



[Our Ref: DG31814/26

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

Email: Secretary@hsu.asn.au

Dear Mr Hayes,

Proposed changes to Justice Health NSW and impact on existing positions.

I am writing to inform you that in response to evolving operational demands, Justice Health NSW has undertaken review of its Integrated and Palliative Care Specialty Services.

This review has identified the need for a targeted restructure to ensure the long-term sustainability, efficiency, and alignment of our services with community needs and organisational objectives.

The proposed change will impact two employees and includes the creation of a Clinical Lead position (grading to be determined), together with the deletion of the full-time Manager, Community Partnerships, Integrated Care Services position (multi-graded) and the part-time (0.3 FTE) Service Development Officer, Palliative Care position (Health Manager Level 3).

Consultation with the affected employees and relevant representatives is currently underway. We welcome advocacy and feedback regarding the proposed changes, including consideration of transition and workforce support options.

While this is a difficult but necessary step, we are taking all reasonable measures to minimise the impact on the affected employees. We are actively identifying and promoting internal redeployment opportunities and have including participation in the NSW Government Mobility Program.

We will continue to provide:

- Consultation and regular communication
- Early engagement to ensure minimal disruption
- Individualised support through our redeployment and transition services
- Access to training and upskilling resources
- Timely information about policies and procedures, and access to the Mobility program
- Priority consideration for internal vacancies

We are committed to genuine consultation about this proposed change. Feedback will be carefully considered, and adjustments to the proposal will be made where appropriate to ensure the best possible outcomes for patients, our workers and the organisation.

To ensure the safety and well-being of our workers, consideration is also being given to any impacts that the proposed changes will have on psychosocial wellbeing. This will include direct consultation with the employee directly impacted by the proposed change. This will continue to be reviewed with the direct input of workers, as formal consultation occurs.

Justice Health and Forensic Mental Health Network
ABN 70 194 595 506

PO Box 150 Matraville NSW 2036
Tel: 02 9700 3000 Fax 02 9700 3744
Website www.justicehealth.nsw.gov.au

Next Steps

Justice Health NSW will communicate the proposed changes to the employees who are being impacted, and prior to finalisation or any implementation. Consultation with the workers who has been impacted will progress, and to ensure individual needs are considered and safety is given the highest priority.

Justice Health NSW welcomes the opportunity to discuss this specific change and welcomes feedback about the proposed changes.

If you would like to discuss this proposed change, please do not hesitate to contact Mr Mitchell Bourke, Service Director, Specialty Services, Primary Care on 02 9700 2207 or via email to Mitchell.Bourke@health.nsw.gov.au

Your sincerely



Richard Perin
Associate Director, Workplace Relations

26 May 2026]