

Mr Gerard Hayes
The General Secretary
Health Services Union (HSU)
Level 2, 109 Pitt Street
SYDNEY NSW 2000
secretary@hsu.asn.au

Attention: Brendan Roberts, Organiser
brendan.roberts@hsu.asn.au

Re: Consultation - NSLHD Child and Family Health proposal to realign vacant positions to support implementation of a standardised model of care for vulnerable families with a baby or young children

Dear Mr Hayes

I write to invite the Health Service's Union feedback in relation to proposed staffing realignments within the Northern Sydney Local Health District (NSLHD) - Child, Youth and Family (CYF) Community Health Service.

The proposed cost-neutral, vacant position realignments, and the associated organisational structure changes outlined in the attached consultation paper aim to:

- Standardise the secondary-level child and family community health service delivery model, to support more consistent care delivery across NSLHD,
- enhance service availability for vulnerable children and their families or carers, by creating an additional 5.52 full time equivalent (FTE) Child and Family Health (CFH) Clinical Nurse Specialist Two (CNS2) roles - by realigning 6.12 FTE vacant CFH Registered Nurse positions,
- address the senior CFH nursing skill mix, and staff allocation disparities between the three operational sectors within NSLHD CFH services,
- enhance senior CYF nursing clinical consultation availability to support vulnerable children and services, by realigning budget from a vacant 1FTE CNS2 role to create a new permanent 0.84FTE CYF Clinical Nurse Consultant Two (CNC2) role, and to
- create more parity in the Counsellor (Clinical Psychologist/Social Work) support allocated to each of the three service sectors - by realigning vacant Psychologist hours to create additional Community Social Work support in the Lower North Shore Ryde sector team.

CYF staff have also been provided with a copy of the attached detailed proposal document for their feedback. The proposal includes the current and proposed organisation charts, for your review and feedback.

Northern Sydney Local Health District is located on the traditional lands of the Eora Nation

All correspondence to be emailed or sent to:
NSLHD-Mail@health.nsw.gov.au

PO Box 4007
Royal North Shore Hospital LPO
St Leonards NSW 2065
Tel (02) 9462 9955

Northern Sydney Local Health District
ABN 63 834 171 987

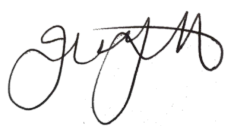
If you would like to clarify any aspect of the proposal, please contact Kim Lyle, Service Manager, Child Youth and Family Health Service, on 0429 777 990, or at kim.lyle@health.nsw.gov.au. Alternatively, contact Gerard Drinan, Senior Human Resources Business Partner - Mental Health Drug and Alcohol, and Primary and Community Health, at gerard.drinan@health.nsw.gov.au.

Further, in accordance with the NSW Health Policy Directive Consultative Arrangements (PD2019_059), I wish to extend an opportunity for a Union Specific Consultative Committee (USCC) meeting to discuss the proposal in detail (if requested or deemed required).

Please provide any feedback to kim.lyle@health.nsw.gov.au within the three-week formal consultation period, which commenced on the date of this letter. If no feedback is received by the end of the three-week consultation period, it will be deemed there are no concerns with the proposal, and we will progress implementation of the proposed changes.

Thank you, in advance, for your time and consideration in reviewing the proposal.

Yours sincerely



Julie Wright
Director Primary and Community Health
Northern Sydney Local Health District

Date: 12 January 2026

Cc. Julie Wright, Director, Primary and Community Health NSLHD
Kim Lyle, Service Manager, Child, Youth and Family Health Services NSLHD
Gerard Drinan, Senior Human Resources Business Partner, - Mental Health Drug and Alcohol, and Primary and Community Health, NSLHD

Encl. NSLHD CYF Consultation Proposal Document