

5 September 2023

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

**Delivery via email: [secretary@hsu.asn.au](mailto:secretary@hsu.asn.au)**

Dear Mr Hayes,

### **NSW Health Pathology – Realignment of Supply Chain**

This letter is to advise you that NSW Health Pathology (NSWHP) proposes to realign distribution/warehouse services across regional NSW in relation to our Orange consumables warehouse.

Known as the CPA stores/Orange warehouse (herein referred to as 'Stores') this facility supplies 9 regional laboratories with reagents and consumables and 20 remote Point of Care Testing sites across Southern and Western NSW in a managed fashion, relying on 2.5 FTE to maintain service consisting of a Health Service Manager level one Stores and Logistics Manager and two Stock Clerks classified as General Admin Grade 3.

However, the recent departure of the Stores and Logistics Manager and one Stock Clerk accounting for 1.5 FTE and the unexpectedly leave of the remaining Stock Clerk has prompted NSWHP to consider short term contingency planning and longer-term distribution/warehouse services.

Elsewhere NSWHP has operated without a Stores, there is a model of direct provision of consumables and reagents being sent directly from the vendor to the relevant NSWHP laboratory/site. Immediate discussion have been held internally to provide the guidance on alternate solutions for continuity of service which have ultimately led to this proposal that the distribution/warehouse services of the Stores should be realigned and the aforementioned model used exclusively elsewhere within NSWHP adopted.

It is proposed that the remaining current staff member at Stores, a Stock Clerk graded as General Admin Grade 3 who currently performs a hybrid role of logistics and courier duties relocates into the existing team of Couriers based at Orange Hospital Laboratory with their current classification grandfathered. Through initial conversation the staff member has shared with us their interest in this proposal on their return to work. We are confident in the staff members abilities to perform effectively in this position given their current duties however will provide necessary support, including staff development or training as required.

It is proposed that the existing team of Couriers based at Orange, currently reporting to the outgoing Stores and Logistics Manager will have a temporary change of reporting line to the Senior Operations Manager Western NSW. There will be no further impacts to this group of Couriers.

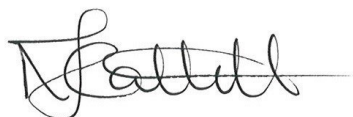
It is envisaged that there will not be material impacts to other staff members responsible for ordering consumables who will receive communication regarding the removal of Stores as an option for ordering and will instead, receive their consumable orders directly from our vendors. Ultimately Stores would simply be removed from the list of locations a staff member order consumables or reagents would be able to select from.

For this to occur, urgent action to realign the supply chain and ordering practices must be commenced from a system perspective by Friday, 8 September 2023 as not to disrupt service continuity and ensure that reagent and consumables are ordered and delivered to our regional laboratories/sites. Without these items, patient's samples are not able to be sampled or tested in a laboratory.

The 2.5 FTE relied upon to maintain service of the Stores is not intended to be reduced, rather is planned to be repurposed. Discussions will take place to identify the efficient use of these resources as prescribed under Appendix 1.2 of the Recruitment and Selection of Staff to the NSW Health Service policy.

Please make contact with me on 0417 954 824 should you wish to discuss the proposal and share any feedback or concerns with me by close of business 19 September 2023

Yours Sincerely

A handwritten signature in black ink, appearing to read "Neil Catlett".

Neil Catlett  
Director of Clinical Operations, Regional  
NSW Health Pathology