



Sydney
Local Health District

Ref: BR26/117
12 January 2026

Mr Gerard Hayes
Secretary, Health Services Union NSW
Locked Bag 3
Australia Square NSW 1215

By email: Secretary@hsu.asn.au

Re: Proposed People & Culture Team Structural Changes

Dear Mr Hayes,

I am writing to formally advise that Sydney Local Health District (SLHD) has commenced consultation on a proposal to realign the People & Culture (P&C) team structure. The proposal includes the establishment of 3 new positions, changes to reporting lines, the realignment of certain specialist functions, and the deletion of 2 positions. The positions impacted are held by employees covered by the Health Services Union (HSU) awards.

The enclosed Consultation Pack outlines the proposal, the rationale for the changes, and the positions impacted.

In line with Clause 35 of the *Health Employees' Conditions of Employment (State) Award* and the *Industrial Consultative Arrangements (PD2024_001)*, SLHD is committed to genuine and meaningful consultation with the HSU and impacted employees. This correspondence serves as formal notification of the commencement of consultation, effective from the date of this letter and concluding on Friday, 30 January 2026.

Meetings with impacted employees have commenced to provide information about the proposal, outline the consultation process, and invite feedback.

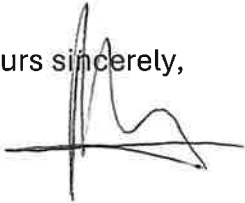
The HSU is invited to provide any feedback, questions or concerns in writing. Please direct any feedback to me at Paula.Williscroft@health.nsw.gov.au. All feedback will be carefully considered prior to any decisions being finalised.

In accordance with PD2024_001, should the HSU wish to request a Union Specific Consultative Committee (USCC) to discuss the proposal in further detail, SLHD will facilitate this. Should you wish to request a USCC, please contact me directly via email or on 0476 838 910 with your availability, and I will arrange the meeting accordingly.

SLHD is committed to working constructively and transparently with the HSU throughout this process and to ensuring that all affected employees are supported and managed in accordance with applicable NSW Health policies, Awards and industrial instruments.

If you require further information or wish to discuss the consultation process, please contact me on 0476 838 910 or via email at Paula.Williscroft@health.nsw.gov.au.

Yours sincerely,



Paula Williscroft
Executive Director People & Culture
Sydney Local Health District

Cc: Nathan Rudd, Deputy Director & Legal Counsel
Lucy Barrett, People & Culture Manager, Major Projects, Change & Industrial Relations

Encl. (1)
A - Consultation Pack