

13/02/2026

Mr Gerard Hayes
Secretary
Health Services UnionBy email: secretary@hsn.asn.au

Dear Gerard

I write to inform you of a proposed restructure of NSW Health Pathology's People & Culture (P&C) portfolio. The proposal follows the implementation of the 2023 HR operating model and aims to ensure the P&C structure remains fit for purpose and aligned with evolving operational and strategic priorities.

This restructure proposes a consolidation of P&C leadership roles to reduce duplication and improve efficiency, creation of new positions to address resourcing gaps, several reporting line adjustments, and a review of the Work Health & Safety and Recover at Work teams.

A summary of key proposed changes include:

1. **Deletion of two positions:**
 - a. Deputy Director, People & Culture –Health Manager Level 5
 - b. 1 x Associate Director, HR Metro –Health Manager Level 5
2. **New role creations:**
 - a. Temporary HR Resource for Metropolitan –Grading TBD
3. **Reporting line adjustments:**
 - a. Metro HR and OD/L&D staff to report to the single Associate Director, HR –Metro.
 - b. Associate Director, Medical Workforce Strategy to report directly to the Director, People & Culture.
4. **Review of structure, roles and responsibilities:**
 - a. Diversity & Inclusion Manager (currently vacant) –Health Manager Level 3
 - b. WHS and Recover at Work roles and responsibilities and reporting lines.


The changes proposed are captured in the current and proposed organisational structures enclosed at **Attachment A**.

The proposed changes will be implemented in a phased approach, with a target completion date by the end of 2026. The review of the Work Health & Safety and Recover at Work roles, responsibilities and reporting lines will be undertaken as soon as possible due to existing vacancies in that team.

Impacted staff whose positions are proposed for deletion will be managed as affected staff in accordance with the NSW Government Workforce Mobility Placement Policy.

Consultation has commenced with staff to discuss the proposed changes and address any questions, concerns, and/or feedback on the proposed changes. NSWHP invites the HSU to provide feedback on the proposed changes by close of business **27 February 2026**. If there is no further comment or feedback provided, the proposed changes will be implemented after this date. If you have any questions, please contact me via email at tammy.boone@health.nsw.gov.au.

Yours sincerely

Tammy Boone
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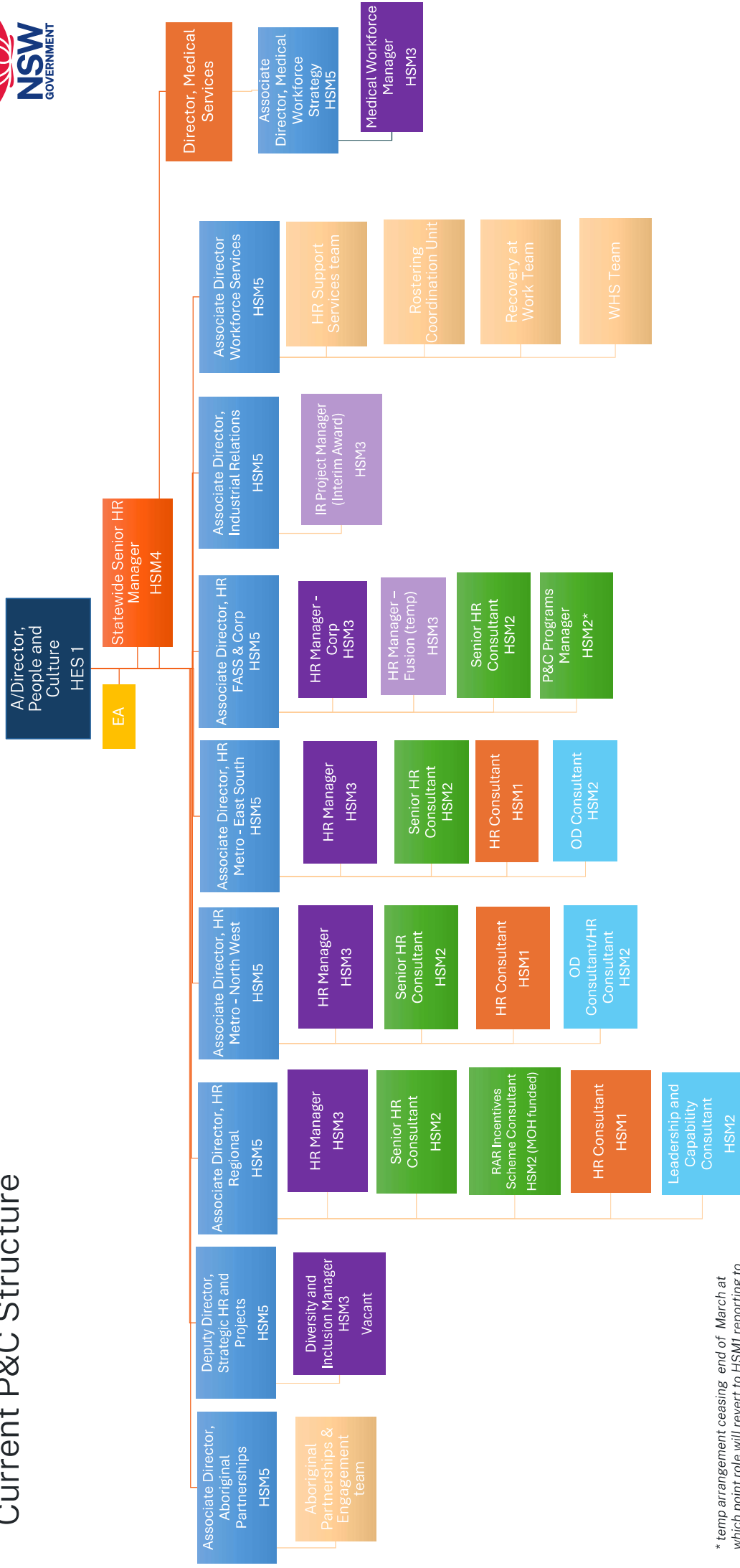
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Attachment A: Current P&C Structure



* temp arrangement ceasing end of March at which point role will revert to HSM1 reporting to Director P&C

Proposed P&C Structure

