

Mr Gerard Hayes
Secretary
Health Services Union

Via email: secretary@hsu.asn.au

Proposed Restructure - Hospital @ Home

Dear Mr Hayes

I am writing to advise you of the proposed changes to the structure of the Illawarra Shoalhaven Local Health District (ISLHD), which has the potential to impact your members.

The proposal

Following a review of ISLHD's out of hospital care services under the strategic outcome of safe care delivered across all settings, ISLHD is proposing to amalgamate existing acute care services, Hospital in the Home (HiTH) and Virtual Hospital Ward (VHW) into one service.

Virtually enhanced Community Care (VeCC) will remain in the Out of Hospital Care Service as a non acute service. This is a change from the original restructure plan (provided to you on 2 July 2025) where all three services were going to align under the Healthcare@Home service. The service manager of HiTH and VHW will report through the Clinical Operations directorate. The VeCC will continue to report through the Out of Hospital Service.

The purpose of this further review was to ensure the patient care delivery structure can meet the evolving needs of our community, enabling our workforce to deliver high quality health care services with a solid focus on emergency department avoidance and modern models of care.

Consultation and feedback

The consultation period will commence 23 December 2025 and will close on 23 January 2026.

Any feedback can be provided to Kathryn Farr, Senior Human Resource Business Partner at kathryn.farr@health.nsw.gov.au. You may also contact Ms Farr if you would like to arrange a meeting.

At the conclusion of the consultation period and taking account of feedback provided, ISLHD will determine the final structure, and I will inform staff and unions of the outcome and next steps.


Support available to staff

We appreciate that people react to proposed changes in varying ways and may require additional support. Staff will be reminded of the availability of our Employee Assistance Program (EAP), provided by Converge International, which can be contacted on 1300 687 327. Appointments can also be made online via <https://convergeinternational.com.au/contact/bookings/> using code ILLADNOQ.

Further information

Should you require any further information in relation to this matter, please do not hesitate to reach out to my office via email at BenjaminLukeJames.Wakeling@health.nsw.gov.au

Yours sincerely

A handwritten signature in black ink, appearing to read 'Ben Wakeling', with a long, sweeping horizontal stroke extending to the right.

Ben Wakeling

Director Clinical Strategies and Outcomes

Date: 23 December 2025

Attachments – Proposed Restructure, proposed position descriptions