



**ST VINCENT'S  
HOSPITAL**  
SYDNEY

A FACILITY OF ST VINCENT'S HEALTH AUSTRALIA

**St Vincent's Hospital Sydney**

ABN: 77 054 038 872

**A:** 390 Victoria St  
Darlinghurst NSW 2010

**P:** 02 8382 1111

**E:** [svhs.feedback@svha.org.au](mailto:svhs.feedback@svha.org.au)

**W:** [svhs.org.au](http://svhs.org.au)

Gerard Hayes  
The Secretary  
Health Services Union  
Locked Bag 3  
Australia Square, NSW 1215

**By email:** [gerard.hayes@hsu.asn.au](mailto:gerard.hayes@hsu.asn.au)

**Cc:** [melissa.kelly@hsu.asn.au](mailto:melissa.kelly@hsu.asn.au)

Dear Gerard

**Re: Proposed structural change within SydPath.**

I write to advise that St Vincent's Hospital Sydney (**SVHS**) has taken steps to introduce a proposed change in organisational structure within the SydPath Operations division.

As per clause 28 of the *Named NSW (Non-Declared) AHO Health Employees Agreement 2019* (the **Agreement**) where an employer has made a definite decision to introduce major changes in production, program, organisation, structure or technology that are likely to have significant effects on employees, the employer must notify the employees who may be affected by the proposed changes and their representatives, if any.

Although the changes are not deemed major, it would be prudent for the hospital to inform the union of this modification. The details are provided below.

**SydPath Pathology Services**

SydPath provides high quality pathology services to SVHS campus, specialists, community GP's and pharmaceutical/biotech companies undertaking clinical research.

The pre-analytical services are a key component to ensure SydPath provides reliable, timely and accurate diagnoses to patients within St. Vincent's campus and affiliated facilities within the community.

This aligns with the core mission and strategic direction of St Vincent's Health Australia.

**Strategic Context and Need for Change**

SydPath's strategic direction has shifted away from operating standalone pathology collection centres. This change has resulted in a significant reduction in collections activity, with an approximate 20% decrease over the past 12 months following the closure of several collection centres. Further reductions are anticipated over the next 12 months.

This sustained decline in activity has altered the operational and supervisory requirements of the Collections Service.

**Effects of change**

It is proposed that the position of Pathology Collections Manager is identified as excess with the Area Manager role reporting to myself as the Client Services Operations Manager. This realigns an anomaly where this was the only service not reporting into the Client Services structure.

Additionally, it is proposed to create two roles to support the Area Manager. The roles are:

Title	Grade
Pathology Collections Training Manager	General Admin Level 8
Pathology Collections Ward Supervisor	Admin Officer Level 5

These roles are covered by the Agreement and will be taken through an internal expression of interest, or, an external open recruitment process where internal talent does not currently exist.

### Benefits of change

The proposed structure establishes a more sustainable and efficient supervisory model that aligns with SydPath's strategic direction, strengthens workforce capability, and reduces operational costs. Ultimately, this change is designed to better align the organisation and address key operational, workforce, and service-delivery needs, including but not limited to;

- Deficiencies within the current staffing structure, ensuring the appropriate level of supervision and support is provided for the collectors; and
- Regulation compliance with National Association and Testing Authorities (NATA), National Pathology Accreditation Advisory Council and the Therapeutic Goods Administration (TGA).

### Commencement of change

We have commenced consultation of this proposed structure today, with a series of meetings. Consultation will close on **Wednesday 4 March 2026**.

If you would like to meet to discuss this proposal, please contact me by **Tuesday 24 February 2026**, and I can facilitate a suitable meeting time with relevant key stakeholders.

My contact details are [michael.alexander@svha.org.au](mailto:michael.alexander@svha.org.au) or 02 8382 9271.

We appreciate your confidentiality as we work through this change with our employees and will keep you up to date with any further changes that may be required over the consultation period.

Yours sincerely



**Michael Alexander**  
Client Services Operations Manager

Date: 18/02/2026

Attached  
Appendix 1: Consultation pack