



SydPath Realignment Pack

SydPath Pathology Collections

Client Services & Collections Team

February 2026

Better and
fairer care.
Always.

Acknowledgement

We acknowledge the Gadigal and Bidjigal people of the Eora nation, the traditional custodians of the lands on which we work within the Darlinghurst campus.

We acknowledge that the Gadigal and Bidjigal people have occupied and cared for these lands over countless generations, and we celebrate their continuing contribution to the life of these regions.

Additionally we acknowledge any Aboriginal and Torres Strait Island employees that join us today.

SydPath



SydPath provides high quality pathology services to St. Vincent's campus, specialists, community GP's and pharmaceutical/biotech companies undertaking clinical research.

The pre-analytical services are a key component to ensure SydPath provides reliable, timely and accurate diagnoses to patients within St. Vincent's campus and affiliated facilities within the community.

This aligns with the core mission and strategic direction of St Vincent's Health Australia.

Drivers for Change

SydPath's strategic direction has shifted away from operating standalone pathology collection centres.

This change has resulted in a significant reduction in collections activity, with an approximate **20%** decrease over the past 12 months following the closure of several collection centres. Further reductions are anticipated over the next 12 months.

This sustained decline in activity has altered the operational and supervisory requirements of the Collections Service.



Overview of Proposed Changes



To align the supervisory structure with current and future operational demand, it is proposed to:

- Disestablish the **Pathology Collection Services Manager** role
- Lift the **Area Collections Manager** role to report directly to the Client Services Operations Manager.
- Create two new roles, reporting to the Area Collections Manager:
 - **Pathology Collections Training Facilitator**
 - **Pathology Collections Ward Supervisor**

Overall, the proposed structure delivers a more sustainable and efficient supervisory model that aligns with SydPath's strategic direction, supports workforce capability whilst meeting the reduction in decreased collections activity.

This change will use current budgeted FTE and costings.

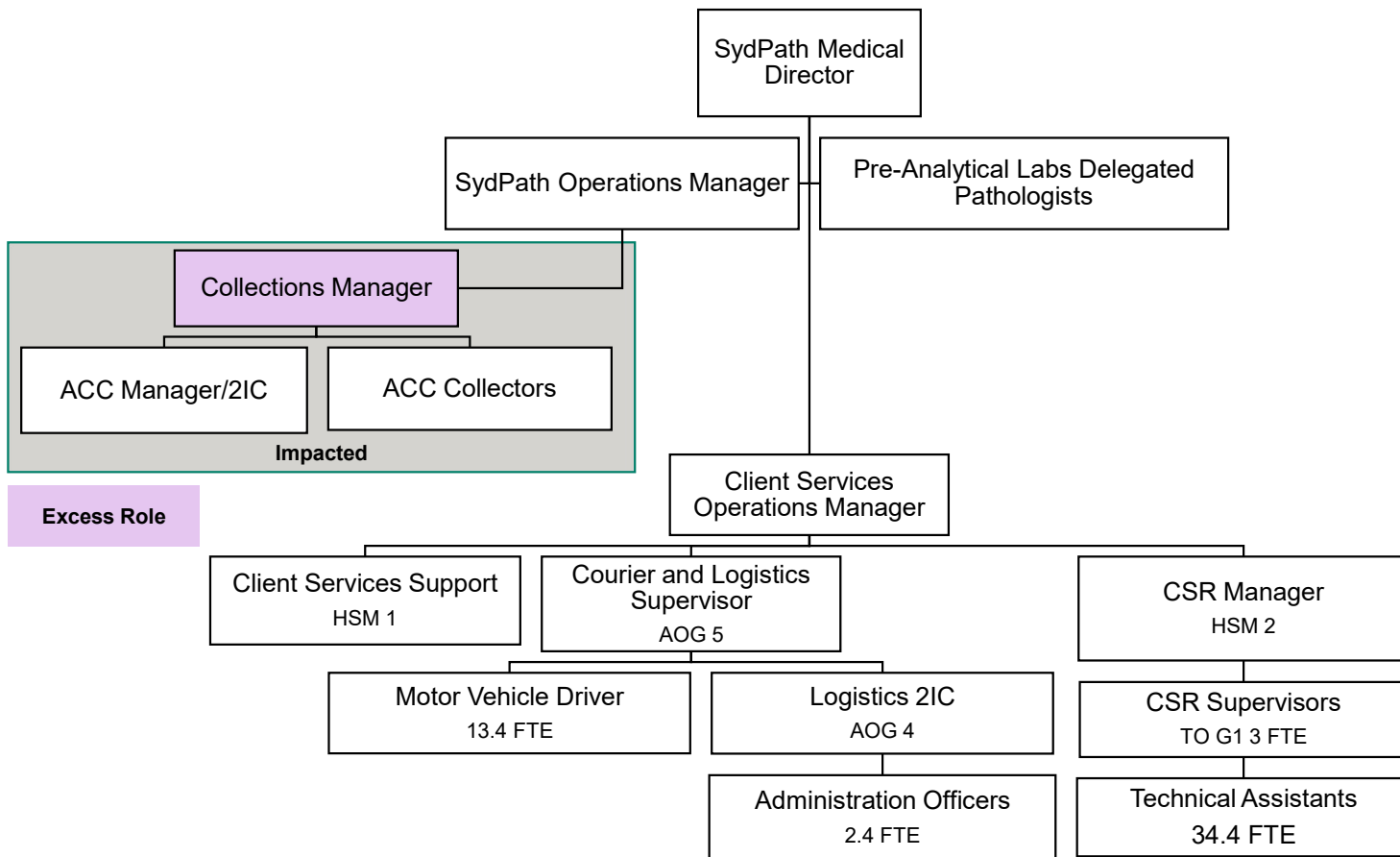


Fig 1. Current Client Services Organisation Chart

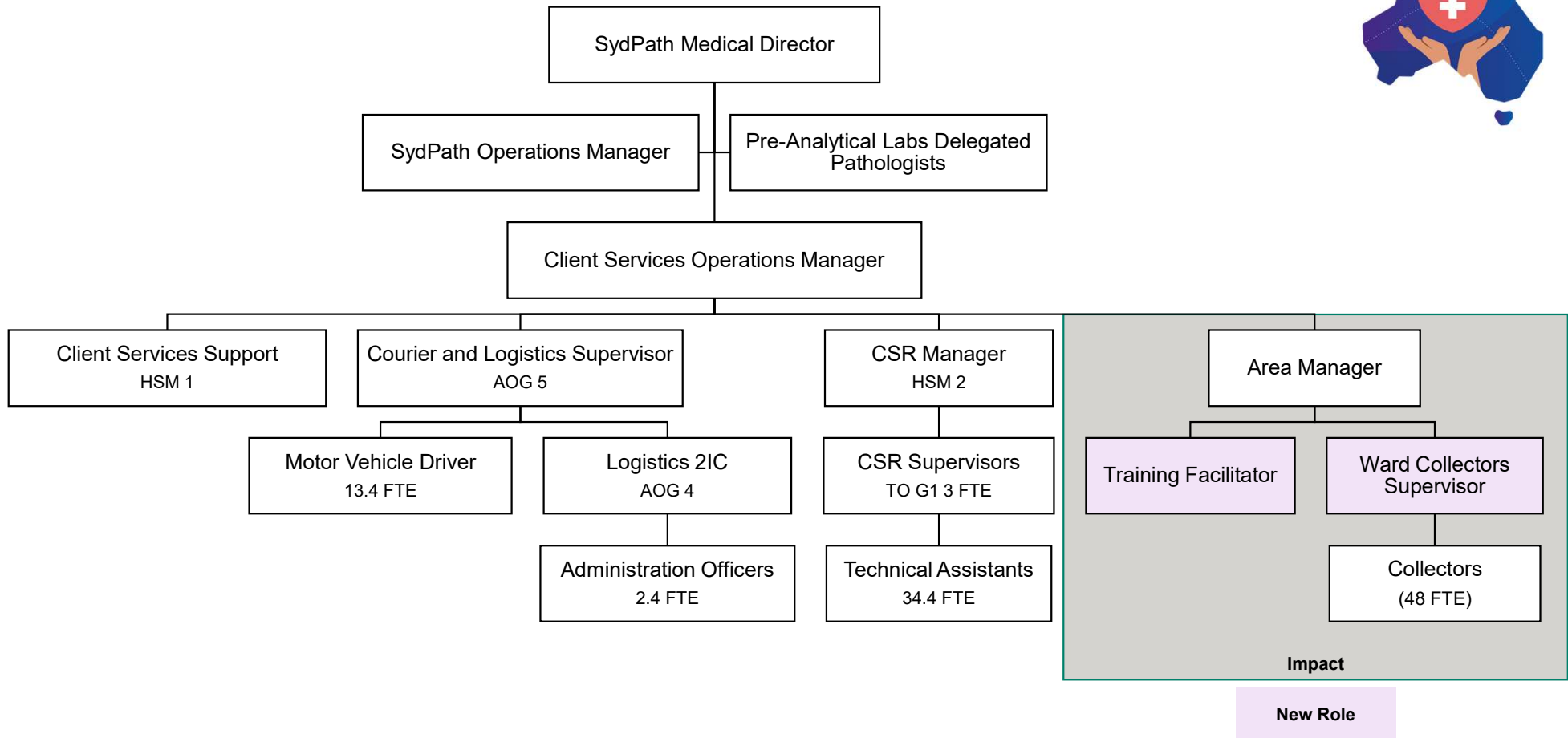


Fig 2. Proposed Client Services Organisation Chart

Proposed New Roles



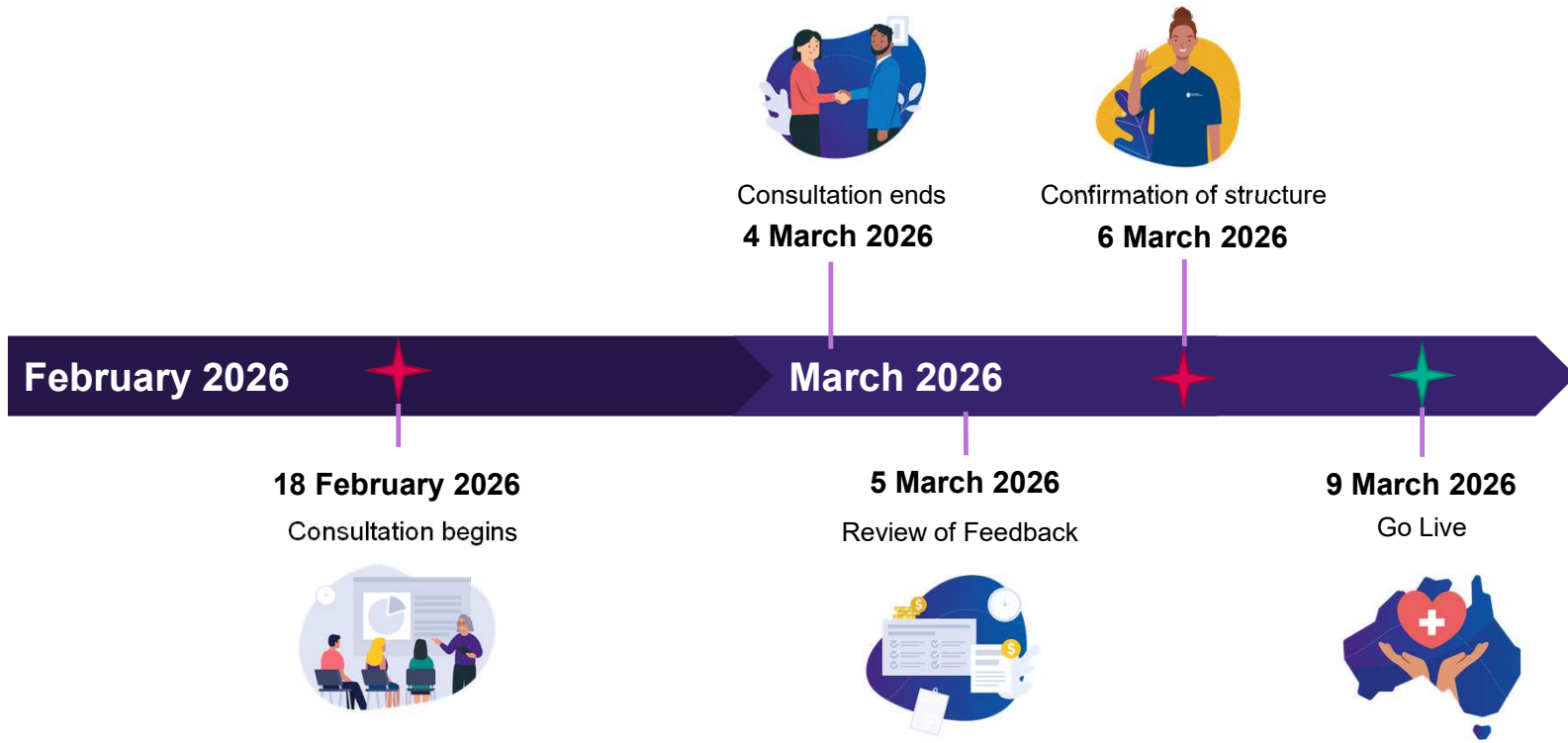
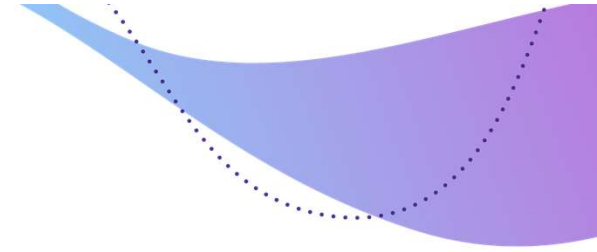
Pathology Collections Training Facilitator

A dedicated Training Facilitator role is proposed to support our workforce of more than 65 collectors across campus and the remaining collection centres. Although this position does not currently exist, it is critical to ensuring consistent training, competency assessment, and compliance with accreditation standards.

Pathology Collections Ward Supervisor

An expanded supervisory role is proposed to coordinate ward collections at St Vincent's Public and Private Hospitals. This position will provide daily operational oversight of ward rounds, act as the primary point of contact for ward staff, and ensure efficient deployment of staffing resources to meet hospital KPIs.

Timeline



Next Steps



- A discussion has been held with individuals whose role has been impacted through the proposed change.
- There is a **two (2)** week consultation period to receive feedback on the proposed changes.
 - You can email Michael.Alexander@svha.org.au or call 02 8382 9271 to provide your feedback
- Upon conclusion of the consultation period, feedback will be collated and reviewed, with any change to the proposal brought back to a meeting of all parties today, if required.
- If no feedback has been received, the structure will go live on the date highlighted.

Additional Support



Your line manager



**Assure
EAP Provider**

1800 808 374
Company Code: SVHS28



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Frequently Asked Questions



Will there be any job losses or restructures that could impact service delivery?

There is one role impacted. Removal of this role will not impact service delivery as has been demonstrated over the past 18 months.

Will this transition significantly change the management of these services?

The changes won't significantly change the management of these services, if anything the changes will enhance the delivery and management of the services.

Will my daily work duties change?

No, duties will largely remain the same for the majority of the team. Roles where there is a change has been discussed with the individual. Recruitment for new roles will begin once the proposed structure has been confirmed.

Where should I share my feedback

Michael Alexander on Michael.Alexander@svha.org.au or 02 8382 9271

How long will this take?

Consultation will take two week. At the end of the consultation period, any feedback provided will be considered in a timely manner and outcomes communicated at a staff meeting should there be a change to the structure.

Questions?