



Downer EDI Limited
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19 January 2026

Secretary
Health Services Union (HSU)
secretary@hsu.asn.au

RE: Consultation with Health and Security Assistants (HASA) - Orange Health Service, Bloomfield Campus, and Bathurst Health Service regarding the implementation of Stab Proof Vests (SPV) for Security staff

Dear Secretary,

Western NSW Local Health District (WNSWLHD) and Downer are writing to advise the Health Services Union (HSU) of our proposal to commence consultation with Health and Security Assistant (HASA) staff at the above sites regarding the implementation of stab-proof vests (SPV) for use during rostered shifts.

Downer EDI Limited ("Downer") delivers facilities and support services under the Orange and Associated Health Services Public Private Partnership (OAHS PPP). This letter concerns only the Downer-managed sites covered under that PPP: Orange Health Service, Bloomfield Mental Health Drug and Alcohol (MHDA) Campus and Bathurst Health Service.

Downer and NSW Health are working together collaboratively on this matter. The consultation process will enable us to gather views and consider both operational and clinical impacts. A review of all relevant evidence will then be undertaken to ensure any decision is consistent with our shared obligations under NSW Work Health and Safety legislation.

As part of this approach, we propose a structured program of consultation with HASAs inclusive of participation from HSU representative, to ensure perspectives are captured and documented. This consultation will include:

- Information and consultation sessions will be held over two (2) weeks at the Downer managed PPP sites, to outline the proposal and provide an overview of how SPVs may interact with existing roles and multidisciplinary responses to aggression.
- Evidence reviews to be undertaken inclusive of site-specific incident data and applicable standards, and an opportunity for feedback on methodology and local applicability.
- Operational considerations, such as uniform/Infection Prevention & Control (IP&C) requirements, training, supervision, and location-based risk approaches.
- Written outcomes consolidating feedback for shared review with the HSU and relevant stakeholders prior to any implementation.

WNSWLHD and Downer invite the HSU to provide feedback or advise of any specific expectations or considerations you wish to propose. It is anticipated that consultation will commence by no later than 6 February 2026, and it would be appreciated if any feedback that you would like to offer is provided by 30 January 2026.



Thank you for your continued engagement. WNSWLHD and Downer value the HSU's input, engagement and support you provide to your members, and we look forward to working together to ensure worker safety and patient care are both upheld to the highest standard.

Should you have any questions please contact Downer or the WNSWLHD:

Brad Molenkamp
Operations Manager
Downer - OAHS PPP
02 6369 7111

Judy Robinson
Risk Manager
WNSWLHD
02 6369 8899

Kind Regards,

A handwritten signature in black ink, appearing to read "B. Molenkamp".

Brad Molenkamp
Operations Manager - OAHS PPP

Cc: Judy Robinson, Risk Manger
Tiffany Charlton, Human Resource Manager
Jessica McKenna, Human Resource Partner
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