

7 May 2026

Mr Gerard Hayes  
Secretary  
Health Services Union  
Locked Bag 3  
Australia Square NSW 1215

Dear Gerard

This letter is to advise the Health Services Union (HSU) of staff changes in the Anatomical Pathology Laboratory at NSW Health Pathology (NSWHP) Liverpool.

*Case for Change*

NSWHP are currently undertaking a number of initiatives to improve structures and workflows to be more efficient.

The Anatomical Laboratory at Liverpool currently has two Laboratory Manager positions. One overseeing the Laboratory and the other overseeing the Histology Section of the Laboratory.

On 17 April 2026 the overall Laboratory Manager resigned her position with NSWHP. As a result of this NSWHP is focusing on aligning the Liverpool Anatomical Pathology structure with that of other Anatomical Pathology Laboratories across NSWHP.

In other Anatomical Pathology Laboratories across NSWHP, specifically in the large six laboratories: Westmead, Royal North Shore, Randwick, Camperdown and John Hunter Hospital the structure includes the following:

- Laboratory Manager
- Histology - Senior Hospital Scientist In Charge of Section
- Cytology – Senior Hospital Scientist In Charge of Section
- Immunohistochemistry (IHC) - Senior Hospital Scientist In Charge of Section

And in some locations there are additional sections which can include:

- Electron Microscopy
- Dissection

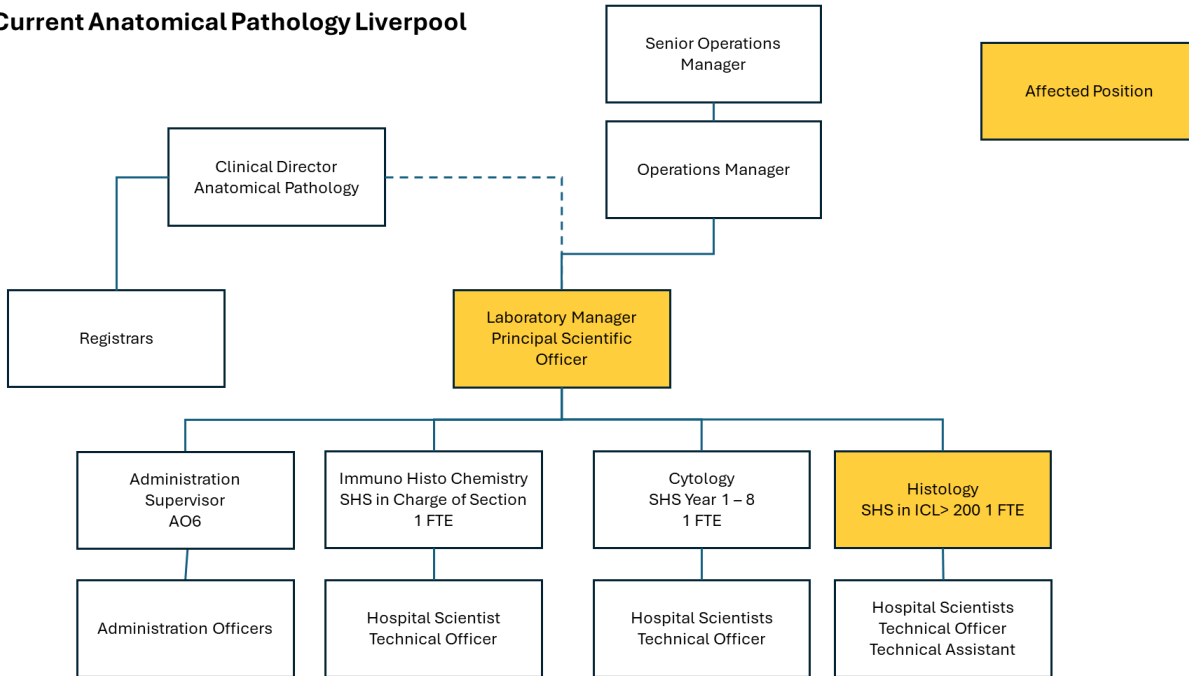
*Proposed change*

NSWHP has reviewed the current structure and has made the decision that the structure should have 1 FTE Laboratory Manager (Senior Hospital Scientist in Charge of Laboratory) and 1 FTE Senior Hospital Scientist in Charge of Section – Histology.

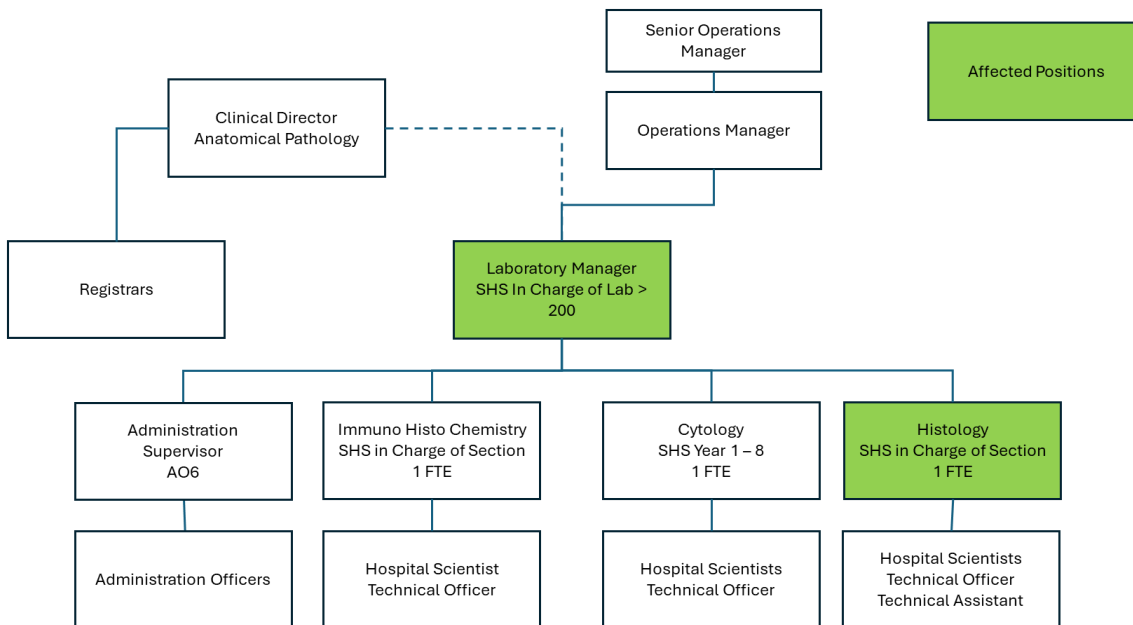
This will result in the Senior Hospital Scientist In Charge of Laboratory Histology being impacted.

All staff impacted by this change will be managed as per the NSW Health Workforce Mobility Policy and PD2012\_021 Managing Excess Staff of the NSW Health Service.

**Current Anatomical Pathology Liverpool**



**Future Anatomical Pathology Liverpool**



*Restructure Timeframe*

Date	Task	Comment
7 May 2026	Communication with affected staff member in the Anatomical Pathology Laboratory	Complete
7 May 2026	Communication with Clinical Director	Complete
7 May 2026	Communication with the Health Services Union - 2 week response period	
7 May 2026	Communication with Anatomical Pathology staff	

*Employee Assistance Program*

Staff will be reminded of the availability of the Employee Assistance Program through Converge International on 1300 687 327. This number is answered 24 hours per day, seven days per week to facilitate enquiries, booking requests and to provide assistance, counselling and support.

Please respond to this letter by 21 May 2026.

If you have any queries please feel free to contact me.

Yours sincerely



Siobhan Cunliffe  
**Human Resources Manager**  
NSW Health Pathology East/South