



Sydney
Local Health District

Ref: SD26/8506

11 February 2026

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

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Re: SLHD Sustainable FTE Review

Dear Mr Hayes,

I am writing to advise that Sydney Local Health District (SLHD) has commenced consultation on a proposal under the Sustainable FTE Review, which includes proposed changes to several non-patient facing and administrative positions across the District. Some of these positions are within classifications covered by the Health Services Union (HSU) awards. The enclosed Consultation Pack outlines the proposal and the positions in scope.

In line with clause 35 of the *Health Employees' Conditions of Employment (State) Award*, SLHD is committed to ensuring meaningful and genuine consultation with the HSU and affected employees. This correspondence serves as formal notification of the commencement of a 4 week consultation period, effective from the date of this letter and concluding on **Sunday, 15 March 2026**.

Individuals will be contacted over the coming days to advise that their position is in scope for this project. At that time, they will be informed of their right to bring a support person, including a union representative. Following receipt of written confirmation and further details, it is anticipated that impacted staff may request meetings to discuss the proposal in more detail, and they will again be advised of their ability to have a support person present.

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We confirm a briefing meeting with the HSU has been agreed and will be held **8.30am 12 February**.

In addition SLHD invites the HSU to participate in a Union Specific Consultative Committee (USCC) to discuss the proposal in further detail. This will include discussion of the positions impacted, the rationale for the proposed changes, and the support available to employees through the NSW Government Workforce Mobility Placement Program and Managing Excess Staff of the NSW Health Service (PD2012_021) policy directive.

The USCC is proposed to be held on:

Date: Monday, 23 February 2026
Time: 4:00pm – 5:00pm
Location: District Boardroom, Level 11 of the King George V Building, Camperdown

In accordance with Industrial Consultative Arrangements (PD2024_001), could you please confirm the HSU representatives who will be attending so that a formal invitation can be sent. If the Union has any initial questions, concerns, or matters requiring clarification, we welcome these in advance of the meeting.

SLHD is committed to working constructively and transparently with the HSU throughout this process and to ensuring that all employees are treated respectfully and in accordance with their industrial rights.

If you require further information, please contact Paula Williscroft, Executive Director People & Culture on 0476 838 910 or via email at Paula.Williscroft@health.nsw.gov.au.

Yours sincerely,



Paula Williscroft

Executive Director People & Culture
Sydney Local Health District

Cc: Deborah Willcox, Chief Executive
Nathan Rudd, Deputy Director & Legal Counsel
Lucy Barrett, People & Culture Manager, Major Projects, Change & Industrial Relations

Encl. (2)

A - Sustainable FTE Review Consultation Pack
B - Frequently Asked Questions (FAQs)