

Communication Team and Corporate Affairs & Media Team Review

Sara Everingham
Director, Communication

David Meddows
Director
Corporate Affairs & Media



Acknowledgement of Country

Artwork:

Ngurang Dali Mana Burudi — a place to get better

The map was created by our Aboriginal Health staff telling the story of a cultural pathway for our community to gain better access to healthcare.

Artwork by Aboriginal artist Lee Hampton utilising our story.



Introductions



- District Services Workforce:
 - Narmadha Ravishankar, Deputy Workforce Manager
 - Ivana Cardile, Senior Workforce Advisor
- Employee Assistance Program:
 - Caleb Winch, Clinical Psychologist
- HSU:
 - HSU Representative

Agenda



- Reasons for review
- Details of the change
- Proposed structure
- Next steps and process

Reason for review

- Change in strategic priorities to focus resources on:
 - timely communications for staff
 - ability to ensure our digital channels, in particular our District website is up to date and providing correct and timely information to the community
 - Enhanced capacity for external communications including media relations
 - Align structure and functions of Communications to similar LHDs, mixing in house and outsourced video production and design

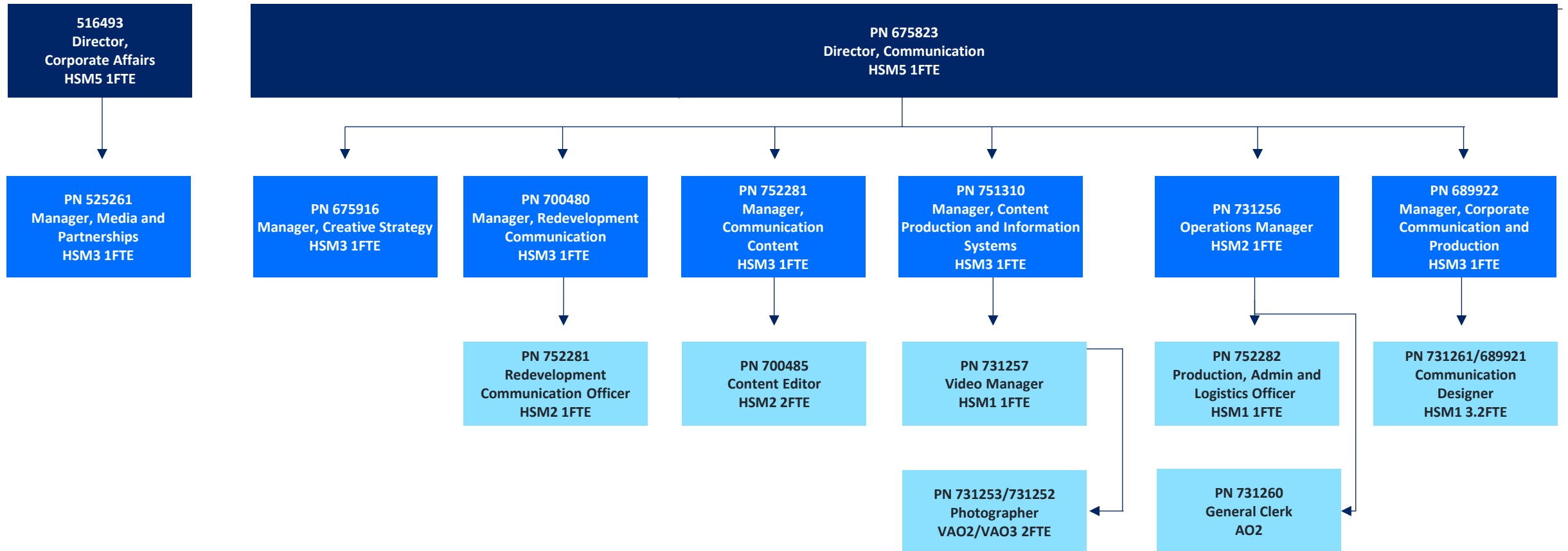
What the proposed change will entail

- Communication Team and Corporate Affairs and Media Team will remain as two separate teams with separate cost centres, however, the proposed structure aims to enhance collaboration
- Align structure to support the system of project leads who project manage all aspects of projects from end-to-end
- Realign design function to allow design team to work more independently and manage projects

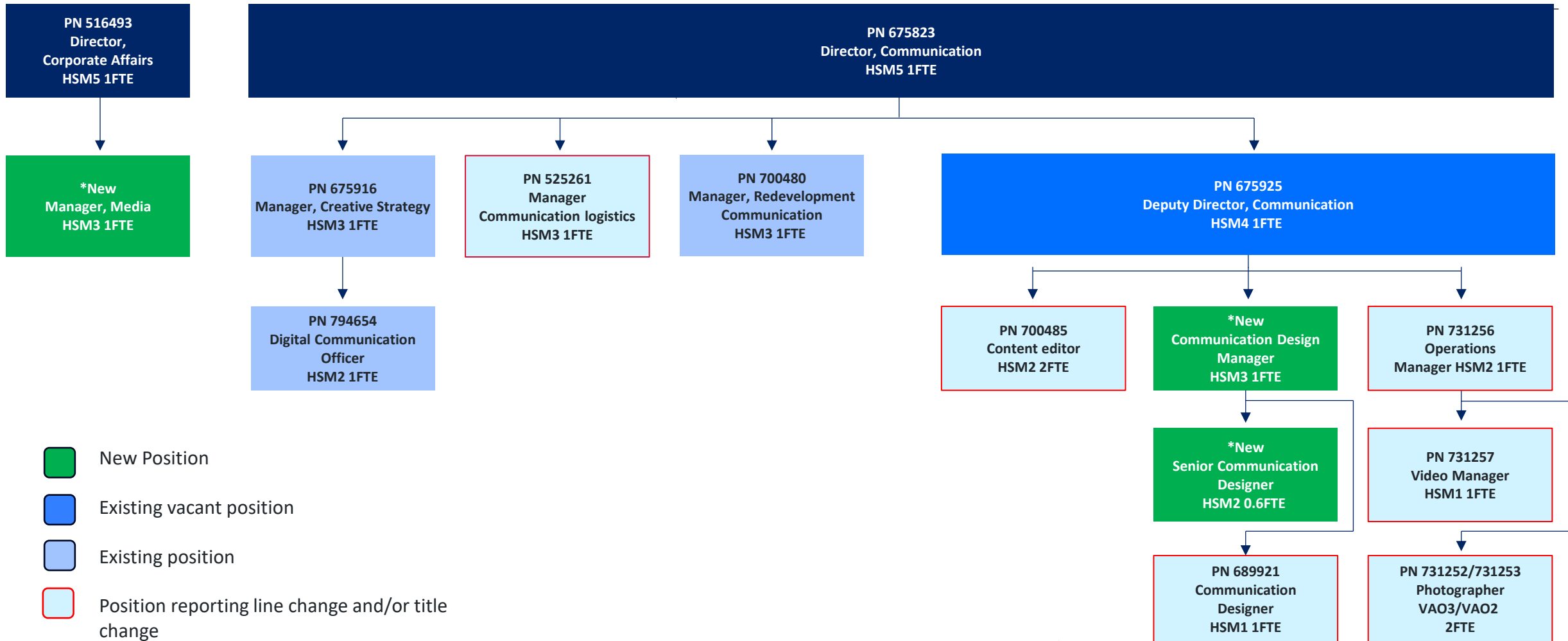
Proposed changes include:

- Recruitment to new positions and existing positions
- Changes in reporting lines
- Deletions of some roles

Current structure



Proposed structure



Proposed changes to the positions

Position Title	Classification	Nature of Change
Deputy Director, Communication	HM 4	Recruit to existing vacant position
Manager, Media	HM 3	New position
Communication Design Manager	HM 3	New position
Senior Communication Designer	HM 2	New position
Content Editor	HM 2	Recruit permanently and change in reporting line
Operations Manager	HM 2	Recruit permanently and change in reporting line
Video Manager	HM 1	Change in reporting line
Photographer(s)	VAO2 and VAO 3	Change in reporting line
Communication Designer	HM 1	Change in reporting line
Media and Partnerships Manager	HM 3	Change in position title and reporting line

Proposed changes to the positions

Position Title	Classification	Nature of Change
Communication Designer	HM 1	Propose to delete 1.6 FTE (1 FTE vacant)
Manager, Communication Content	HM 3	Propose to delete 1 FTE
Manager, Content Production and Information Systems	HM 3	Propose to delete 1 FTE
Manager, Corporate Comms and Production	HM 3	Propose to delete 1 FTE
Redevelopment Communication Officer	HM 2	Propose to delete 1 FTE
Content Producer	HM 1	Propose to delete 2 FTE
Corporate Communication Officer	HM 2	Propose to delete 1 FTE (vacant)
General Clerk	AO 2	Propose to delete 1 FTE
General Clerk	AO 5	Propose to delete 1 FTE (vacant)
Production, Admin and Logistics	HM 1	Propose to delete 1 FTE

Consultation and next steps

Consultation

- Individual meetings with impacted staff members on 5 February 2026
- All-staff consultation on 6 February 2026
- Consultation period to be open for two (2) weeks to allow all staff and unions to provide feedback on the proposed changes for consideration.
- Consultation period to conclude on 20 February 2026

Next Steps

- During the consultation process, the Expression of Interest (EOI) will be circulated for the two (2) existing positions currently filled temporarily
- After receiving grading approval, three (3) new positions will be initially circulated internally for an EOI
- Existing HM4 vacant position will be externally advertised as per the Recruitment Policy
- After the closure of the Consultation process the proposed changes will be implemented

Points of contact

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Questions?



Sydney Local Health District