



CONFIDENTIAL

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

By email: Gerard.Hayes@hsu.asn.au

Cc: Melissa.Kelly@hsu.asn.au

Dear Mr. Hayes,

Re: Proposed Social Work Graduate Position – Consultation Notice

St. Vincent's Hospital Sydney (SVHS) writes to formally notify the Health Services Union (HSU) of a proposed change to a Social Work position within the Social Work Department.

As per clause 28 of the *Named NSW (Non-Declared) AHO Professional and Associated Staff Enterprise Agreement 2019 (Agreement)* where an employer has made a definite decision to introduce major changes in production, program, organisation, structure or technology that are likely to have significant effects on employees, the employer must notify the employees who may be affected by the proposed changes and their representatives, if any.

Proposed Change

The Social Work Department currently holds a vacant Level 1 – 2 Social Work position designated as the Complex Case Social Worker within the Medical/Surgical team. This proposal seeks to redesignate that position to a New Graduate Social Worker to support newly graduated social workers entering the profession.

It is proposed that the position will be offered as a two-year contract, creating a structured early career development pathway that may eventuate in permanent employment with SVHS. Staff appointed to this role may apply for other permanent positions within the department at any time. The position will remain in the Medical/Surgical team and retain its current classification as a Level 1 – 2 Social Work.

Impact on Staff and Workload

Referrals previously directed to the Complex Case Social Worker will remain with the social workers allocated to the clinical area they are admitted under. The overall impact on staff workloads is anticipated to be negligible, consistent with the established scope of their current roles. Specifically, the changes are:

- Clinical Pharmacology referrals will be reallocated to the Level 3 Senior Social Worker (Medical/Surgical), providing a more appropriate match to the complexity of that area.
- The Level 2 Social Worker (Medical/Surgical) will transition their surgical oncology workload to the new graduate position and will assume responsibility for urology and gynaecology, a reallocation consistent with their existing caseload in orthopaedics, plastics, and dermatology.
- No retraining is required. All staff possess the competencies and clinical skills needed to continue their work safely and effectively.
- The New Graduate Social Worker will oversee Trauma, Surgical Oncology, and ENT (non-cancer) referrals which are a balanced and developmentally appropriate mix.

Supports and Mitigation Measures

To support affected staff through the transition, SVHNS will implement a range of monitoring and communication measures. Scheduled check-ins will occur at one, three and six months post-implementation to proactively identify and address any concerns. Regular individual supervision and active workload monitoring will continue for all Medical/Surgical Social Work staff, with clinical activity data reviewed on an ongoing basis to detect and respond to any emerging workload pressures. Clear communication will be provided to the broader team outlining the changes, revised role responsibilities, and expected impacts to ensure transparency throughout the process.

Consultation Process and Timeframe

The consultation period will run for one week, commencing 7th April 2026. Staff will also be consulted via a Social Work Department Town Hall during this period, where the social work manager and Director of Allied Health will discuss the proposal. Recruitment for the position has been paused pending the outcome of consultation. Changes will take effect once the consultation period has concluded.

If you would like to meet to discuss this proposal, please contact me, and I can facilitate a suitable meeting time with relevant key stakeholders.

My contact details are Kristian.Lewis@svha.org.au or 0414 746 791.

We appreciate your confidentiality as we work through this change with our employees. We will keep you up to date with any further changes that may be required over the coming weeks.

Yours sincerely,



Kristian Lewis
Director, Allied Health
St Vincent's Hospital Sydney

Date: 1.4.2026