerely,



George Diakos
Head of Human Resources
Healthe Care Group