

Western NSW Local Health District

Private and Confidential

Mr Gerard Hayes
Secretary
Health Services Union
Email: secretary@hsu.asn.au

Bathurst Health Service Executive Realignment

Dear Mr Hayes/Gerard

I am writing to provide an update on the Bathurst Health Service (BHS) Executive Realignment.

As you are aware, the BHS Executive Realignment has been proposed to ensure BHS can meet the growing and evolving healthcare needs of the local community – both now and into the future. BHS is currently undergoing significant transformation with the Bathurst Hospital Redevelopment Project (BHRP). This redevelopment, backed by a \$200 million investment from the NSW Government, aims to enhance the hospital's infrastructure and service delivery for Bathurst and its surrounding communities. The BHS Executive Realignment is aligned with the vision to deliver efficient and flexible care that is designed for the wellbeing and dignity of patients, carers and staff, connects with Country and community, and embraces sustainability, new models of care and emerging technologies.

The BHS Executive Realignment brings clear benefits for both our workforce and the community we serve. The workforce restructure is designed to strengthen the executive and senior management teams, enabling more strategic leadership of operations, planning and the broader redevelopment agenda. It supports improved coordination across departments, creating a more connected and responsive approach to service delivery. The realignment also reinforces our ongoing commitment to safety and quality in every aspect of healthcare delivery. Importantly, it positions BHS to support future structural growth, ensuring the expanded services introduced through the redevelopment are backed by a workforce with the capacity to meet evolving healthcare needs.

I want to acknowledge that while there are clear service benefits, organisational change can be challenging for our people. The experience, wellbeing and support of staff remain a priority throughout this process. Union specific consultative committee (USCC) meetings were held on 21 November 2025 and 19 December 2025 with both staff from Bathurst Health Service (BHS) and Health Services Unions (HSU) representatives. At the meetings, information on the proposed realignment was shared and consultation undertaken. The feedback provided as part of these consultations has been carefully considered and explored, to ensure that the Realignment supports both service needs and our staff. I want to acknowledge the HSUs involvement throughout this process and the support provided to Bathurst Health Service employees.

As previously advised, the Executive Realignment results in an overall uplift in full-time equivalent (FTE) positions across the service. This includes the creation of two new roles, a Health Services Operations Manager and Administration Manager. Additionally, feedback provided at the USCC from the Allied Health subbranch regarding splitting the current Primary, Community and Allied Health



Manager role into two separate roles, an Allied Health Manager and Primary and Community Health Manager, has been endorsed. The introduction of these roles and the increase in staffing is a positive outcome for both our workforce and the community we serve.

It is noted that there are changes to two existing roles. We remain committed to ensuring that the staff impacted are well supported throughout this transition. Individual discussions have been held, and ongoing support will continue to be made available to assist these employees.

At this stage, it is important that we move forward so we can provide certainty for our teams and ensure service continuity. Given the consultation and the constructive input, we have received, we are now seeking the Health Services Unions support to put the proposal to a vote of its members. We would appreciate confirmation of this by COB 19 February 2026.

Your partnership in helping us progress this matter is greatly appreciated. We remain committed to working collaboratively as we finalise this process and transition to the new structure.

Should you require any further information or would like to clarify any aspects about the process, please do not hesitate to contact me. Alternatively, you are welcome to contact Ms Tiffany Charlton, HR Manager via tiffany.charlton@health.nsw.gov.au and Mr Mark Josephson, HR Partner via mark.josephson@health.nsw.gov.au

Sincerely,

A handwritten signature in black ink that reads "Jo Holden".

Jo Holden
Service Transformation & General Manager
Bathurst Health Service

5/02/2026

Cc. Ms Tiffany Charlton, HR Manager
Mr Mark Josephson, HR Partner