

Mr Gerad Hayes  
Secretary  
Health Services Union

Our ref: HD26/5057  
13 February 2026

By email: [secretary@hsu.asn.au](mailto:secretary@hsu.asn.au)

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## Implementation of Food Organics (FO) Waste Collection at NSW Health hospitals

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Dear Mr Hayes,

I am writing to inform you about upcoming changes to food organic waste management in NSW Health hospitals beginning from 1 July 2026.

As you may be aware, the NSW Government's Environment Protection Agency (EPA) has mandated that businesses and institutions implement Food Organics and Garden Organics (FOGO) waste collection services, with large food waste generators required to have source-separated food organics collection in place from 1 July 2026. Smaller food waste generating sites will implement FOGO waste collection services over the next 4 years with all sites required to comply by 1 July 2030.

This mandate is part of the NSW Government's Waste and Sustainable Materials Strategy 2041 and supports the state's target of achieving net zero emissions from landfill by 2030.

HealthShare NSW is committed to meeting this requirement and is working collaboratively with local health districts, the NSW EPA, our waste collection suppliers and our staff to ensure a smooth transition to the new Food Organics (FO) bin system.

We anticipate the addition of FO bins will have minimal impact on staff responsibilities and daily operations. The primary change will be that instead of placing food waste into general waste bins, staff will simply reroute it to designated FO bins. The kitchen and cleaning staff's primary duties and procedures will remain largely unchanged.

This initiative delivers significant environmental and community benefits, including:

- Diverting food waste from landfill where it generates methane, a greenhouse gas significantly more potent than carbon dioxide.
- Food waste can be converted into valuable compost that supports local agriculture and soil health.
- Creation of high-quality commercial compost that reduces farmers' reliance on synthetic fertilisers and supports food production.

A dedicated FOGO project team has been established to manage this transition. The team is working closely with each local health district to ensure appropriate bin placement and accessibility, while coordinating with waste collection suppliers to establish efficient collection schedules.

Clear guidance and support materials will be provided to all staff, with minimal disruption to existing workflows.

If you have any questions, concerns, or wish to discuss any aspect of this initiative, please contact Zdenka Fuller, A/Director Food and Cleaning, Operations at [zdenka.fuller@health.nsw.gov.au](mailto:zdenka.fuller@health.nsw.gov.au) or 0431 939 840.

Sincerely,

A handwritten signature in black ink that reads "Wendy Hughes". The signature is written in a cursive, flowing style.

**Wendy Hughes**  
Chief Executive, HealthShare NSW