

Southern NSW LHD Proposed Restructure

Dear Member,

The HSU has been inundated with feedback from members in relation to the Southern NSW LHD restructure.

A key theme is that there are insufficient details in a number of areas for members to provide feedback.

Accordingly, the HSU has written to the Chief Executive to seek further detail and request that representatives be released to review the material, which will enable the HSU to make a comprehensive submission on the proposal. Please find this letter attached.

Now, while an employer can make changes to their organisation, they cannot do so without consulting with the union and employees. So please be assured that there will be no changes implemented without the LHD complying with NSW Health policies which require them to consult.

The HSU commits to all members that it will represent them in responding to this proposed restructure – both collectively and individually.

As part of this representation, your local HSU Organiser will be attending SNSWLHD worksites from 26 February 2019, so keep an eye out for notifications of meeting times.

Further, in order for the HSU to facilitate our response on behalf of members it is critical that we have representatives from each site/occupational grouping so that we can communicate quickly to members and to co-ordinate the feedback of members on the proposal.

If you are interested in being a site/occupation representative, please contact HSU Industrial Officer Julie Gordon on julie.gordon@hsu.asn.au.

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 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

Mr Andrew Newton
Chief Executive Officer
Southern NSW LHD
Peppertree Lodge
Queanbeyan NSW 2620
GH:JH 190219

Dear Mr Newton,

I refer to your correspondence dated 23 January 2019 in relation to a proposed restructure of Southern NSW Local Health District (LHD).

The HSU has been inundated with feedback from members in relation to the proposed restructure. While there are many comments and questions in response to the material provided, the overwhelming response is that there has been insufficient information provided to enable members to comment fully.

There are entire gaps in the following areas:

- Allied Health
- Patient Transport
- Corporate Services
- Finance
- Human Resources
- Aboriginal Health
- Mental Health

In addition, there are no current organisational structures to compare the proposed structures. There are no FTEs, gradings, position descriptions or any information about employees reporting into management positions listed in the proposed organisational structures. Staff currently reporting to Department Heads are naturally concerned about this as it is not clear where they fit or whether there are any changes to their team.

As a consequence, SNSWLHD cannot engage in genuine consultation with the HSU until a proposal has been provided which is fully articulated in terms of impact. It is noted in the explanatory note that '*appropriate grading ...will occur after consultation and a final structure approved by the Chief Executive*'. This demonstrates a fundamental failure to understand the process of consultation.



Health Services Union
ABN 850 3775 1682

Sydney Office
Level 2 - 109 Pitt Street
Sydney NSW 2000

Postal Address
Locked Bag 3
Australia Square
NSW 1215

Tel: 1300 478 678
Fax: 1300 328 478
Web: www.hsu.nsw.au
E-mail: info@hsu.nsw.au

Consultation means a process by which unions and employees provide feedback on what is proposed – if we cannot provide feedback on any part of the proposal due to lack of detail then consultation cannot be concluded.

Accordingly, the HSU seeks that SNSWLHD provide a restructure proposal that contains the required level of detail to enable consultation to commence.

Upon receipt of a restructure proposal containing the required level of detail the HSU seeks the formation of a Union Specific Consultative Committee (USCC).

Further, in order to enable the HSU to effectively participate in this forum the HSU seeks the release of representatives prior to the first USCC meeting for a face to face meeting in each cluster to enable the HSU to provide comprehensive feedback.

The HSU seeks a response to these requests by COB Tuesday 26 February 2019.

It should be noted that, as you are aware, there are clear policies in relation to consultation in NSW Health and if the LHD does not engage in genuine process the HSU will not hesitate in notifying a dispute to the NSW Industrial Relations Commission.

Yours sincerely



Gerard Hayes