

## Northern Sydney Local Health District



Our ref: NSHD/26/17123

Mr Gerard Hayes  
Secretary  
Health Services Union NSW  
Locked Bag 3, Australia Square NSW 1215  
Secretary@hsu.asn.au

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### NSLHD Care in the Community Directorate - Consultation Plan

Dear Mr Hayes

I am writing to share the proposed establishment of the Care in the Community Directorate (attached) which will impact Northern Sydney Local Health District (the District) employees. This includes positions that will be occupied by members represented by the Health Service Union (HSU).

The District sees significant benefit in the proposal, particularly its objective to deliver integrated services that provide alternatives to hospital care. This approach would enable the community to receive well-coordinated care closer to home, reduce community services operating in isolation, and support staff and external partners to access required services more efficiently.

The proposal to establish the Care in the Community Directorate involves a realignment of existing services within the District, inclusive of the following portfolios:

- Primary and Community Health (PaCH) Directorate
- Hospital in the Home (HITH) and Virtual Care Service (VCS)
- The three Geriatric Outreach services, currently based in three NSLHD hospitals:
  - Aged Care Rapid Response Team (ARRT) based at Royal North Shore Hospital
  - Beaches Rapid Access Care of the Elderly (BRACE) based at Mona Vale Hospital
  - Geriatric Rapid Acute Care Evaluation (GRACE) based at Hornsby Ku-ring-gai Hospital.

We are committed to ensuring genuine consultation occurs through this process and in accordance with *Industrial Consultative Arrangements* (PD2024\_001).

This letter serves to formally notify you of the commencement of an extended four (4) week consultation ceasing four (4) weeks from the date of this letter. During this time, the District will engage in consultation with the impacted employees to discuss the proposed changes.

Individual meetings have been held to inform impacted staff and departments about the changes and their impacts, and aware of the consultation period.

*Northern Sydney Local Health District is located on the traditional lands of the Eora Nation*

We would like to invite the HSU to participate in a Union Specific Consultative Committee (USCC) with the District on **Tuesday 31 March 2026 at 10:00am**. This meeting is scheduled in person in Meeting Room 1 within the Northern Sydney Education and Conference Centre at Macquarie Hospital. A Microsoft Teams link has also been provided within the calendar invite for online attendance if required. The USCC will provide an opportunity to discuss the proposal in more detail, including the positions affected and the support processes available to employees. Please confirm the HSU attendees so we can forward a formal invitation. Additionally, if you have any questions or concerns regarding the proposal, could you please share in advance of the USCC. We will also afford additional USCCs throughout the consultation period.

If you require any further information or assistance on this matter, please do not hesitate to contact Katie Fox, Senior HR Business Partner, on 02 8797 7504 or via email at [katie.fox1@health.nsw.gov.au](mailto:katie.fox1@health.nsw.gov.au). Alternatively, you may contact me via phone on 02 8877 5112 or by email at [julie.wright@health.nsw.gov.au](mailto:julie.wright@health.nsw.gov.au).

Yours sincerely,



Julie Wright  
A/Director Primary and Community Health  
Northern Sydney Local Health District

Date: 26 March 2026

Encl.                   NSLHD Consultation Pack

Cc:                     Lee Gregory, Executive Director Operations, NSLHD  
Katie Fox, Senior HR Business Partner, NSLHD