



SCHN26/3586

Mr Gerald Hayes
Secretary
Health Services Union
Locked Bag 3
Australia Square
Sydney NSW 2007
Email: secretary@hsu.asn.au

Attention: Kate Hall kate.hall@hsu.asn.au

Dear Mr Hayes,

Re: Proposed Changes for the Kids Simulation Australia and Critical Care Simulation

We would like to inform the Health Services Union about a proposed change for the Kids Simulation Australia (KSA) and Critical Care Simulation (CCS) team.

The Sydney Children's Hospitals Network (SCHN) currently operates two separate simulation services – Kids Simulation Australia (KSA) and the Critical Care Simulation (CCS) team – both delivering simulation-based education and translational simulation across hospital sites. KSA provides centralised and in-situ simulation, while CCS, based in the Sydney Children's Hospital (SCH) Emergency Department, leads ED-focused and broader critical care simulation activities.

A review of the service and business case was commenced in August 2025. A single Network Simulation Service is proposed under the governance of the SCHN Education and Simulation Service. A one service model would improve strategic and operational planning, resource and financial efficiencies, and realise greatest return on investment for the Network.

The proposed changes are:

- Moving the reporting line for all positions under the Network Simulation Service Manager, which will be a new position graded as a Health Service Manager Level 4
- As a result of a change in the Network Manager role, the current HSM 3 position will be deleted
- Deletion of the CCS Clinical Nurse Educator
- Deletion of the CCS Clinical Nurse Specialist Grade 2
- Creation of a new Network Clinical Nurse Educator role
- Creation of a new Network Clinical Nurse Specialist grade 2
- Reduction of FTE with the HSM 1 – Multi-media co-ordinator/ technician
- Deletion of the Administration Officer Level 2
- Creation of an Administration Officer Level 4
- Change of Medical Staff Specialist from Network to site based and reduction in overall hours
- Creation of a Network Medical Fellow role or 2 x 0.5 FTE to work on each site
- Deletion of the Critical Care Simulation Nurse Educator Grade 2 role

The Consultation Document for the proposed changes to the department is enclosed and outlines further detail (Attachment 1).

Today, we have opened consultation on this change and provided an overview of the main proposed changes, and the proposed process to implement these changes. A copy of the presentation, and relevant role descriptions are attached. Staff have been requested to provide feedback by close of 13 April 2026.

The consultation period allows the respective unions and staff to supply formal feedback on the proposed changes before final decisions are made. If you could provide any feedback regarding the proposed structure also by close of business 13 April 2026.

Should you have any questions, please contact Amanda Jenkins (KSA staff) on 0472 509 706, Dr Chris Webber (CCS staff) on 9382 1962 or email to: SCHN-SCHN-SIMSConsultation@health.nsw.gov.au

Yours sincerely,



Amanda Jenkins
Associate Director, Education and Simulation
The Sydney Children's Hospitals Network



Dr Christopher Webber
Director, Emergency
Sydney Children's Hospital, Randwick

Date: 30 March 2026