

PRIVATE & CONFIDENTIAL

Thursday 19 February 2026

Mr Gerard Hayes
Secretary
Health Services Union
Level 2, 109 Pitt Street
Sydney NSW 2000

Via email: secretary@hsu.asn.au, info@hsu.asn.au, Matthew.Ramsay@hsu.asn.au

Dear Mr Hayes,

Re: Proposed Nursing and Midwifery Organisational Restructure – The Maitland Hospital

I write to you regarding a proposed Maitland Hospital Nursing and Midwifery organisational restructure. We acknowledge that this proposed restructure, whilst a Nursing and Midwifery service restructure, will have impacts on all staff, therefore it is important to ensure the Health Services Union (HSU) is advised.

The Maitland and surrounding areas have experienced a period of rapid growth. Combined with the move to the New Maitland Hospital site, which has broadened the catchment, overall activity has increased. The changing demographic has also driven a rise in clinical specialisation across the hospital.

To respond to this growth and complexity, we are proposing to realign Nursing and Midwifery with contemporary models of care and position the service for future demand. This realignment will strengthen specialty pathways, clarify role accountability, enhance supervision and professional development and support sustainability and succession planning to improve workforce stability. Through these changes we anticipate improved patient and staff experience, alongside strengthened safety and quality outcomes.

As part of the organisational restructure there are several changes that will occur within the Nursing and Midwifery profile. Particularly of note is the creation of clearly defined specialty clinical streams across Medicine, Surgery and Surgical Waitlist, Perioperative Services, Critical Care, Women's and Children's, Access and Flow, and Outpatients.

Outside of the Nursing and Midwifery profile there is a Health Manager position that will be impacted and I provide the proposed changes below:

Delete - Orthopaedic Coordinator (Health Manager 2)
Create – Clinical Specialist Orthopaedic Physiotherapist (Level 4)

The duties from the Orthopaedic Coordinator will be distributed across several roles including the Nurse Manager Surgery, Orthopaedic Clinical Nurse Consultant, Outpatient Nursing Unit Manager and the Clinical Specialist Orthopaedic Physiotherapist as appropriate.

Any position that is affected by the restructure will be managed in accordance with NSW Health Policy PD2012_021 Managing Excess Staff of the NSW Health Service. It is and remains our priority to redeploy staff where possible.

Human Resources
People and Culture
PO Box 21, Waratah NSW 2298
Telephone: (02) 4985 3152
Email: HNELHD-HR@health.nsw.gov.au



Health
Hunter New England
Local Health District

We have commenced the consultation period with meetings occurring today with all potentially impacted staff and more general broader discussions with staff. We are seeking staff input into these proposed changes. It is important to note that no changes will be made until consultation has concluded and further discussions with any impacted staff have occurred.

As part of our consultation process we would like to invite the HSU to provide feedback regarding the proposed changes. We would welcome your feedback prior to close of business **Friday 6 March 2026**.

If you would prefer a meeting to discuss the proposed structure please advise your earliest availability and we will arrange a meeting to discuss further.

We have also notified the NSW Nurses and Midwives' Association (NSWNMA) and the Australian Salaried Medical Officers Federation of NSW (ASMOF) of the proposed restructure.

We appreciate your assistance and look forward to collaborating with you as we strengthen Maitland Hospitals position now and into the future.

Should you have any questions or concerns regarding the content of this correspondence, or any other concerns please do not hesitate to contact me on (02) 4087 2058 or via email Jenny.Martin@health.nsw.gov.au. Alternatively, please contact Luke Feenan, Director of Nursing and Midwifery on (02) 4087 2032 or email Luke.Feenan@health.nsw.gov.au.

Yours sincerely,

A handwritten signature in black ink that reads "Jenny Martin".

Jenny Martin
General Manager
Maitland & Kurri Kurri Hospitals
Hunter New England Local Health District

*Copies: Luke Feenan – Director Nursing & Midwifery, Maitland & Kurri Kurri Hospitals
Melissa Booth – Manager, HR Business Partners*