

28 January 2026

Gerard Hayes
Secretary
Locked Bag 3,
Australia Square, Sydney NSW 1215

Via email – info@hsu.asn.au

Re - Ramsay clinic Thirroul – Operational Changes

Dear Mr Hayes,

I am writing to formally advise you of an upcoming service change that will affect employees Ramsay Clinic Thirroul, and to outline the steps Ramsay Health Care is taking to mitigate impacts on team members.

After careful consideration, we have made the decision to relocate the specialised women-only, trauma-informed mental health service currently operating at Ramsay Clinic Thirroul to Ramsay Clinic Northside, where a new purpose-built women-only unit is opening. Once services have safely transitioned by [date], Ramsay Clinic Thirroul will close.

This decision reflects a combination of factors. This primarily includes patient access, with almost half of the women currently accessing the service living in Sydney, and ongoing psychiatrist shortages in Australia's private inpatient mental health care sector.

We recognise the significance of this change for employees and are committed to managing the process in a respectful, consultative and supportive way. A total of 65 employees are impacted by the closure of Ramsay Clinic Thirroul, and our focus is on minimising disruption and supporting continuity of employment wherever possible.

Key mitigation measures include:

- Working individually with each impacted employee to understand their circumstances and preferences.
- Actively identifying redeployment opportunities across Ramsay Health Care sites, including within the Illawarra and surrounding regions.
- Providing access to training or upskilling where required to support redeployment.
- Offering appropriate support services throughout the transition period.

Employees will be informed of the change later today, Wednesday 28 January 2026 and leaders will engage directly with team members to discuss next steps as plans progress. We will continue to consult with employees and their representatives in line with our obligations and enterprise agreements.

We are committed to ongoing, open communication with you as this process continues, and we welcome discussion should you have questions or wish to raise any matters on behalf of members.

Thank you for your engagement and support as we work through this transition.

Yours Sincerely,

A handwritten signature in blue ink, appearing to read 'Tori Landers', is displayed within a light blue rectangular box.

Tori Landers
HR Business Partner
Ramsay Health Care