

Mr Gerard Hayes  
Health Services Union  
Level 2, 109 Pitt Street  
SYDNEY NSW 2000  
[secretary@hsu.asn.au](mailto:secretary@hsu.asn.au)

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Re: Proposed Leadership Restructure, Public Health Unit and Refugee Health Service

Dear Mr Hayes,

I am writing to advise you of proposed changes to the leadership structure within the Public Health Unit (PHU) and Refugee Health Service (RHS) of South Western Sydney Local Health District (SWSLHD) which has the potential to directly affect your members.

The PHU is responsible for protecting the health of people who live, work in or visit South Western Sydney Local Health District. A recent review of the current service structure has identified the need for a co-clinical director model. This presents an opportunity to realign the service structure to better meet current and future needs of the PHU

The proposed PHU leadership model will establish a Non-Clinical Co-Director (Health Service Manager Level 4) alongside a Clinical Co-Director (Staff Specialist), establishing a balanced approach to governance. This structure is intended to support effective delivery of key service management objectives and broader strategic and operational imperatives. The proposed organisational chart has been attached for your reference.

The RHS aims to protect and promote the health of refugees and asylum seekers living in NSW. A recent review of the current service structure highlighted a need for a Non-Clinical Director model, providing an opportunity to realign the service structure to better meet current and future needs of the RHS.

Under the proposed RHS leadership model, a Non-Clinical Director (Health Manager Level 4) would be established to lead operational and strategic objectives. This change will enable the Staff Specialist position to focus on clinical responsibilities, thereby enhancing patient care. In addition, a Nurse Unit Manager Level 1 (NUM1) position will be created to support the existing Nurse Manager Level 3 (NM3), strengthening operational and staff management capacity. The proposed organisational chart is attached.

To ensure the proposed changes have the input of employees, consultation is being planned, in line with the consultative provisions of the Health Employees Conditions of Employment (State) Award. I am writing to invite you to attend a meeting with employees to discuss the proposed changes on 28

January 2026, and to provide any comments regarding the proposed changes within two weeks from the date of this meeting.

**Refugee Health Service**

**Date:** Wednesday 28<sup>th</sup> January 2026

**Time:** 9:30am-10:15am

**Location:** MS Teams Video ID: 138 242 459 9

**Public Health Unit**

**Date:** Wednesday 28<sup>th</sup> January 2026

**Time:** 12:00pm-12:45pm

**Location:** MS Teams Video ID: 131 371 226 9

Alternatively, I would be pleased to meet with your representatives prior to the employee consultation meeting to discuss the proposals further.

If you would like to discuss the proposed changes further, please do not hesitate to contact me by email [Mandy.Williams@health.nsw.gov.au](mailto:Mandy.Williams@health.nsw.gov.au) or by phone 0418 240 522.

Sincerely,



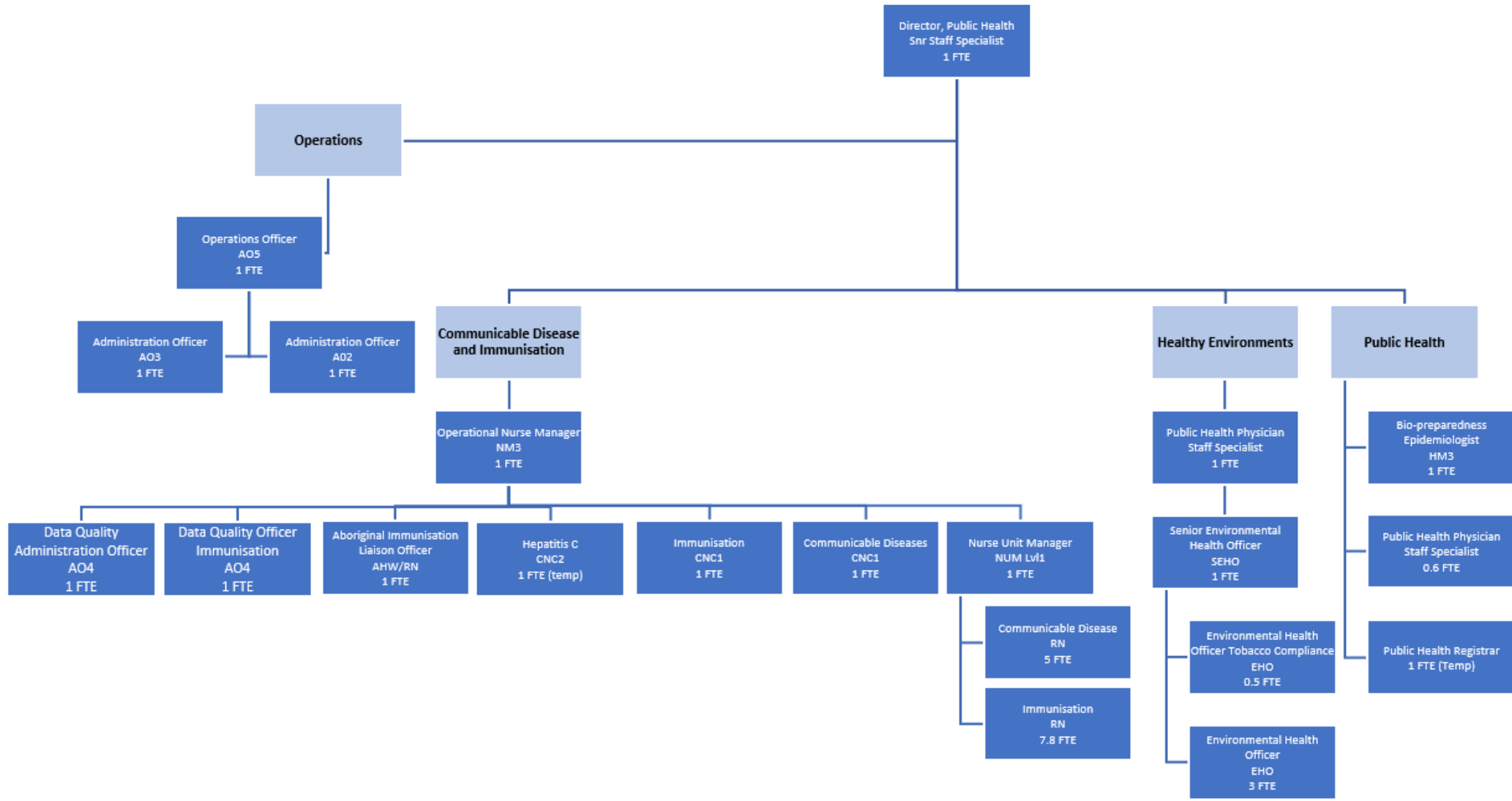
**Mandy Williams**

Director, Population Health

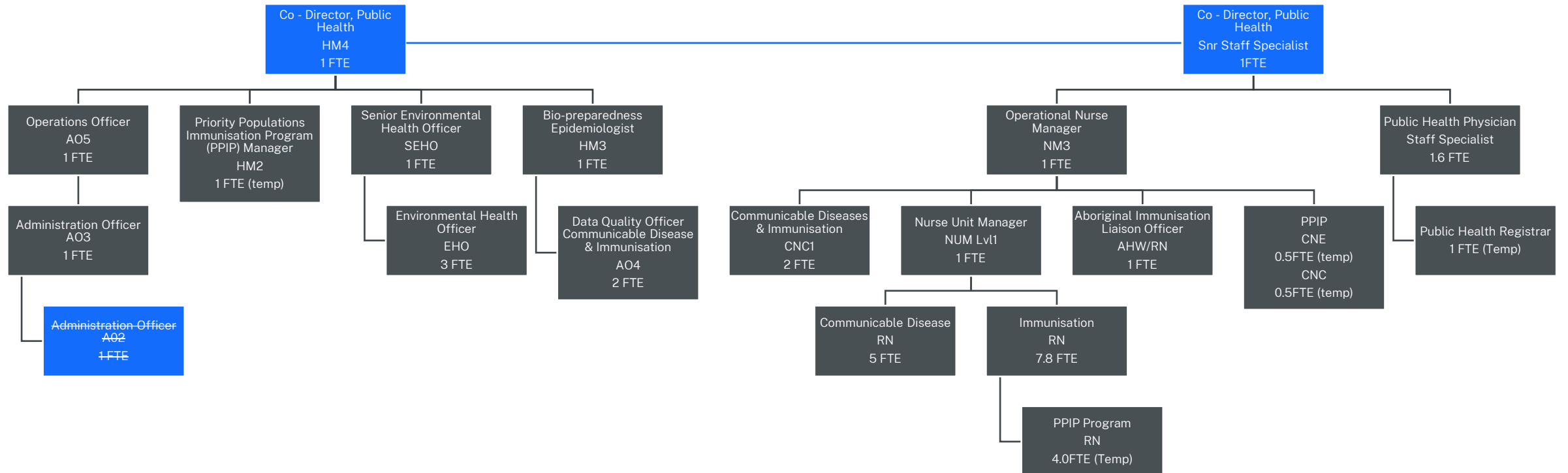
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encl.            Current and Proposed Organisational Charts

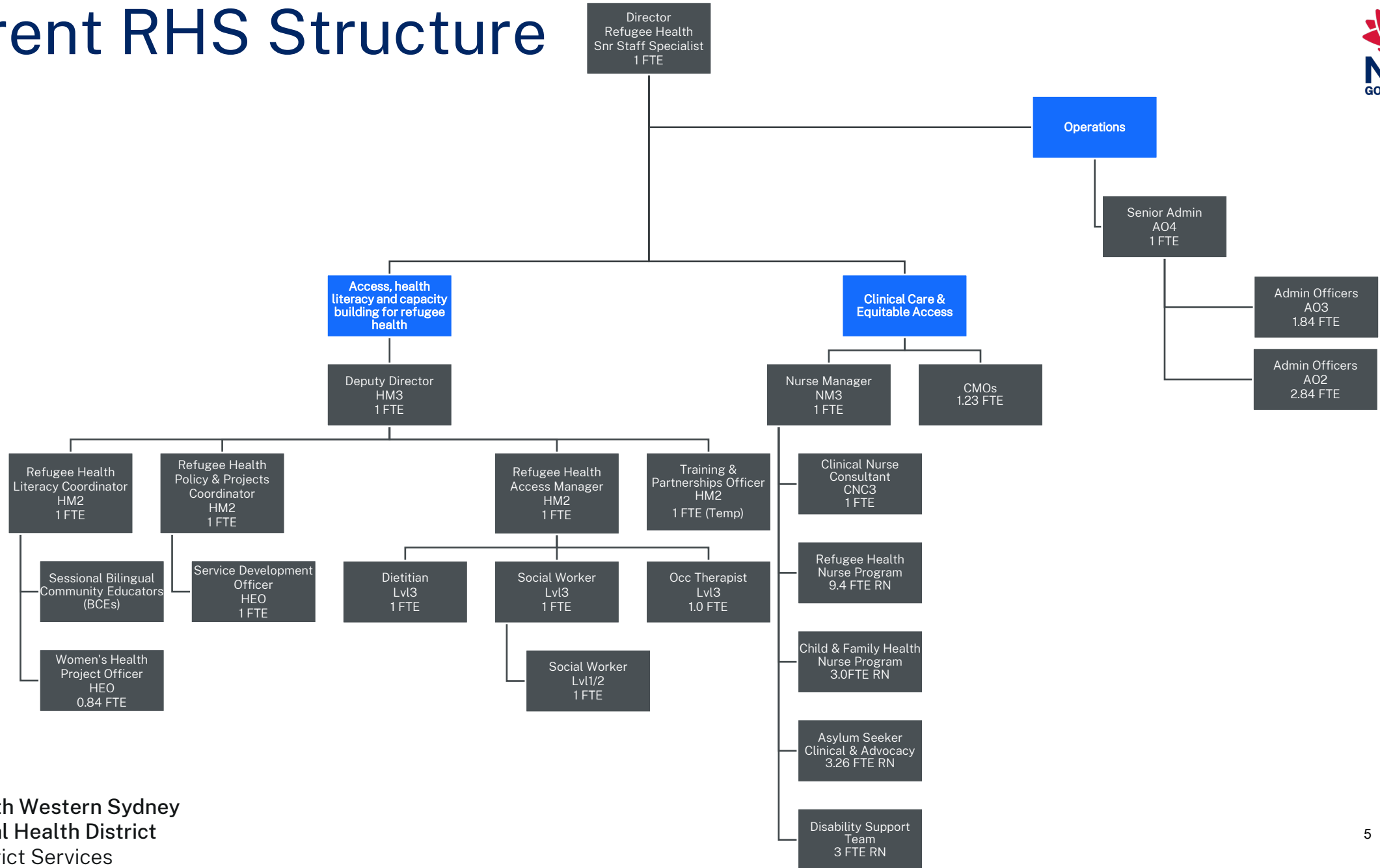
# Current PHU Structure



# Proposed PHU Structure



# Current RHS Structure



# Proposed RHS Structure

