

19 January 2026

T26/2220

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

Email: secretary@hsu.asn.au

RE: Notification of Community Aged Care Restructure at Calvary Health Care Kogarah

Dear Mr. Hayes

Following a review of Community Aged Care Services at Calvary Health Care Kogarah (CHCK), some changes have been proposed to these functions to better support the needs of the organisation, strengthen leadership across the teams, and provide structured career pathways for employees. As such, I am writing to inform you of the proposed changes and to provide you with a copy of the documentation outlining those changes which affect staff in positions represented by the Health Services Union.

While we would notify the HSU in the ordinary course of any decision like this, it clearly qualifies as a major workplace change in accordance with Clause 21. Of the **NSW (Non-Declared) Affiliated Health Organisations' Health Employees Agreement 2019** genuine consultation will occur with respect to the proposed changes with the staff directly affected. We ask that you accept this correspondence in compliance with that clause.

We write to the HSU ahead of this announcement being made to staff on **Tuesday, 20 January 2026**, and do so on the basis that the HSU is aware of the changes and impacts and is prepared and able to assist members following the announcement. We value the support the HSU provides to our employees and look forward to working together in a constructive and positive manner.

However, we ask that in providing the HSU advance notice, that you embargo this information until, **Tuesday, 20 January 2025**, when staff will be notified. We thank you for your understanding and assistance with this matter.

Calvary Health Care Kogarah (CHCK) is available to meet with local officials to discuss the proposal. Should this be required please have the relevant official advise Ms. Helene Delinicolis, People and Culture Manager at email: Helene.Delinicolis@Health.nsw.gov.au of their availability to meet by **COB Monday, 16 February 2026**.

Please have the relevant official advise Ms. Delinicolis the names of the union attendees and the specific concern/s for discussion 24 hours prior to the meeting.

Should you require any further information in relation to this matter, please do not hesitate to contact Ms. Delinicolis on 0457 815 441 or at the above email.

Yours sincerely



Soraya Bews

Acting General Manager
Calvary Health Care Kogarah

Cc: *Melissa Kelly, Organiser, Melissa.Kelly@hsu.asn.au*

Attachments: Restructure Information Pack