

## Southern NSW Local Health District

# Memo

SDOC26/5646

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TO: Medical Workforce Unit staff and Directors of Medical Services

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CC:

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FROM: District Director People and Culture

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TEL: DATE: 16 June 2026

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SUBJECT: Medical Workforce Restructure outcome

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Dear staff,

On 23 February 2026, communication was sent to you inviting your feedback on a proposal to restructure the Medical Workforce Unit. Feedback was received on the proposal leading to version 2 and version 3 being distributed for consultation on 30 April 2026 and 21 May 2026, respectively.

The Health Services Union NSW and Australian Salaried Medical Officers Federations of NSW were also provided with a copy of the proposal. Staff consultation meetings were held:

- 26 February 2026, 2pm, via MS Teams
- 2 March 2026, 9am, via MS Teams
- 25 May 2026, 10.30am, via MS Teams
- 25 May 2026, 1pm, via MS Teams

Staff were also invited to provide written feedback on the version 3 proposal to [claire.dutailis@health.nsw.gov.au](mailto:claire.dutailis@health.nsw.gov.au) by 4 June 2026.

Thank you to all staff that provided feedback by email and those who attended meetings. I would like to also thank all staff who have participated in the proposed Medical Workforce Unit restructure consultation. Significant feedback was received throughout the consultation period via written correspondence and through engagement in the consultation sessions.

In the email advising of the third consultation process of 21 May 2026, it stated that the decision would be forthcoming by 8 June 2026. I apologise for the short delay in being able to notify you all of the decision.

Please be advised that all feedback provided by staff and the Health Services Union NSW and Australian Salaried Medical Officers Federations of NSW has been carefully considered before arriving at this decision.

I am pleased to provide the final Medical Workforce Unit structure document which has been approved.

The structure provides a District wide approach to Medical Workforce administration while providing role clarity and clear reporting responsibilities. The establishment of the Medical Workforce Unit management team strengthens engagement with the EDMS and DMS team and provides for more effective management and closer engagement with staff of the unit.

Implementation is planned for Monday 29 June 2026.

A copy of the current and final organisational structure approved for implementation is attached.

Copies of the current and final position descriptions are attached.

There are no loss of jobs and any staff member affected by these proposed changes will be managed in line with NSW Health Policy Directive: Managing Excess Staff of the NSW Health Service. Where new positions are advertised, internal staff are able to apply. More information on any of these processes will be provided to those affected and anyone interested at your request.

Thank you again to all staff that provided feedback and attended meetings.

If you have any questions about implementation of the organisational structure, please contact Claire Dutailis, Senior People and Culture Partner, on [claire.dutailis@health.nsw.gov.au](mailto:claire.dutailis@health.nsw.gov.au) or via 0439 530 847.

Kind Regards,



**Leanne Ovington**

**Acting District Director People and Culture**