

## Nepean Blue Mountains Local Health District



CM Ref: 26/34640

20 May 2026

Mr Gerard Hayes  
Secretary  
Health Services Union

By email: [secretary@hsu.asn.au](mailto:secretary@hsu.asn.au)

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### Notification for proposed realignment of Health Information & Record Services (HIRS)

Dear Mr Hayes,

We wish to advise the Health Services Union (HSU) of our proposal to realign the Health Information & Record Services (HIRS) team across the Nepean Blue Mountains Local Health District (NBMLHD).

The proposal to realign reporting lines with no impact to staff grades or accountabilities will:

- Create improved career pathways through structured development opportunities and training.
- Enhanced support and stronger professional/ peer-support networks to drive knowledge and skills sharing across specialist staff.
- Improve flexibility and distribution of clinical coding resources to meet strategic priorities.
- Improve, and assure consistency and clarity of processes across the NBMLHD.
- Enable HIRS Managers to prioritise deliverables and strengthen privacy compliance.
- Assure scalable future-readiness, provide a solid foundation to implement future local and state initiatives, and ensure long-term sustainability.

The current and proposed organisational structure charts are attached.

Any affected staff were briefed about the proposed change during two formal staff consultation sessions at 9:00AM and 10:00AM on Wednesday 20 May 2026.

Following facilitation of the above noted consultation session/s there will be a two-week period where questions, comments and feedback may be communicated via the consultation feedback email inbox and via the link (or QR Code) to the online consultation feedback form provided during these sessions.

If you have any questions or wish to discuss this matter further, please contact Karolyn Liu, Manager Industrial & Employee Relations via email [karolyn.liu@health.nsw.gov.au](mailto:karolyn.liu@health.nsw.gov.au) or on +61 459 897 426.

Yours sincerely

**Karolyn Liu**  
**Manager Industrial & Employee Relations**  
Nepean Blue Mountains Local Health District

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