



REF: SCHN26/3968-2

Mr Gerard Hayes  
Secretary Health Services Union  
Locked Bag 3 Australia Square  
Sydney NSW 2007

*Delivered via email: secretary@hsu.asn.au*

*Attention: Kym Morgan, Organiser Kym.Morgan@hsu.asn.au*

### Re: Proposed changes to Sydney Children's Hospitals Network Mental Health Service

Dear Mr Hayes,

I am writing to the Health Services Union (HSU) to advise of the proposed changes within Sydney Children's Hospitals Network (SCHN) Mental Health Service.

The Mental Health Service (the Service) is part of the Priority Populations Stream at SCHN and provides multidisciplinary care and treatment for children and young people with a range of mental health conditions. The Service operates across both Sydney Children's Hospital, Randwick (SCH) and The Children's Hospital at Westmead (CHW), and clinical services include a range of sub-speciality mental health services, acute inpatient services, and mental health consultation and liaison services.

In 2024, the HSU was informed about the implementation of an interim Mental Health Leadership Structure for the Service. These changes included:

- The temporary establishment of an Operations Manager Mental Health position.
- Co-Head Allied Health Manager, a vacant position, remained unfilled.
- Updated staff reporting lines:
  - **Allied Health and Peer Work:** Operations Manager with professional reporting to the relevant professional lead or Head of Department.
  - **Administrative staff:** Operations Manager.
  - **Project, research, and data staff:** Operations Manager.
  - **Nursing:** Operations Manager or Mental Health Nurse manager (role dependent).

In July and August 2025, the interim structure was evaluated to understand whether the structure was meeting the intended objectives. The evaluation was underpinned by a series of one-on-one interviews with key stakeholders, including the Mental Health Leadership Team, and a Service-wide survey.

To strengthen the leadership and governance of the Service and support a streamlined leadership structure, the following changes are proposed:

- Establish the Operations Manager Mental Health position as a permanent role and change the reporting line to the Clinical Stream Director, Priority Populations.
- Implement Team Leader positions for each team within the service.
- Delete the Co-Head Allied Health Manager position, acknowledging this position is not occupied in the interim structure.

Please find attached the consultation document including proposed organisational charts and position descriptions. This document will be distributed to all staff within the Service, with feedback requested by 13 April 2026. SCHN invites feedback from HSU within this period.

Should you wish to discuss any aspect of the above, please contact: Deanna Darwall on 0417 500 529 or [Deanna.Darwall@health.nsw.gov.au](mailto:Deanna.Darwall@health.nsw.gov.au)

Yours sincerely,



Dr Joanne Ging  
Executive Director Clinical Operations  
The Sydney Children's Hospitals Network

Date: 30/03/2026