

# Calvary Healthcare: Proposed Change to Executive Structure

Dear Member,

Attached is correspondence the HSU has received from Calvary Healthcare management regarding a proposed change to the Executive Structure.

## Member feedback requested

The HSU industrial team is currently reviewing the potential impacts of the proposed restructure upon affected employees. We are now seeking feedback, views and comments from our members.

Please review the attached documentation and provide comment and feedback to your organiser Peter Mason via email [peter.mason@hsu.asn.au](mailto:peter.mason@hsu.asn.au) with subject line *Calvary Executive Structure*.

## HSU organiser and sub-branch involvement

Your HSU organiser will be visiting your workplace shortly and convening a meeting to discuss the matter with affected employees. The most effective way to deal with these kinds of proposals is by taking into account the concerns of the group, agreeing on a way forward and presenting that united position to management.

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](http://www.hsu.asn.au/join) or call 1300 HSU NSW and join over the phone.**

A union's effectiveness and negotiation power depends upon the strength and density of its membership base. Join your work colleagues today by 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

11/2/19

Mr. Peter Mason

Organiser

Health Services Union

Level 2 – 109 Pitt Street Sydney

NSW 2000.

**Re: Change in Executive Structure at Calvary Health Care Sydney**

Dear Peter

I write to inform you and the Health Services Union that Calvary Health Care Kogarah (CHCK) are proposing a change to their leadership structure. The proposed change results from a national restructure whereby our national body implemented a regional Chief Executive model and reclassified facility Chief Executives to General Managers. The incumbent CHCK Chief Executive/ Director of Nursing subsequently moved to a General Manager role without the Director of Nursing responsibilities (albeit retained those responsibilities until a new structure could be implemented). In addition, the existing CHCK structure did not function optimally with duplication in decision making occurring for nursing related issues.

It is proposed that CHCK will change the role of Director of Clinical Services to a new role of Director of Nursing and Clinical Services. This will involve changing the role from Health Services Manager Level 5 to a Nurse Manager Grade 7. Should the proposed change occur, the General Managers position would relinquish its nursing responsibilities and open the role to non-nursing applicants.

Attached are two organisational charts which outline the change in organisational structure. I would appreciate if you would consult with your members at your earliest convenience and should you require any further information please do not hesitate to contact me via 0411 601 145 or [drew.kear@health.nsw.gov.au](mailto:drew.kear@health.nsw.gov.au)

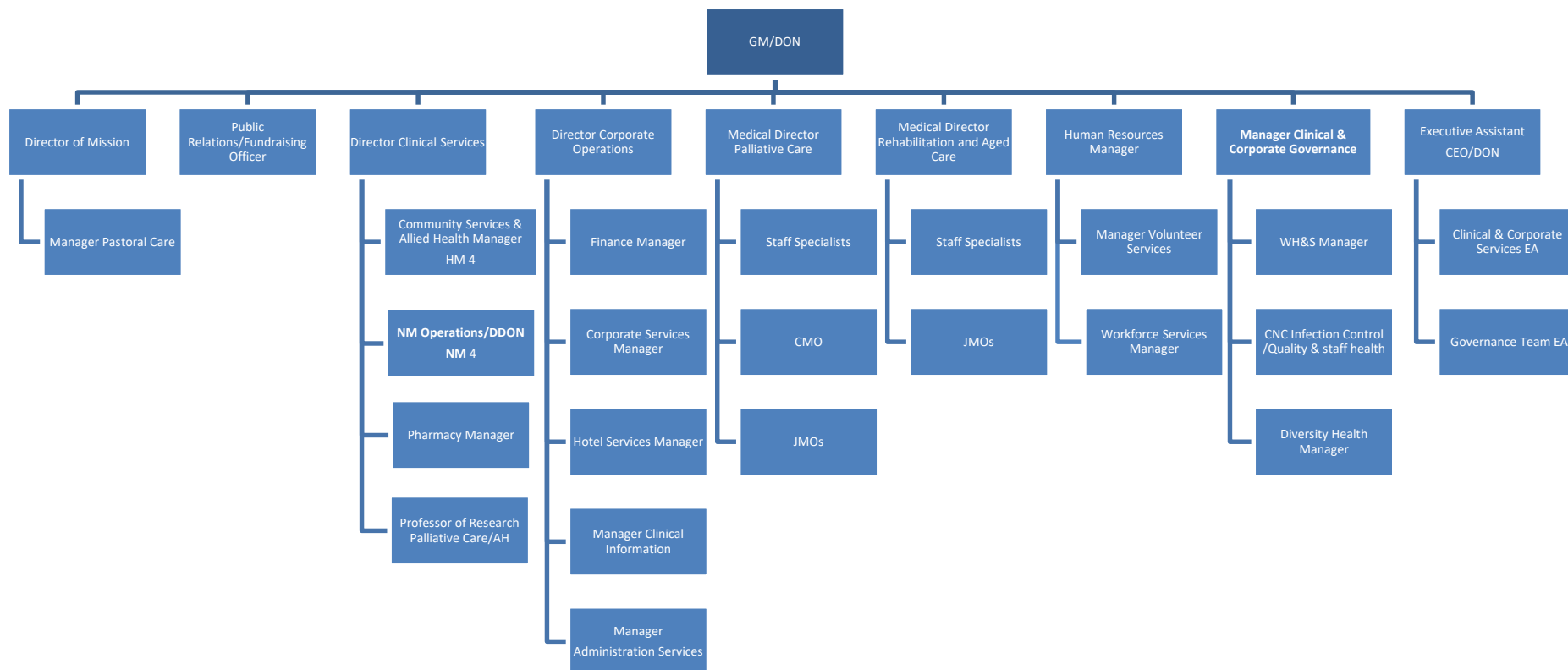
Yours Sincerely



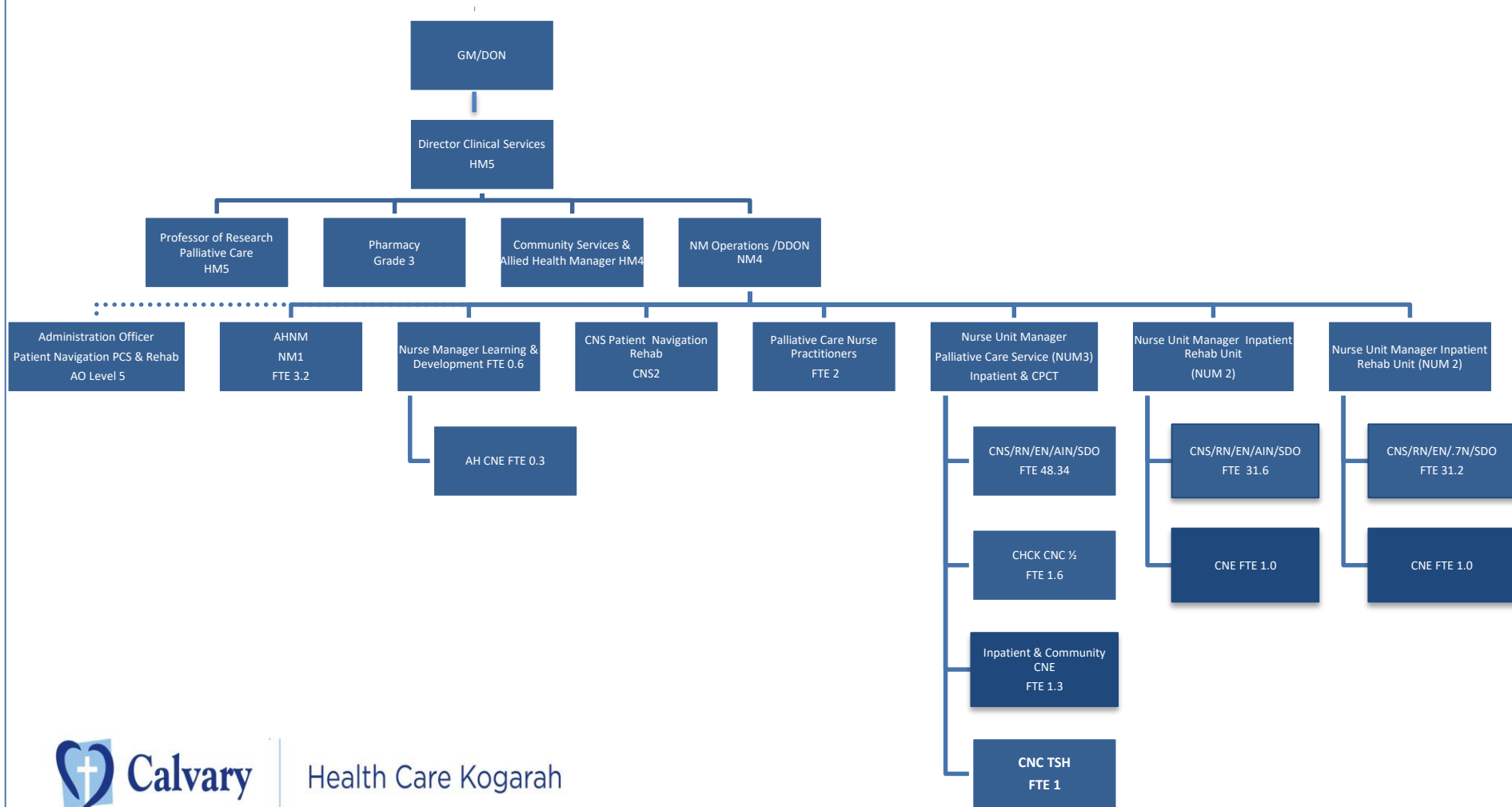
Drew Kear

General Manager

## Existing Organisation Structure



# Nursing Organisation Chart - Current



# Proposed Organisation Structure

