

Calvary Health: Changes to structure

Dear Member,

The HSU has received official correspondence regarding changes to Calvary's organisational structure.

The correspondence is attached for members' attention.

Member feedback requested

The HSU team is currently reviewing the information provided.

We are now seeking feedback, comments and views from our members by **COB Monday August 10, 2018**.

Please review the attached documentation and provide your comment and feedback. You can submit those by email to peter.mason@hsu.asn.au with subject line: Changes to Calvary's Organisational Structure.

HSU organiser and sub branch involvement

Your HSU Organiser Peter Mason will be visiting your workplace shortly and convening a meeting to discuss the matter with members. Please distribute this newsletter to your work colleagues for their information and comments and encourage them to attend the meeting.

Not a member of the HSU? Now is time to join and have your say! You can join online at www.hsu.asn.au/join or call 1300 478 679 and join over the phone.

Our union's effectiveness and negotiation power depends upon the strength and density of its membership base. Talk to your work colleagues today about becoming a member of the Health Services Union and help us continue to protect and improve your working life.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD

2 August 2018

Mr Gerard Hayes
Locked Bag 3, Australia Square
Sydney NSW 1215

Dear Mr Hayes,

RE: Changes to Calvary's Organisational Structure

As a valued stakeholder, we are pleased to share with you details regarding changes to Calvary's organisational structure as recently announced by our National Chief Executive Officer, Martin Bowles PSM.

These changes primarily focus on a new national leadership structure and have been specifically designed to ensure that we are ready for the future delivery of health, aged and community care services.

The most significant changes will be across the national leadership team, including:

- the merging of our Private and Public Hospitals under one National Director;
- the appointment of four (4) Regional CEOs for oversight of our hospitals in SA, NSW, TAS + VIC and ACT;
- the merging of our Retirement Communities and Community Care under one National Director;
- a new priority given to strategy and service development with the appointment of Service Development Managers for Hospitals; Retirement Communities and Community Care and ACT; and
- a new priority given to the regional integration of services.

The changes are effective 3 September 2018, allowing for an eight week transition period.

Whilst we note the new arrangements do not trigger any formal obligations under relevant industrial agreements or legislation, we want to ensure that you as a representative of many of our employees were made aware of this significant structural change in our business.

Over the coming months, as we move to implement the new structure, further changes may occur.

Please do not hesitate contacting Calvary's Human Resource/Industrial Relations contact, should you have any questions in relation to this change in our structure.

Should you have any questions in relation to this please feel free to discuss with your Calvary HR/IR contact.

Yours Sincerely,

A handwritten signature in black ink, appearing to read "M. Hanrahan". The signature is fluid and cursive, with a large loop at the end.

Matt Hanrahan
Acting National Chief Executive Officer