

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

Attn: Kym Morgan, Organiser; Blake Adair-Roberts, Division Secretary, Allied Health

Via email only: [secretary@hsu.asn.au](mailto:secretary@hsu.asn.au)  
[kym.morgan@hsu.asn.au](mailto:kym.morgan@hsu.asn.au)  
[blake.adair-roberts@hsu.asn.au](mailto:blake.adair-roberts@hsu.asn.au)

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**RE: Ryde Hospital Redevelopment Change Consultation – Graythwaite Ward 5 (GR5)**

Dear Mr Hayes

I am writing following previous correspondence dated 5 December 2023 to advise you of upcoming changes relating to the Ryde Hospital Redevelopment (RHR) which has the potential to affect your members.

The Ryde Hospital Redevelopment is entering the main works phase to deliver enhanced and expanded facilities to meet the health needs of the local community. This requires the freeing up of the footprints for both stage one and two building sites. In addition, it has been identified that the waterproofing needs to be replaced in all of the bathrooms in Graythwaite Rehabilitation Centre (GRC).

While these works will be staged to minimise disruption, some patients and staff will need to be temporarily transferred from Ryde Hospital to Hornsby Ku-Ring-Gai Hospital (HKH).

GR5 will relocate to a 16 bed rehabilitation ward at HKH from 1 April 2024, for a period of up to 3 years. GR5 has been carefully selected based on the need to maintain Emergency Department accessible services on the Ryde Hospital site. It was also considered that rehabilitation is a planned patient transfer rather than an emergency one, and already often requires a patient transfer from another hospital to GRC.

I assure the HSU that this is a temporary relocation, once construction is complete, staff and services will be transferred back to Ryde Hospital.

**Summary of staffing changes**

While there will be no job losses or changes to pay or conditions of employment, there will need to be some variations to locations of work. This process will be managed according to the steps below:

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- **Step 1: Expression of Interest – All impacted Allied Health Staff**  
All impacted Allied Health staff will have the opportunity to elect to temporarily transfer their place of work to HKH while construction is underway. Appropriate skill mix and experience will be considered to ensure patients continue to receive safe and high-quality care. Please find *attached* an EOI that will be given to staff next week. Staff will be asked to complete this EOI on or before midnight Sunday, 28 January 2024.
- **Step 2: Redeployment of colleagues from Ryde Hospital**  
If we are unable to identify suitable temporary positions within Ryde Hospital, it may be necessary to redeploy staff from our Ryde Hospital Allied Health service to HKH, or across NSLHD.

The following documents have been prepared and provided in good faith to assist with your understanding of the proposal:

- EOI (TAB A)
- FAQ sheet for staff (TAB B)
- Template letter to Allied Health staff (TAB C)

Ryde management will meet with the impacted staff group on Monday, 15 January 2024 at 2:00pm to commence formal consultation for a 2-week period until 28 January 2024. I wish to invite the HSU to attend this meeting to provide any feedback, comments, questions or concerns on this proposal.

Further, in accordance with the NSW Health Policy Directive Industrial Consultative Arrangements (PD2011\_002), I wish to extend the opportunity for a Union Specific Consultative Committee (USCC) meeting to discuss the proposal in detail.

We thank you for your support on this matter and if you require any information, please contact me via email at [Jennifer.McConnell@health.nsw.gov.au](mailto:Jennifer.McConnell@health.nsw.gov.au).

Yours sincerely



Jennifer McConnell  
Acting General Manager  
Ryde Hospital

Attachments (3)

Date: 12 January 2024

Cc: Lucy Barrett, People & Culture Manager Ryde Hospital  
Anna Butcher, Manager Allied Health, Rehabilitation, Aged Care & Ambulatory Care, Ryde Hospital  
Matt Byrne, Director Policy, Planning and Industrial Relations, NSLHD

**Expression of Interest (EOI) – Allied Health**

In line with the current Ryde Hospital Redevelopment demolition and construction period, it will be necessary for some staff to be temporarily relocated to Hornsby Ku-ring-gai Hospital (HKH) or redeployed within Ryde Hospital.

Please complete both PART 1 and PART 2 of this form.

**PART 1**

By completing this form, I choose to express my interest in either (please tick preferred option):

temporary transfer to Hornsby Hospital while construction is underway at Ryde Hospital.

OR

remain at Ryde Hospital, working in a different department/area.

**PART 2**

Please tick the below to confirm you're understanding:

I understand that this EOI will be considered in line with appropriate skill mix and experience to ensure patients continue to receive safe and high-quality care.

I understand that if adequate interest to transfer to HKH is not received, it may be necessary for staff to be redeployed from Ryde to HKH.

I understand the transfer to HKH is temporary for a period of up to 3 years.

Staff member's name	
Employee number	
Department	
Staff member's signature	
Date	

Please return this form by no later than **Sunday, 28 January 2024**, to:

Jaime Shields  
**Change Manager, Ryde Hospital Redevelopment**  
[Jaime.shields@health.nsw.gov.au](mailto:Jaime.shields@health.nsw.gov.au)

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### **What is the staging (timeline) for the redevelopment?**

The redevelopment is progressing and main works are expected to start in mid 2024.

Construction staging is the order in which the redevelopment will be delivered and how services need to be relocated to accommodate the building work. The staging plan helps make sure the project is safe, well-planned, organised and efficient.

### **Why are we revising the construction timeline?**

The construction staging plan for the redevelopment is being reviewed as part of the main works procurement process. An opportunity has been identified to deliver the project within a shorter construction timeframe.

This revised staging plan would lead to a reduction in the overall length of disruption and the delivery of enhanced patient care sooner than anticipated.

### **How will this impact staff at the hospital?**

Some services/wards/departments will be required to relocate to other parts of the campus or offsite to allow for the construction. This will mean some staff in those impacted departments may need to work in a new location. Before any changes occur, staff and relevant stakeholders (including your union) will be consulted through the usual introduction of change processes.

### **Will staff need to work in a different location?**

Some staff may be required to work in another location on the hospital campus. Some staff may need to work offsite in another part of the local health district.

At the completion of building works, all staff will return to their current position and location at Ryde. Throughout this redevelopment, there will be no change to employment contracts, hours or work, classification, leave and entitlements or pay.

### **Which clinical services are temporarily relocating to another location on the Ryde campus?**

The services which are temporarily relocating to another location on the Ryde Hospital site are:

- Ward 2 (general medicine)
- Ward 3 (surgery)
- ICU/CCU
- Physiotherapy
- Linen, engineering, food services, and dock
- Office spaces including part of nursing administration, the executive offices and the Integrated booking Unit.

### **What is happening to Graythwaite and rehabilitation services?**

Rehabilitation will be reduced to one ward with Graythwaite ward 5 (GR5) to be used as an acute ward (replacing ward 2).

Hornsby Hospital will open a 16-bed rehabilitation ward. This space is a purpose-built new rehabilitation ward that is not currently in use. The staffing arrangements for this ward will be in accordance with your nursing Award.

The day rehabilitation service will be expanded, in addition to implementing enhanced models-of-care for in-reach rehabilitation at Ryde.

Separate from the hospital's redevelopment, the waterproofing in all bathrooms of Graythwaite needs to be replaced. This work needs to occur in the first half of this year. Due to these works, we need to close one level of Graythwaite at a time to replace the bathrooms. This work is planned to start in late March/early April.

Following the completion of the hospital redevelopment, Graythwaite Rehabilitation Centre will return to its current purpose with its current staffing profiles.

### **What happens to staff working at Graythwaite?**

Staff directly impacted by these changes will have already received an invite to attend a meeting where the process will be discussed. All relevant unions have been invited to these briefings.

### **How do I know if I am directly impacted?**

Staff required to relocate to another location within Northern Sydney Local Health District or who may need to relocate to another ward within Ryde Hospital will have already received a letter and an invite to attend briefings. All relevant unions were also at the briefings.

A formal two-week consultation process will be followed and wherever possible, staff will be offered a choice of options via an expression of interest (EOI) process.

### **I haven't received an invite to attend a discussion. Does that mean I am not moving?**

For staff who are moving to a different location on the Ryde campus, but doing the same work, a meeting will be scheduled to discuss the changes.

Where a new department is being built, a project user group (PUG) will be formed for the design.

### **What is happening to support services?**

Plans are still being developed to relocate support services on site.

### Are other services affected?

- Ward 3 will relocate to Ward 6 (Trigg House) which will be renovated to become a 19-bed ward
- ICU and CCU will move to a temporary building that will be designed and constructed in consultation with staff. This building will be located next to the current theatres
- Ward 8 will increase its open bed base from 16 to 20 beds
- Health Information Services will relocate to Macquarie Hospital in a renovated building
- The physiotherapy gym will relocate to Graythwaite 5.
- Maternity outpatient services will relocate to RNSH for the duration of construction.

### What services will need to relocate?

Services in the footprint of stage 2 that would need to be relocated are:

- Ward 2
- Ward 3
- ICU/CCU
- Engineering
- Mortuary
- Food services
- Linen, stores and dock
- CDRS, Cardiac rehab, MHDA wellness
- Physio gym and office
- Health Information Services
- Integrated booking unit
- People and Culture office
- Half of nursing administration office
- Executive offices
- VMO lounge
- Chapel

While provision for a VMO lounge and chapel is included in the new hospital, there is no provision for the temporary relocation during construction. A dedicated quiet space will be provided.

### What happens next?

The formal consultation process will now occur with staff. Once that is completed a further update to all staff on the plans will occur.

### Will the operating theatres remain in the current location until completion?

Operating theatres will remain in the current location until the completion of the new hospital.

### **Will the hospital reduce bed numbers or close services during this period?**

The hospital, including the emergency department, will remain open during construction to provide care to the community.

It is expected that hospital bed numbers will remain the same to support the emergency department but some surge beds may be reduced during this time.

All services will continue to provide care to patients.

### **How long will the temporary locations stay in place for?**

It is expected services will remain in their temporary locations until the redevelopment is completed in late 2026.

### **When do we have to move by?**

Changes in Graythwaite will start in late March/Early April to allow for the bathroom renovation. We hope to have other impacted services relocated by the end of July before the main construction works start.

### **What is the plan for outpatient services? Will these continue over the construction period?**

Outpatient services will continue as they currently are.

### **What will happen to the mortuary?**

We are looking at an offsite mortuary option during construction.

### **Will any staff's position be affected?**

There will be no job loss or changes to pay or conditions of employment to permanent staff, but there may be a slight effect to casual staffing as we reduce surge beds. After the redevelopment, all services will resume their normal staffing profiles.

### **What will happen to parking on-site at Ryde during the redevelopment?**

Parking plans remain as they currently are. There is parking available at the Church of the Latter Day Saints for staff. As we lose the back car park through the construction phase, we expect staff rostered to work during the day to use the church parking.

Parking on site will be reserved for evening staff and patients.

To assist with parking and transport options, please refer to the [231109\\_Ryde\\_Fact-sheet\\_Parking-traffic-and-transport\\_FINAL.pdf.aspx \(nsw.gov.au\)](#)

### **Previously, there were discussions on running shuttle buses from train stations, could this be reconsidered?**

The staff survey indicated staff wouldn't use a shuttle bus, but we are happy to reconsider this option given the changes occurring on the campus if there is enough support to be well utilised.

### **Who can I talk to if I have further questions?**

We understand there will be uncertainty as we work through the available staging options and possible impacts to certain areas within the hospital. We will keep staff updated and informed as the discussions progress and share more information later this year. All staff redevelopment updates will continue.

Effort and care are being taken to ensure staff wellbeing and overall needs are met during construction.

We will be hosting monthly staff forums to update everyone on progress.

Please contact the Redevelopment team with any questions at [NSLHD-Ryderedevelopment@health.nsw.gov.au](mailto:NSLHD-Ryderedevelopment@health.nsw.gov.au), or Redevelopment Manager Fiona Thorn, on 9858 7409 with any questions you may have.



TRIM: [\[Click here to enter our reference number\]](#)

[\[Click here to enter Name\]](#)

[\[Click here to enter Title\]](#)

[\[Click here to enter postal or email address\]](#)

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**Re: Temporary relocation of Graythwaite Rehabilitation Ward 5 (GR5) to Hornsby Ku-ring-gai Hospital (HKH) Ward 3C**

Dear [\[Click here to enter Name\]](#)

The Ryde Hospital Redevelopment is entering the main works phase to deliver enhanced and expanded facilities to meet the health needs of the local community. This requires the freeing up of the footprints for both stage one and two building sites. In addition, it has been identified that the waterproofing needs to be replaced in all of the bathrooms in Graythwaite Rehabilitation Centre (GRC).

While these works will be staged to minimise disruption, some patients and staff will need to be temporarily transferred from Ryde Hospital to Hornsby Ku-Ring-Gai Hospital (HKH).

GR5 will relocate to a 16 bed rehabilitation ward at HKH from 1 April 2024, for a period of up to 3 years. GR5 has been carefully selected based on the need to maintain Emergency Department accessible services on the Ryde Hospital site. It was also considered that rehabilitation is a planned patient transfer rather than an emergency one, and already often requires a patient transfer from another hospital to GRC.

I assure you this is a temporary relocation. Once construction is complete, staff and services will be transferred back to Ryde Hospital.

In addition, to assist with rehabilitation and acute capacity during the redevelopment the following new or expanded models will be introduced:

- An expanded Graythwaite Day Rehabilitation Program
- An in-reach to acute rehabilitation service at Ryde Hospital
- Emergency Department Allied Health Response Team

These services will provide additional opportunities for Allied Health staff at Ryde Hospital.

Please see the *attached* frequently asked questions (FAQ) which provide further detail.

**Summary of staffing changes**

While there will be no job losses or changes to pay or conditions of employment, there will need to be some variations to locations of work. This process will be managed according to the steps below:

- **Step 1: Expression of Interest – All impacted Allied Health staff**

All impacted Allied Health staff will have the opportunity to elect to temporarily transfer their place of work to HKH while construction is underway. Appropriate skill mix and experience will

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be considered to ensure patients continue to receive safe and high-quality care. Please find *attached* the EOI form to be completed by no later than **midnight Sunday, 28 January 2024**.

- **Step 2: Redeployment of colleagues from Ryde**

If we are unable to identify suitable temporary positions within Ryde Hospital, it may be necessary to redeploy staff from Ryde to HKH.

I acknowledge that any change to your work arrangements may cause some uncertainty. We're committed to finding the best solution to suit your individual circumstances and preferences. If you have questions about this process, I encourage you to speak with Anna Butcher, Manager Allied Health, Rehabilitation, Aged Care and Ambulatory Care, or Lucy Barrett, People and Culture Manager, via the below contact details:

Anna Butcher:

- Email: [anna.butcher@health.nsw.gov.au](mailto:anna.butcher@health.nsw.gov.au)
- Mobile: 0458 103 203

Lucy Barrett:

- Email: [lucy.barrett@health.nsw.gov.au](mailto:lucy.barrett@health.nsw.gov.au)
- Mobile: 0429 992 819

Please note that the Health Services Union has been appraised of this proposal. Further, the HSU will be included in all consultation meetings with staff.

Also, if you are experiencing feelings of uncertainty or anxiety, we have a free and confidential counselling service available provided by People Sense, on **1300 307 912**.

I want to thank you for your understanding and patience while we work through these changes.

Yours sincerely

Jennifer McConnell  
**Acting General Manager**  
**Ryde Hospital**

Date: 15 January 2024

Attachments (2)

Cc: Anna Butcher, Manager Allied Health, Rehabilitation, Aged Care & Ambulatory Care, Ryde Hospital  
Lucy Barrett, People and Culture Manager, Ryde Hospital  
Health Services Union