

Consultation - Human Resources, Industrial & Employee Relations Transformation

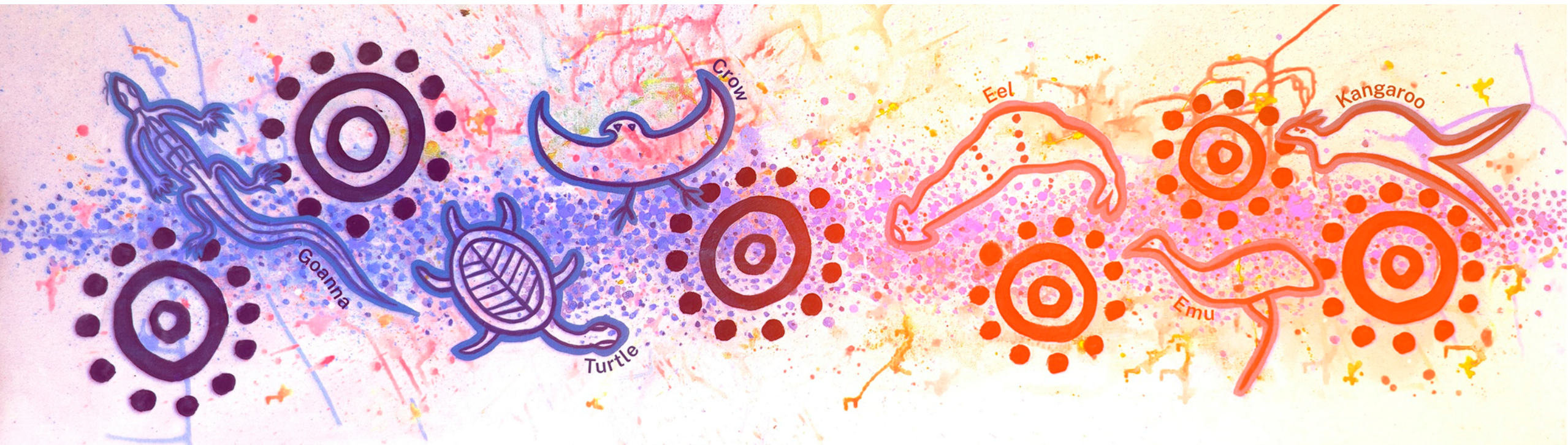
1 May 2026

Martin Price
Director Workforce People & Culture

Acknowledgement of Country

The Nepean Blue Mountains Local Health District acknowledges the traditional custodians of the lands and waterways within its boundaries including the Darug, the Gundungurra and the Wiradjuri people. We acknowledge and pay respects to Elders past and present. We extend that respect to our local Aboriginal community and staff. We celebrate their strength and enduring connection to culture.

Artwork: 'We All Share the Same Water' by Leanne Watson, Shay Tobin and Leanne Tobin



Agenda

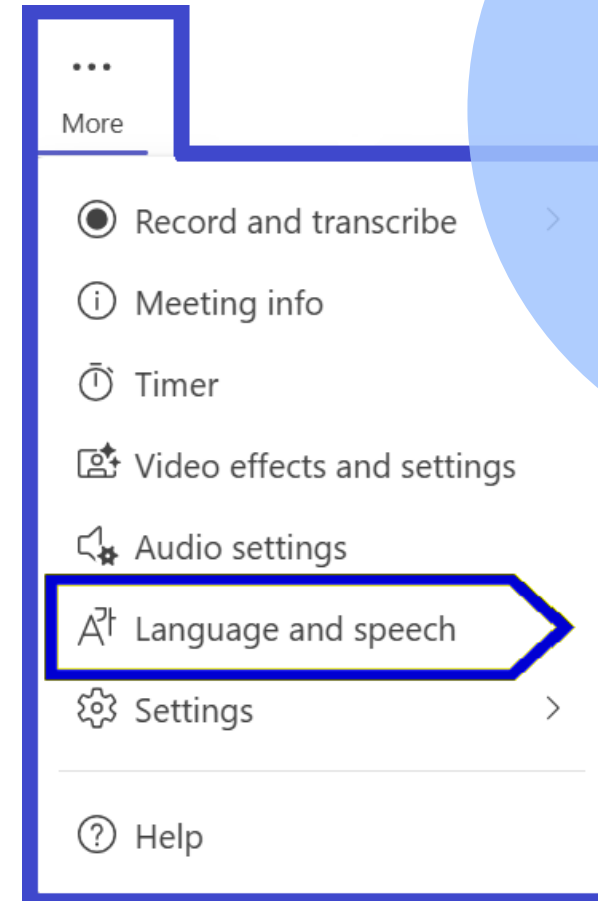


Topic	Presenter	Time
00. Welcome – acknowledgement of country and housekeeping	Martin Price	5 minutes
01. The strategic landscape – strategic drivers of change	Martin Price	10 minutes
02. What’s changing – the reasons we need to change	Martin Price	5 minutes
03. Proposed changes – current and proposed structures	Martin Price	5 minutes
04. Next steps – decisions, enabling activities and timeline	Martin Price	10 minutes
05. Placement approach – how we will fill positions	Martin Price	3 minutes
06. Questions – time to have your say	Martin Price	20 minutes
07. More information & support – where to find out more & get support	Martin Price	2 minutes

Housekeeping

Accessibility, opportunities for feedback and Q&A

- Please hold your questions until the end. We will prompt you when we reach the Q&A part of this session.
- For those of you who are online, feel free to post any questions or comments into the MS Teams meeting chat before or during the Q&A.
- We may not have time to address all questions during this session, but you are encouraged to submit any feedback or questions through the online feedback form which will be open throughout the two-week consultation period. You can do this anonymously.
- You will also be able to ask questions or provide feedback via the consultation feedback email (inbox)



Accessibility

If you are online, you may wish to turn on live captions and subtitles, select **More > Language and speech** in your video controls

 Show live captions

 Turn on RTT for this call

The strategic landscape

Strategic drivers of change

01

The strategic drivers of change at NSW Health



What is driving our need to change?

The strategic landscape of NSW Health's Workforce People & Culture has experienced a significant number of changes over the past six months, particularly in the areas of Human Resources (HR), Industrial Relations (IR), Employee Relations (ER) and Work Health & Safety (WHS).

Aimed at modernising the workforce, improving retention and creating a safer work environment these reforms, key developments and changes since October 2025 focus on strengthening workplace safety, enhancing employee rights, addressing psychosocial hazards, and improving our productivity.

With a focus on strengthening employee protections these strategic developments, legislative amendments and reforms are driving the need for us to change how we structure and resource our teams to deliver timely, responsive, quality services that meet minimum governance and compliance standards, and meet our internal client needs.

Key drivers of change for NBMLHD HR, IR & ER



Legislation

Work Health and Safety Act (NSW) (WHS Act)

- Union officials will have the power to collect evidence related to suspected contraventions in addition to Union and SafeWork entitlement to share information, commence prosecutions if they have consulted SafeWork NSW and they have declined to bring proceedings.
- Mandatory SafeWork 6 monthly reporting of psychosocial risks, trends, complaints, notices issued and risk mitigation recommendations.

Industrial Relations Act 1996 (NSW) (IR Act)

- There are also additional grounds for victimisation applications under s210. An increase to \$100K to the small claims cap.

Work Health & Safety Amendment (Digital Work Systems) Bill 2025

- Provides for new union right of entry provisions and employer obligations to manage AI/ Digital work system risks.

The IRC

- Expanded powers of the Industrial Relations Commission (IRC) to arbitrate workplace disputes, including issuing recommendations and increased breach penalties.
- A direct line to the IRC for PCBUs, workers, health and safety representatives and Unions to bypass SafeWork involvement and take a WHS dispute directly to the IRC.
- Broadening of anti-bullying and sexual harassment jurisdiction for resolution of disputes for NSW public sector and local govt workers who are unable to access similar provisions under the federal jurisdiction

Unions

- Unions have expanded their right of entry and evidence collection rights to investigate suspected WHS breaches.
- Unions have new powers to commence prosecution if SafeWork decline to bring proceedings.
- Unions have expanded right of entry powers for WHS Card holders regarding the use of AI and digital tools/ technologies in the workplace, including where they are used to define KPI's and productivity metrics.

Other drivers of change

- From 1 December 2025, employees have been eligible for higher-grade pay after relieving for three days (reduced from five days).
- Reforms to the workers' compensation system have increased support for return to work, including payments for injured workers.
- Roster improvements – increased rest periods between shifts (now 10 hours) and longer notice periods for roster changes doubled to four weeks.
- From 1 July 2025, an 8.5% pay rise over two years for over 50,000 HSU covered health workers (including scientists, technicians and assistants).
- Mandatory “Respecting the Difference” training has been scaled-up with a new module “Lead the Difference” added, which is being supported by an increase in facilitators.
- Introduction of a new Wellbeing Framework (2023 – 2028) with a key focus on enhancing support services, strengthening and building manager capability to handle mental health issues and psychosocial hazards.

What's changing?

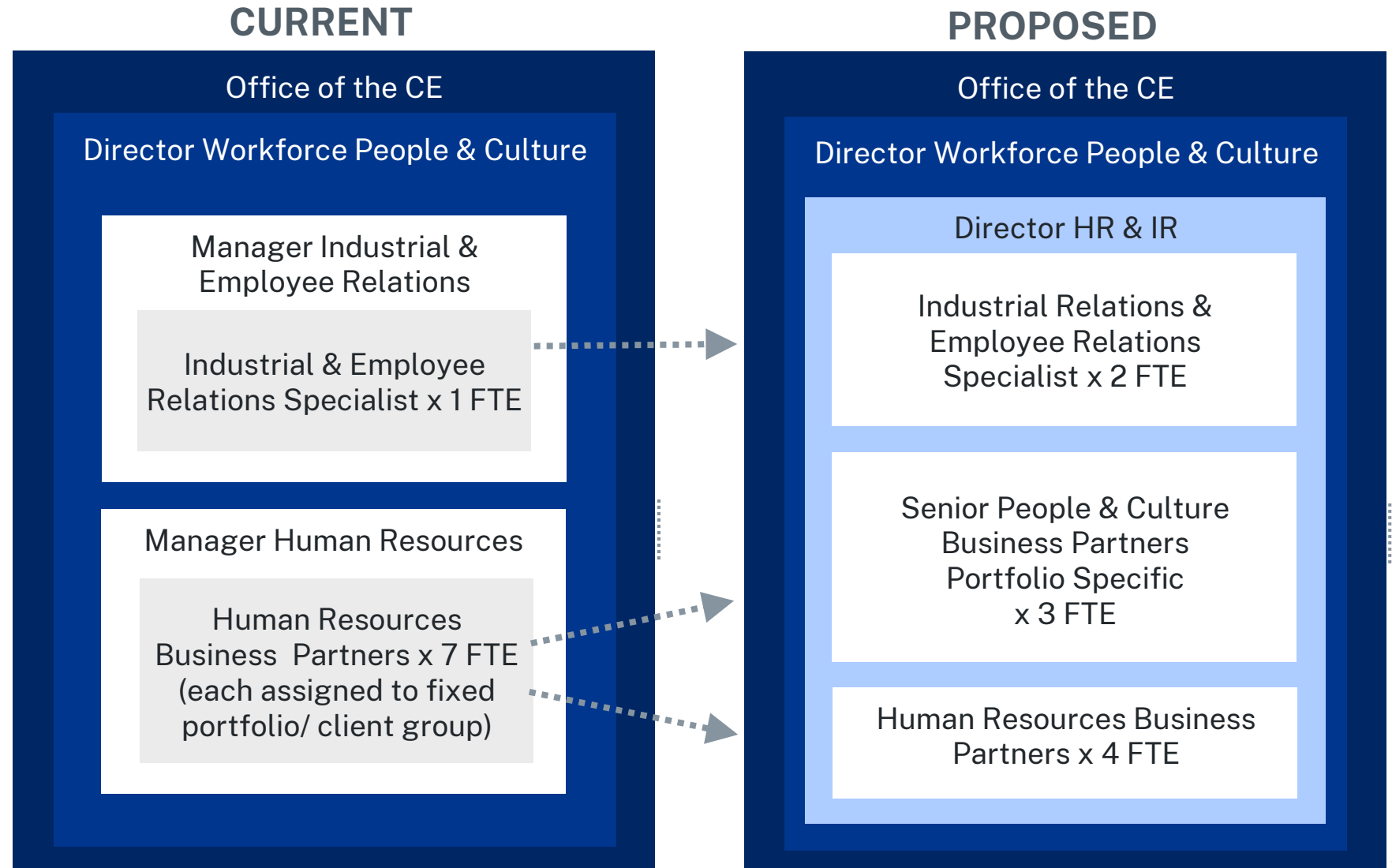
The reasons we need to change

02

Summary of proposed changes and benefits

BENEFITS:

- Drives integration and collaboration between HR, IR & ER, including improved HRBP advisory, IR risk mitigation, and management of common processes.
- Drives collaboration with Health and Safety including psychosocial harm and workers compensation.
- Creates career pathways across the HR, IR, ER team, clarity of accountability, and efficiency gains in the delivery of the catalogue of HR, IR, ER services
- Improved HR, IR, ER advisory, service responsiveness, quality, governance, probity and compliance.
- Resourcing flexibility across HR and IR/ER.
- Increase our Senior management and professional capacity and capability in integration and Industrial Relations, given strategic context of NSW Health Sector is driving demand in these area's.

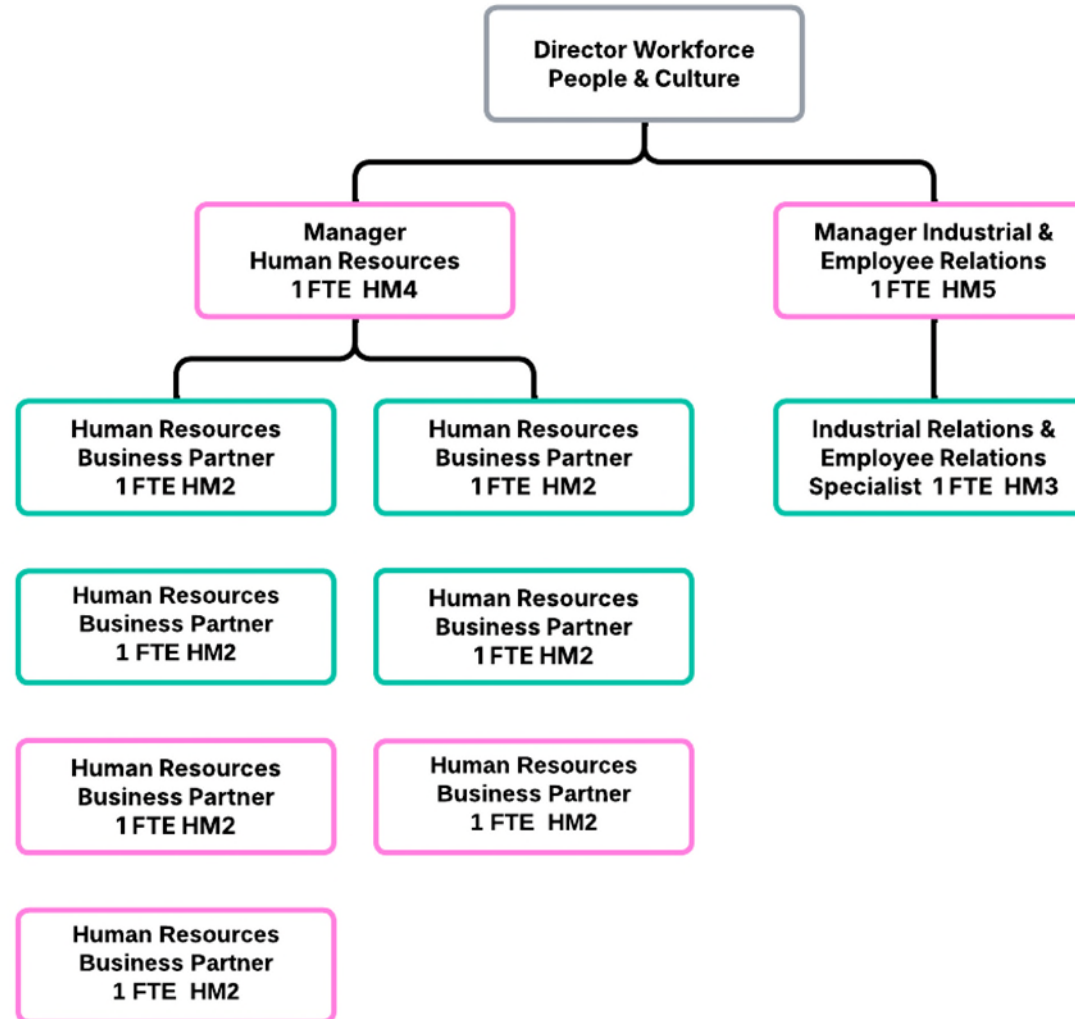


Proposed changes

Current and proposed structures

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Current Structure – HR, IR & ER

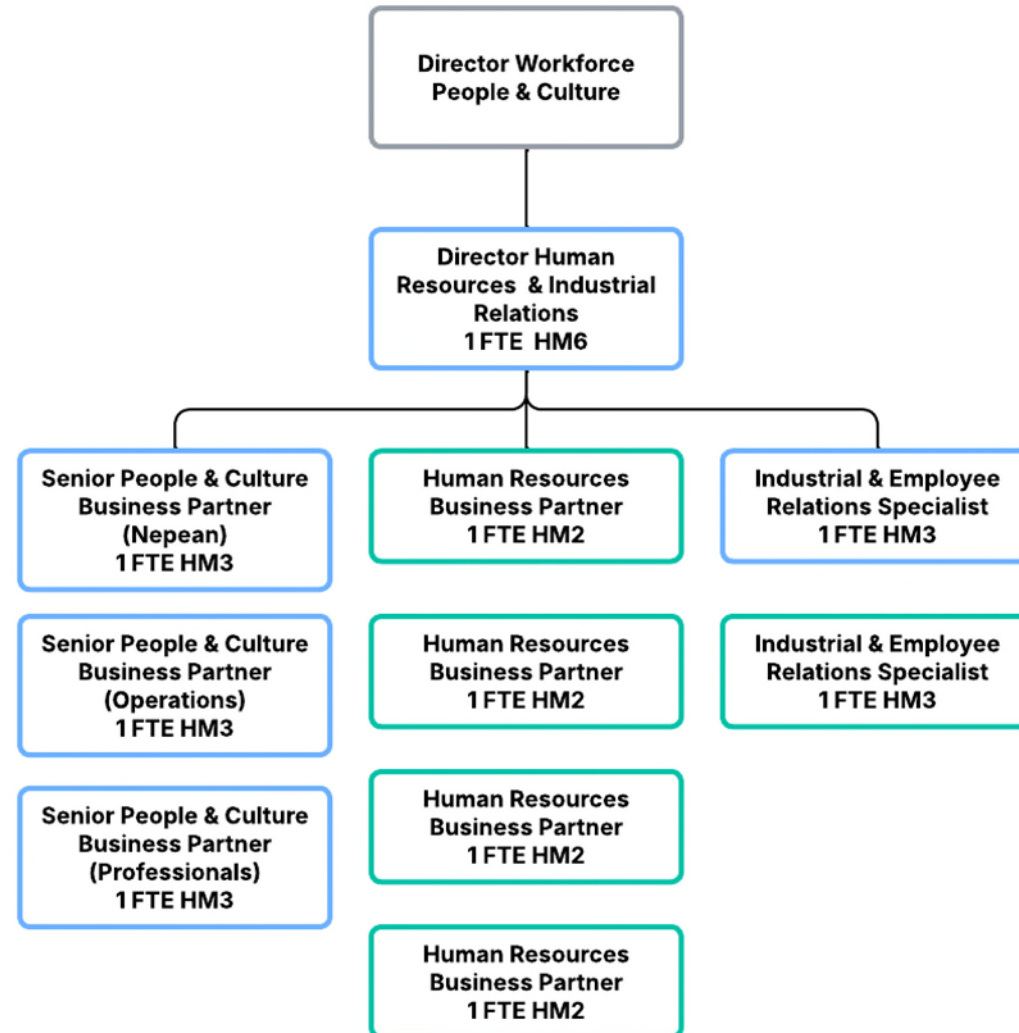


Key for Current Structure

- No change
- Reporting line change only
- Excess position

5 x Award positions no longer required
 5 x Award roles reporting line change only
 1 x SS role no change

Proposed structure – HR, IR & ER



Key for Proposed Structure

- No change
- Reporting line change only
- New position

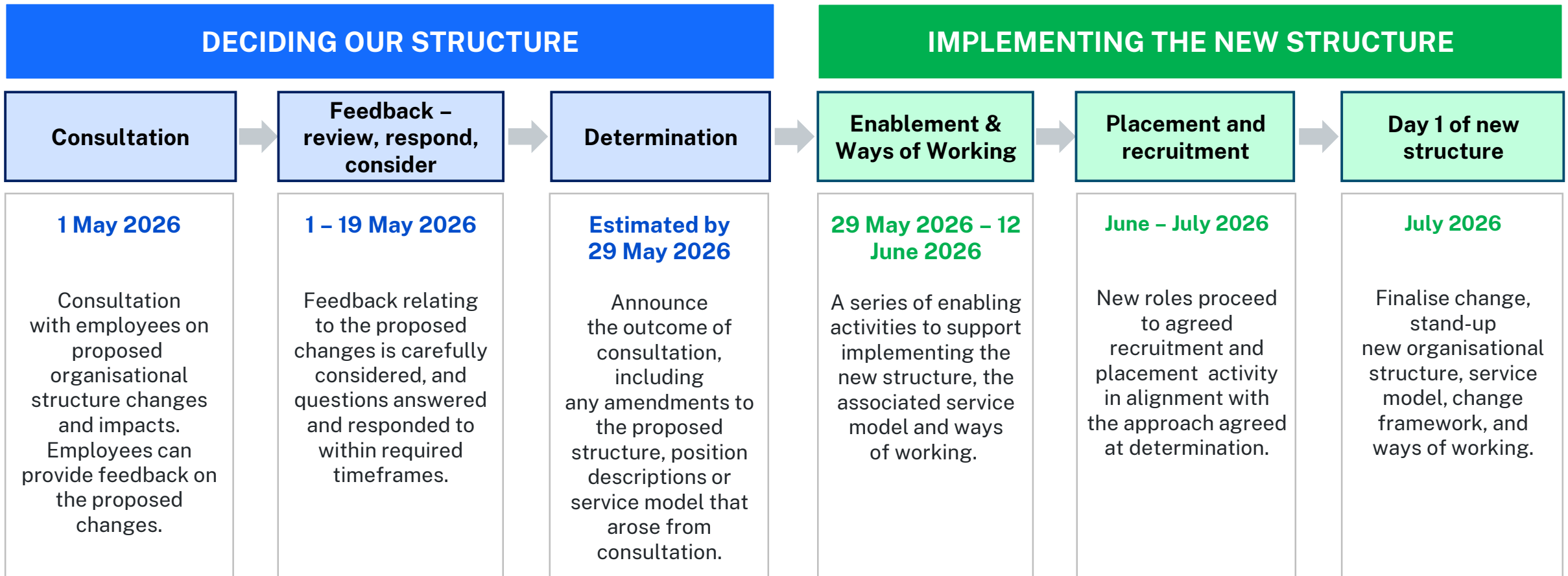
5 x new Award positions created
 5 x Award positions reporting line change only
 1 x SS position no change

Next steps

Decisions, enabling activities and timeline

04

Next steps



Placement Approach

How we will fill positions

05

Placement approach

How we will fill positions

The placement approach we will follow to fill positions aligns with the following “Award”, policy directives and advice with respect to the management of ‘affected’ (impacted) employees (staff), which are current at the time of this consultation:

- *PD2012_021 – Managing Excess Staff of the NSW Health Service*
- *NSW Government Workforce Mobility Placement and Employee Transition Policy* (Placement Policy)
- *Health Manager (State) Award 2025* (Award)

Questions?

Time to have your say

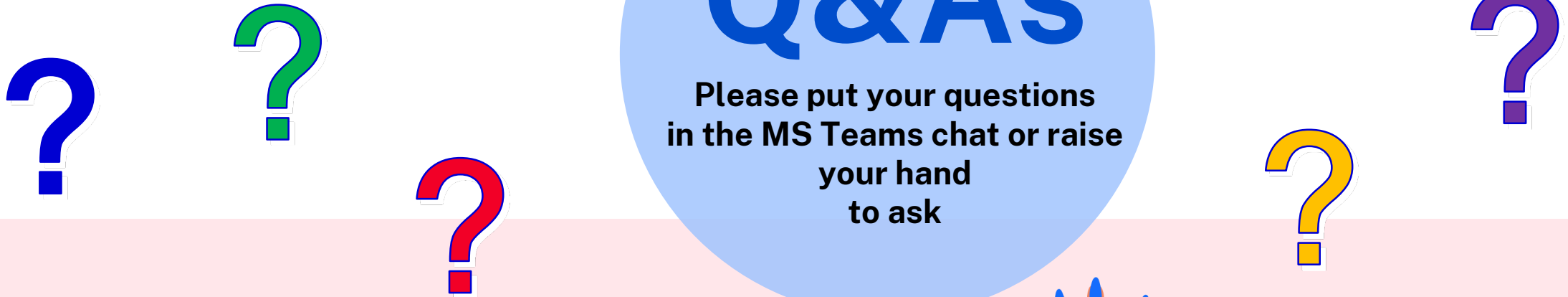
06

Questions?

Time to have your say

Q&As

Please put your questions
in the MS Teams chat or raise
your hand
to ask



Time to have your say

Let us know what you think. Your feedback can be anonymous.

The 2 ways YOU can provide *FEEDBACK* & *ASK QUESTIONS* until 5PM 15 May 2026

1. **Scan the QR CODE** to submit your feedback and questions via the Feedback Form (from 5PM, 1 May 2026). You may do this anonymously!
2. **Email** your feedback, comments and questions using this [LINK](#).



- All comments, feedback and questions will be considered as part of the determination process, regardless of whether you choose to submit this anonymously or provide your contact details.
- You may submit feedback more than once.
- Anonymous feedback will be addressed via regular Q&A or FAQ updates at the following [link](#) on NBMLHD intranet, or by your leader directly as part of the outcome.

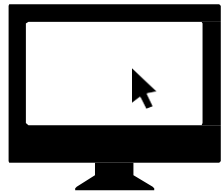
More information & support

Where to find out more and get support

07

More information and support

Where to find out more and get support



PORTAL PAGE

Go to this [LINK](#) on the intranet for:

- Latest updates
- Consultation pack
- Organisational charts
- Position descriptions
- FAQs



FEEDBACK FORM

If you have questions or feedback about the changes proposed, employees should provide feedback using the [ONLINE FEEDBACK FORM](#) or via the feedback inbox using this [LINK](#)



THE WELLBEING HUB

For support and wellbeing resources click on this [LINK](#)



EMPLOYEE ASSISTANCE PROGRAM

Access EAP resources can be found at the following [LINK](#). Access EAP is also available 24/7 on **1800 818 728**

For more information about the consultation, to have your say about proposed changes, and to seek support please scan the QR Code or go to the links provided directly above.

