

Sustainable FTE Review

Consultation Pack

February 2026

Executive Summary

Sydney Local Health District (SLHD) is commencing consultation on proposed changes to selected non-clinical, administrative and corporate positions as part of the Sustainable FTE Review.

SLHD, like the broader NSW Health system, is operating in a challenging financial environment and is required to ensure its staffing profile is sustainable, appropriate to service activity, and aligned with long term organisational needs. While a range of budget and efficiency measures have already been implemented, employee related expenditure remains above sustainable levels.

The Sustainable FTE Review proposes targeted adjustments to non-frontline roles to support financial sustainability while maintaining safe, high quality patient care. While some of the positions within scope may be classified under clinical awards, these roles are not patient facing and do not involve the delivery of frontline clinical care. No frontline, patient facing clinical positions are proposed to be deleted as part of this review.

This Consultation Pack outlines:

- the background and rationale for the review
- the principles applied in identifying proposed changes
- the proposed impacts across Directorates
- the consultation process and how feedback can be provided
- the support available to staff throughout the process

No final decisions have been made. SLHD is now entering a formal consultation period and is committed to genuine and meaningful consultation with affected employees, staff more broadly, and relevant unions.

Background

Sydney Local Health District (SLHD) must balance its responsibility to deliver safe, high quality healthcare with the need to maintain long term financial sustainability. Over recent years, the District experienced significant growth in staffing levels, particularly during the COVID-19 pandemic, to meet extraordinary service demands.

As service activity has stabilised post-pandemic, staffing levels in some non-clinical, corporate and administrative areas have not reduced at the same pace. This has contributed to ongoing financial pressure, particularly in employee related costs.

In response, SLHD is progressing a range of workforce and financial sustainability initiatives. The Sustainable FTE Review is one such initiative and focuses on identifying efficiencies in non-frontline, non-patient facing roles across management, corporate and administrative functions, without compromising frontline clinical care or patient safety.

Principles Applied in the Review

The Sustainable FTE Review has been guided by the following key principles:

- No frontline clinical roles are proposed for deletion. The review has focused on roles where changes can be made without affecting direct patient care or safety.
- Wherever possible, vacant positions or temporary roles nearing completion have been identified to minimise employee impact.
- Opportunities have been explored to consolidate functions, reduce duplication and streamline management structures where this can be achieved safely and effectively.
- The review initially focused on District wide services, with a significant proportion of proposed impacts arising from District entities.
- The review has considered broader NSW Health reforms, including the transition of certain services and functions to HealthShare NSW and the Single Digital Patient Record Implementation Authority.

These principles were applied consistently to assess what staffing structures SLHD requires to support service delivery into the future.

Case for Change

The Sustainable FTE Review has been undertaken to support Sydney Local Health District's responsibility to deliver safe, high quality healthcare while maintaining long term financial sustainability.

The review aims to:

- strengthen organisational efficiency and ensure public resources are used responsibly
- support NSW Government and NSW Health financial sustainability requirements
- ensure staffing structures are sustainable, contemporary and aligned to service activity across SLHD
- protect frontline clinical services and patient care
- reduce duplication and streamline non-clinical, corporate and administrative functions where appropriate
- realign roles and responsibilities to core service delivery and future organisational needs

The review has been informed by analysis of workforce profiles, service activity, funding arrangements and broader system reforms occurring across NSW Health. It reflects the need to adapt organisational structures over time to ensure they remain fit-for-purpose and responsive to changing service demands.

All stages of the Sustainable FTE Review and any subsequent implementation will be conducted in accordance with relevant legislation, industrial instruments, NSW Health Policy Directives, and the NSW Government Workforce Mobility Placement and Employee Transition Policy.

Proposed Impact

As part of the Sustainable FTE Review, SLHD proposes to delete approximately **61 positions (55.44 FTE)** across the District.

Not all proposed positions are currently occupied. The estimated employee impact is **approximately 46 staff (headcount)**, comprising both permanent and temporary employees. The difference between position numbers and headcount reflects vacant positions, part time roles and multiple employees occupying the same role type.

Key points:

- No frontline clinical positions are proposed for deletion.
- Proposed changes relate to non-clinical, corporate, administrative and management functions only.
- Permanent employees whose positions are deleted will be supported through internal redeployment and, where applicable, the NSW Government Workforce Mobility Placement (WMP) Program.
- The District's objective is to retain skilled employees in ongoing government employment wherever possible.

Impacts Per Directorate

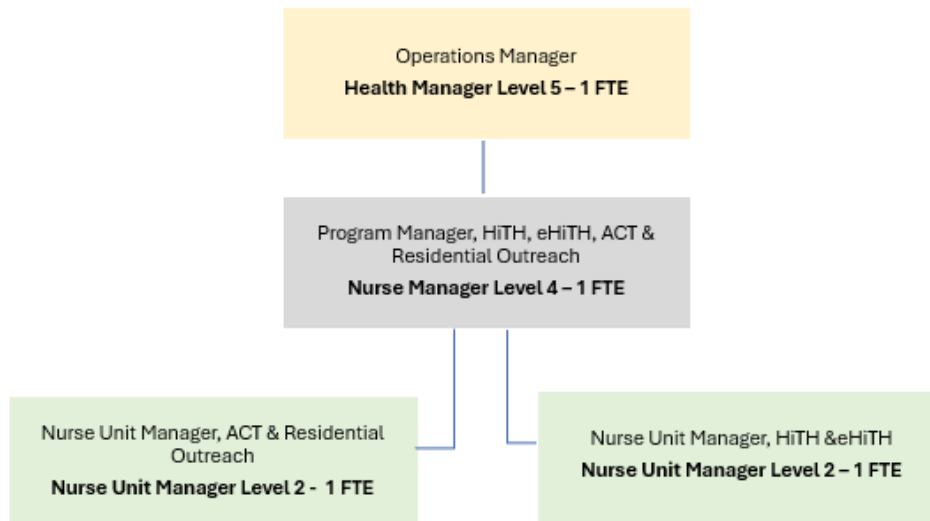
The following section outlines each unit or department in scope for the Sustainable FTE Review.

For transparency, current and proposed organisational structure charts are provided, along with a list of roles proposed for deletion or change. This information is provided to support staff to understand the proposed impacts within their area.

Proposed Impact:

Balmain Hospital

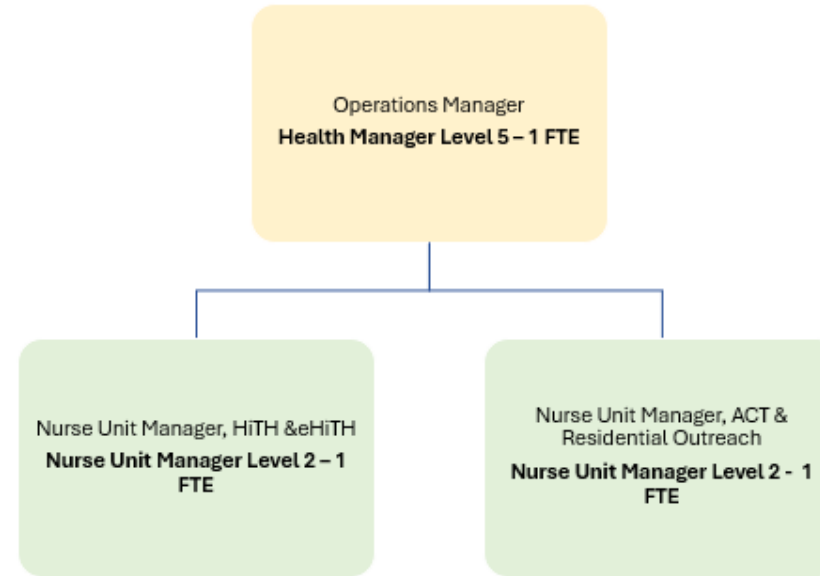
AHCCR, Program Manager of HiTH, eHiTH, ACT and Residential Outreach Organisational Chart



Key Meaning	Colour
Existing role: no change	Blue
Existing role: reporting line changing	Green
Existing role: direct reports change (added or removed)	Yellow
Role proposed for deletion	Grey

OFFICIAL: Sensitive – NSW Government

Sydney Local Health District – January 2026

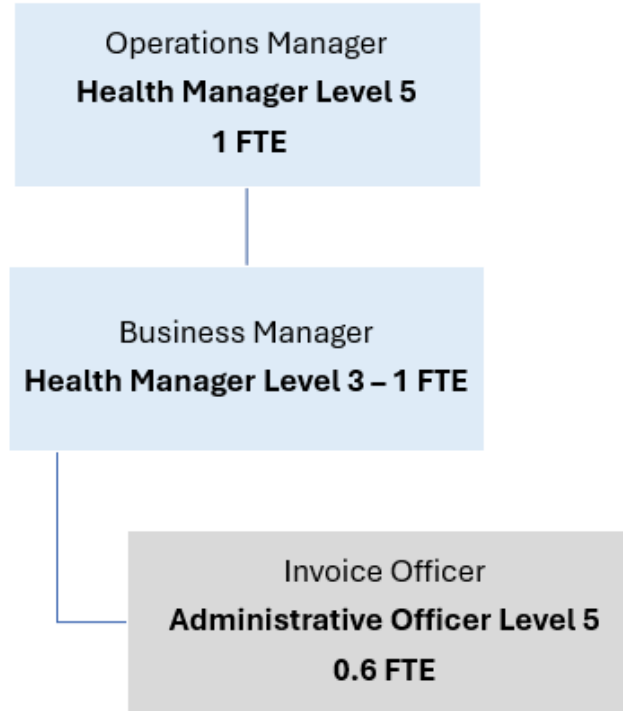


Meaning	Colour
Existing role: no change	Blue
Existing role: reporting line changing	Green
Existing role: direct reports change (added or removed)	Yellow
Role proposed for deletion	Grey

Sydney Local Health District – February 2026

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AHCCR Business Support Unit Organisational Chart

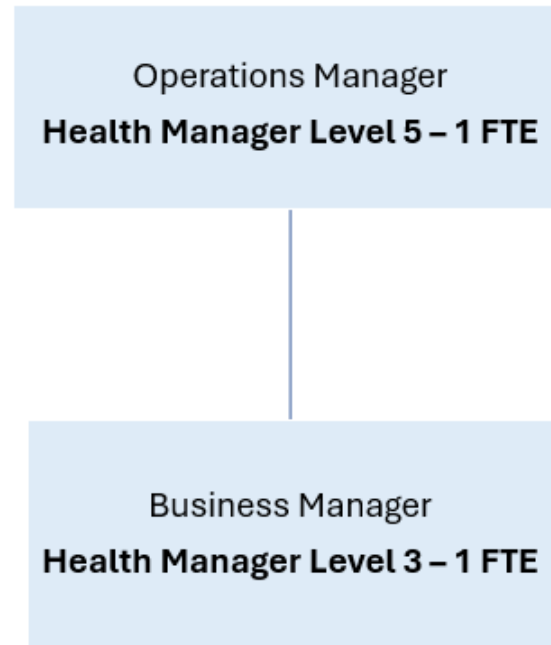


Key Meaning	Colour
Existing role: no change	Blue
Existing role: reporting line changing	Green
Existing role: direct reports change (added or removed)	Yellow
Role proposed for deletion	Grey

Sydney Local Health District – January 2026

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AHCCR Business Support Unit Organisational Chart



Meaning	Colour
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Existing role: direct reports change (added or removed)	Yellow
Role proposed for deletion	Grey

Sydney Local Health District – February 2026

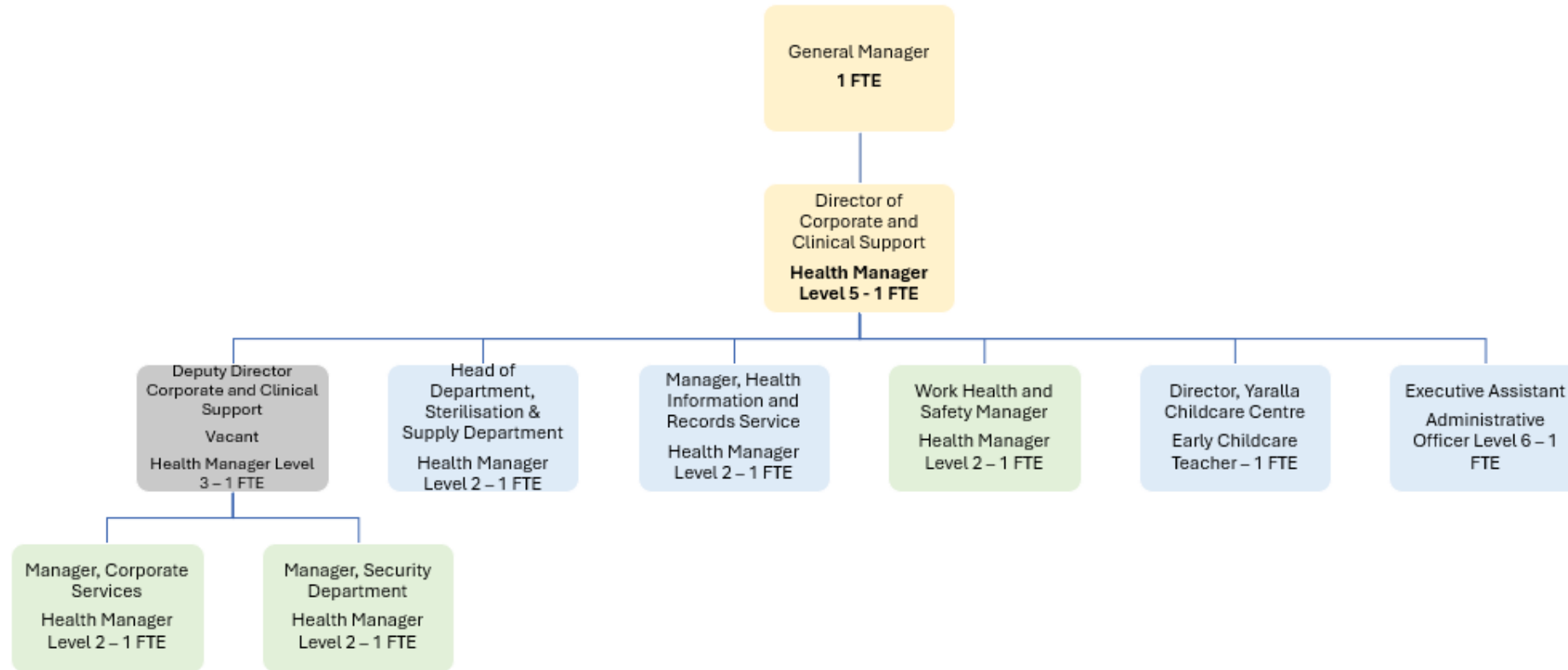
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Proposed Impact: Balmain Hospital

Position Title	Classification	FTE	Nature of Change
Invoice Officer	Admin Officer L5	0.6	Deleted
Program Manager	Nurse Manager 4	1.0	Deleted

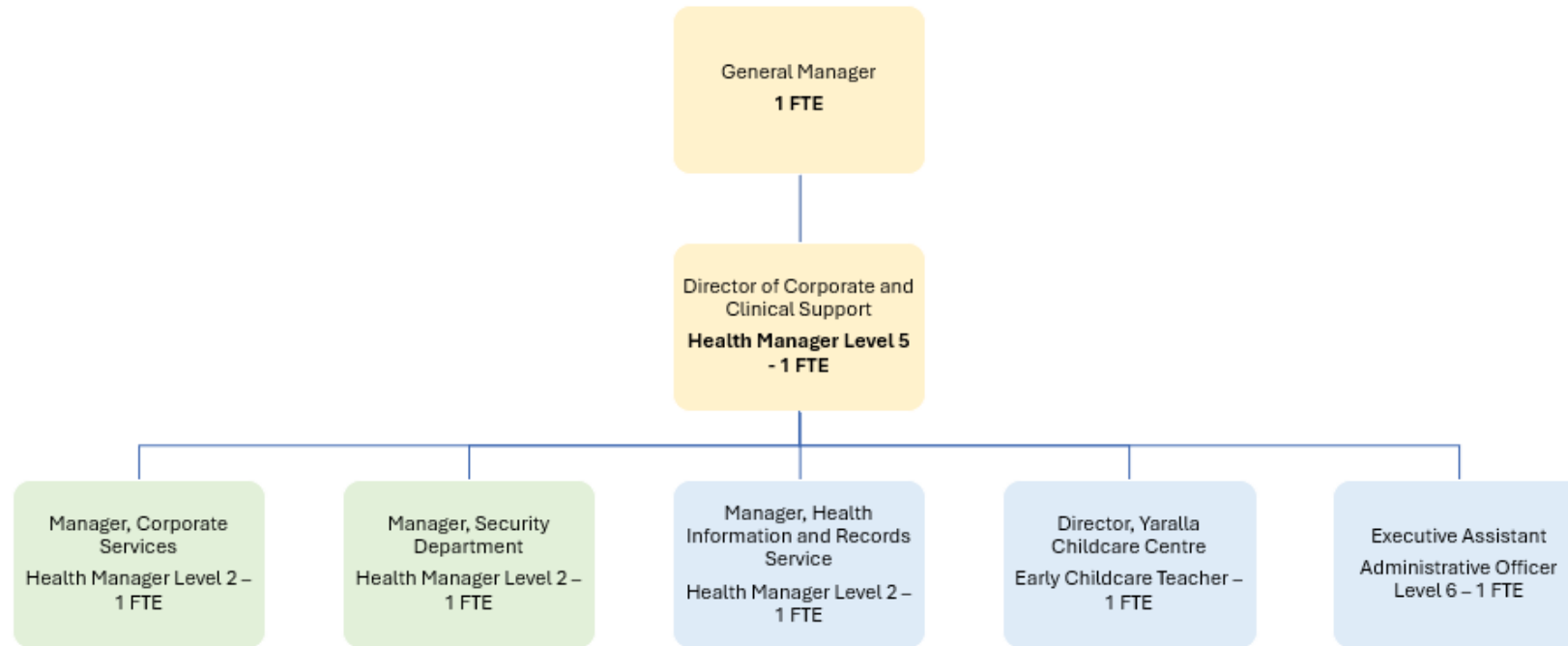
Proposed Impact:

Concord Hospital



Key Meaning	Colour
Existing role: no change	Blue
Existing role: reporting line changing	Green
Existing role: direct reports change (added or removed)	Yellow
Role proposed for deletion	Grey

Sydney Local Health District – January 2026



Meaning	Colour
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Existing role: reporting line changing	Green
Existing role: direct reports change (added or removed)	Yellow
Role proposed for deletion	Grey

Sydney Local Health District – February 2026

OFFICIAL: Sensitive – NSW Government

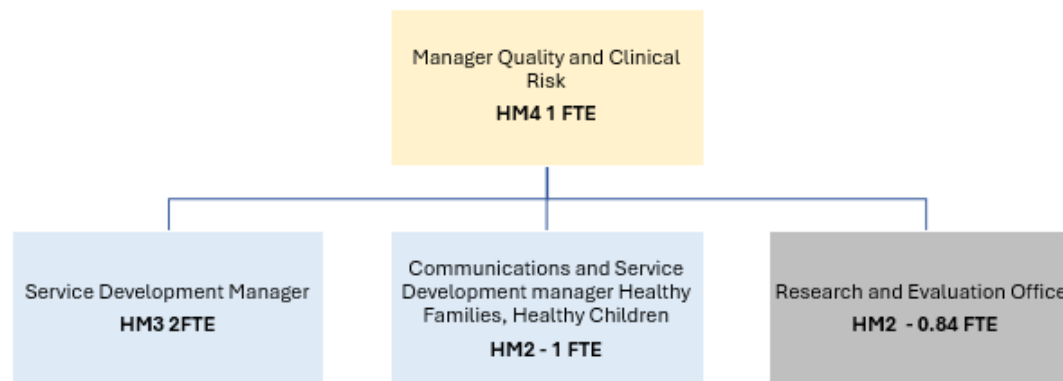
Proposed Impact: Concord Hospital

Position Title	Classification	FTE	Nature of Change
Deputy Director Corporate and Clinical Support	Health Manager 3	1.0	Deleted (vacant position)

Proposed Impact:

Clinical Services Integration & Population Health

Community Health Services Quality Unit Organisational Chart

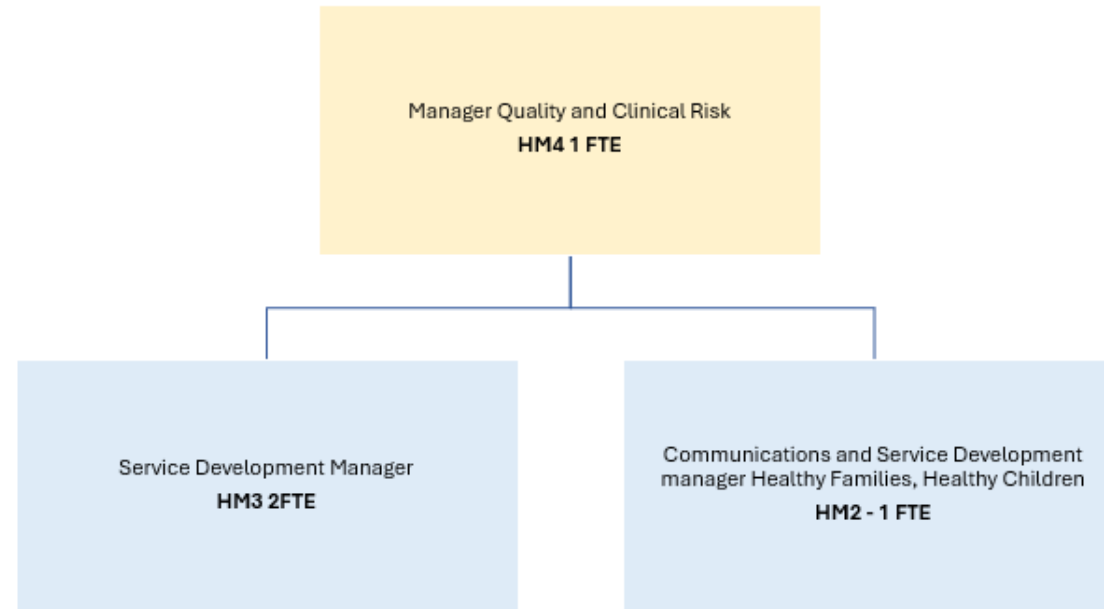


Key Meaning	Colour
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Existing role: reporting line changing	Green
Existing role: direct reports change (added or removed)	Yellow
Role proposed for deletion	Grey

Sydney Local Health District – January 2026

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Community Health Services Organisational Chart

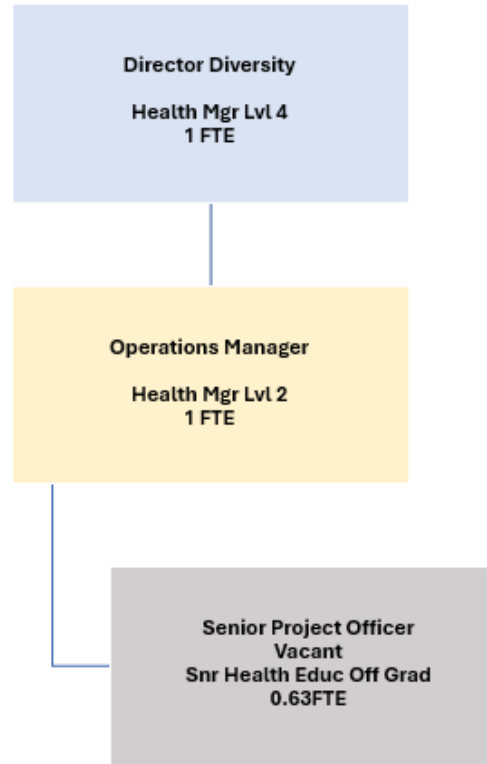


Meaning	Colour
Existing role: no change	Blue
Existing role: reporting line changing	Green
Existing role: direct reports change (added or removed)	Yellow
Role proposed for deletion	Grey

Sydney Local Health District – February 2026

Current Structure
With Proposed Impacts

Population Health Organisational Chart



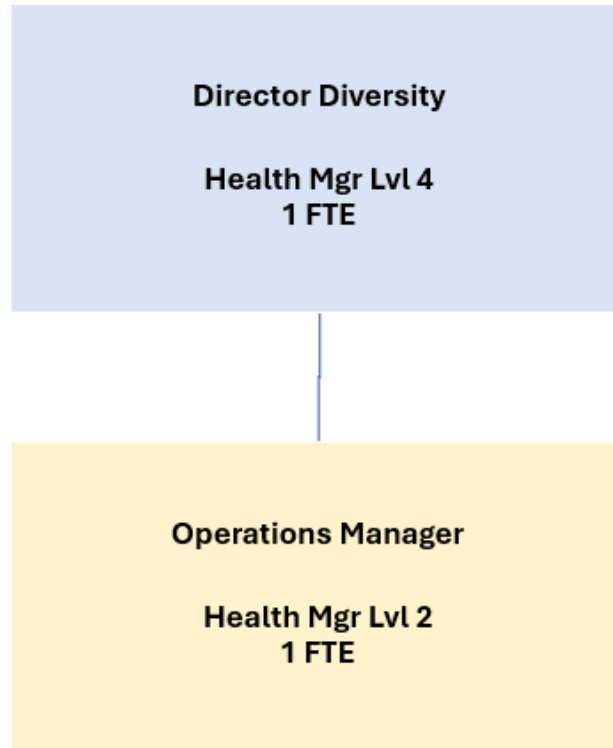
Key Meaning	Colour
Existing role: no change	Blue
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Existing role: direct reports change (added or removed)	Yellow
Role proposed for deletion	Grey

Sydney Local Health District – January 2026

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Proposed Structure
After implementation

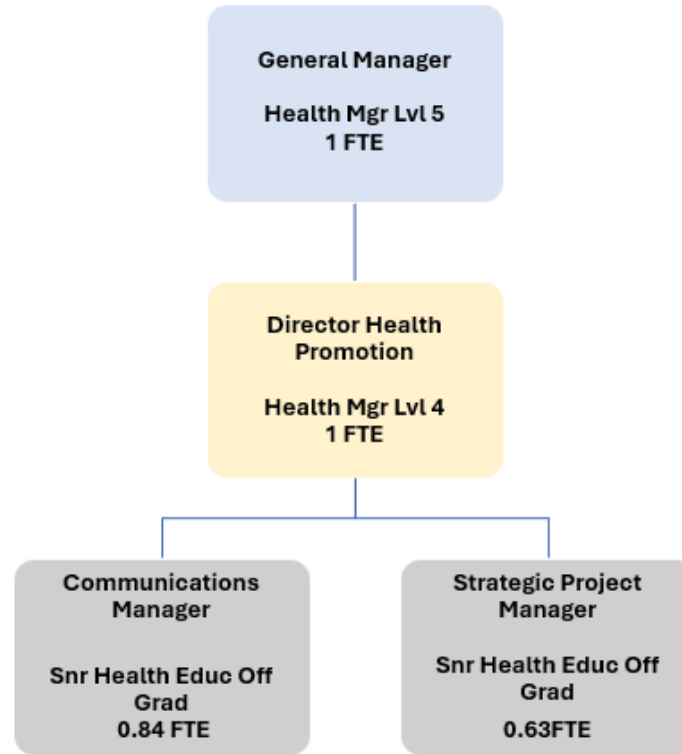
Population Health Organisational Chart



Key Meaning	Colour
Existing role: no change	Blue
Existing role: reporting line changing	Green
Existing role: direct reports change (added or removed)	Yellow
Role proposed for deletion	Grey

Sydney Local Health District – February 2026

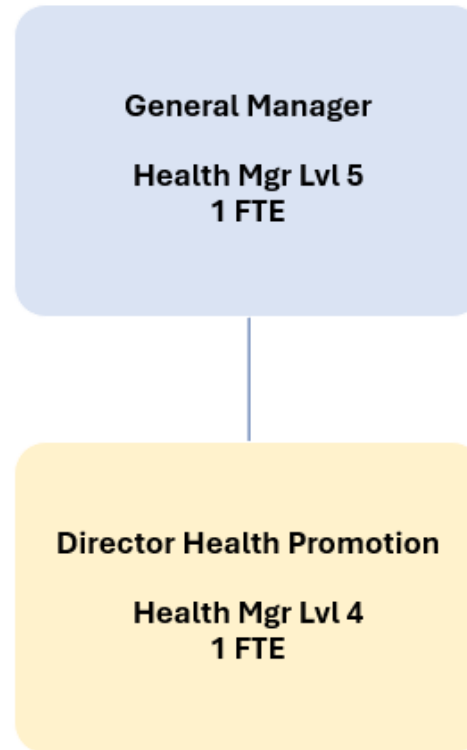
OFFICIAL: Sensitive – NSW Government



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Sydney Local Health District – January 2026

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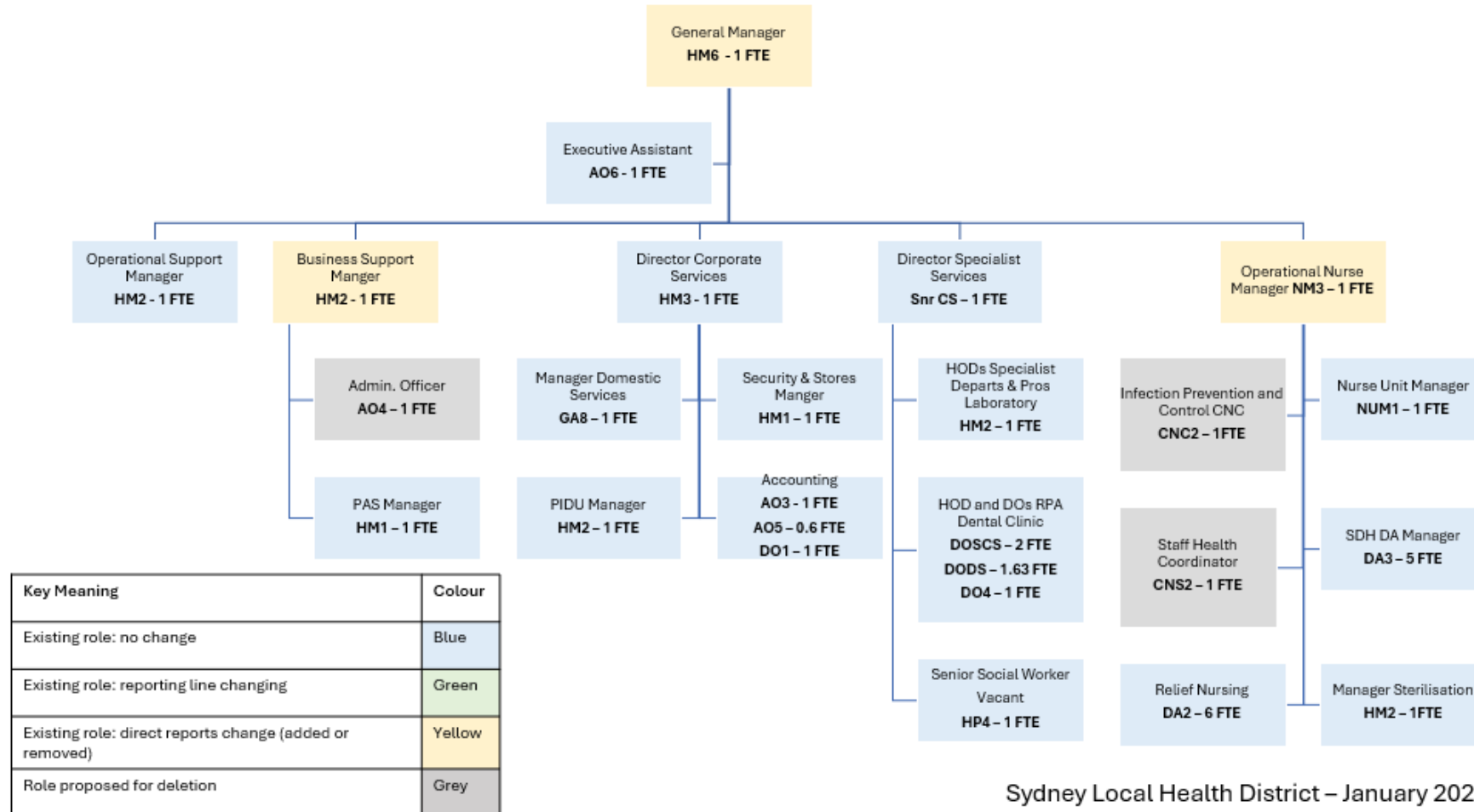


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Sydney Local Health District – February 2026

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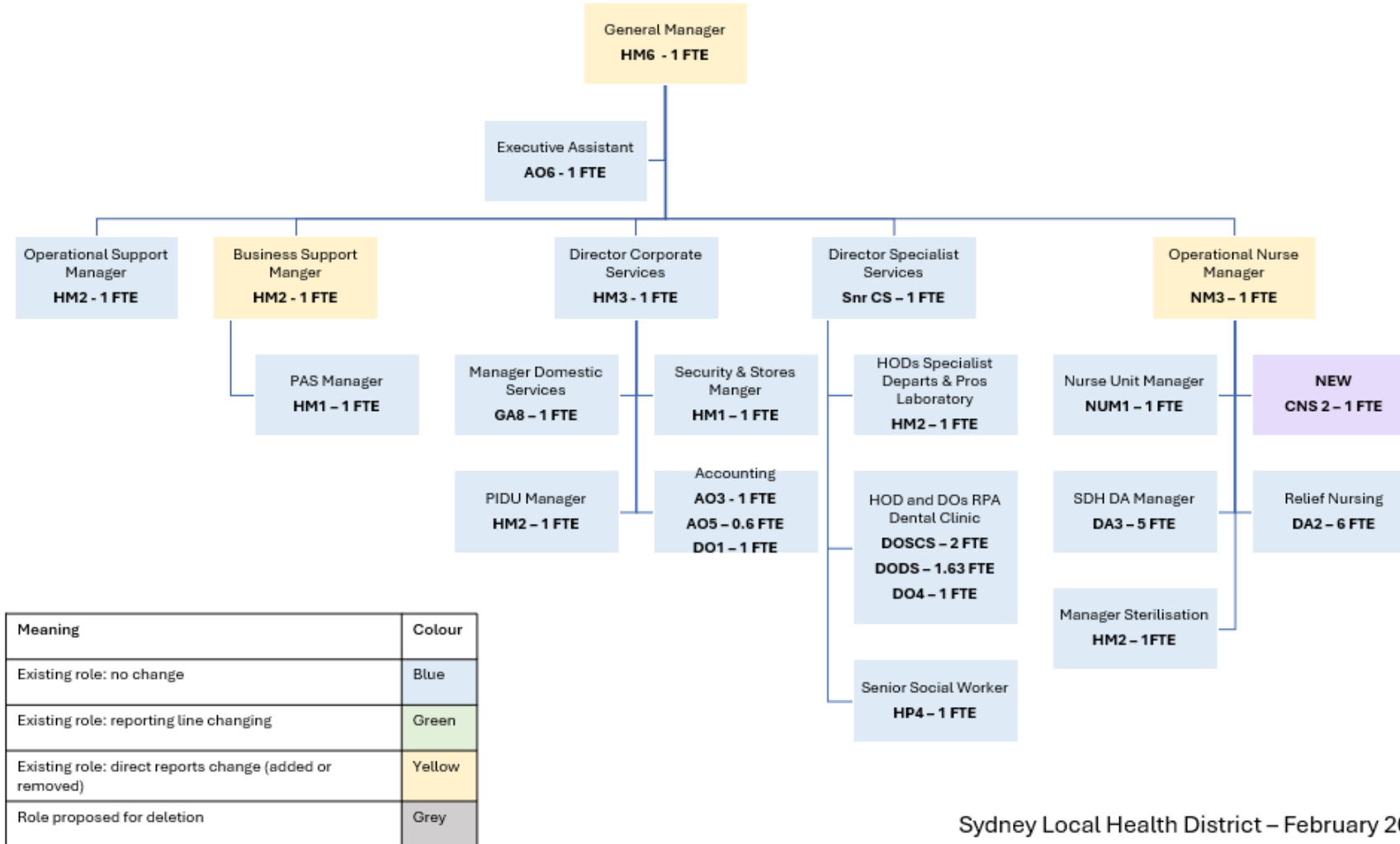
SYDNEY DENTAL HOSPITAL & ORAL HEALTH SERVICES Organisational Chart



Sydney Local Health District – January 2026

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SYDNEY DENTAL HOSPITAL & ORAL HEALTH SERVICES Organisational Chart

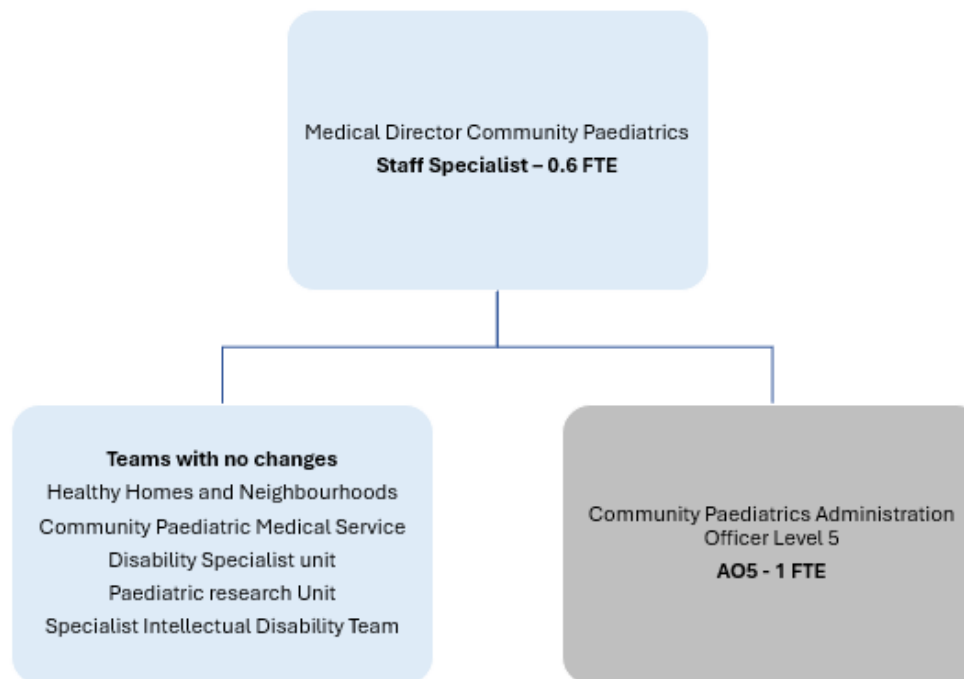


Meaning	Colour
Existing role: no change	Blue
Existing role: reporting line changing	Green
Existing role: direct reports change (added or removed)	Yellow
Role proposed for deletion	Grey

Sydney Local Health District – February 2026

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Community Health Service Community Paediatrics Organisational Chart

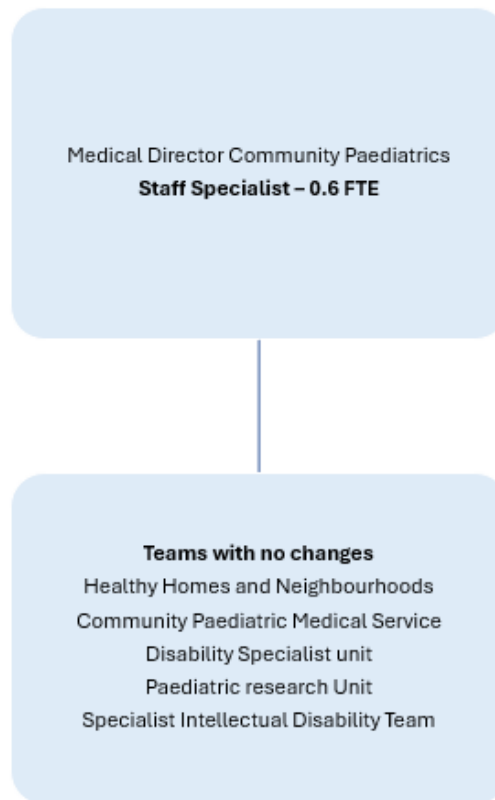


Key Meaning	Colour
Existing role: no change	Blue
Existing role: reporting line changing	Green
Existing role: direct reports change (added or removed)	Yellow
Role proposed for deletion	Grey

Sydney Local Health District – January 2026

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Community Health Service Community Paediatrics Organisational Chart

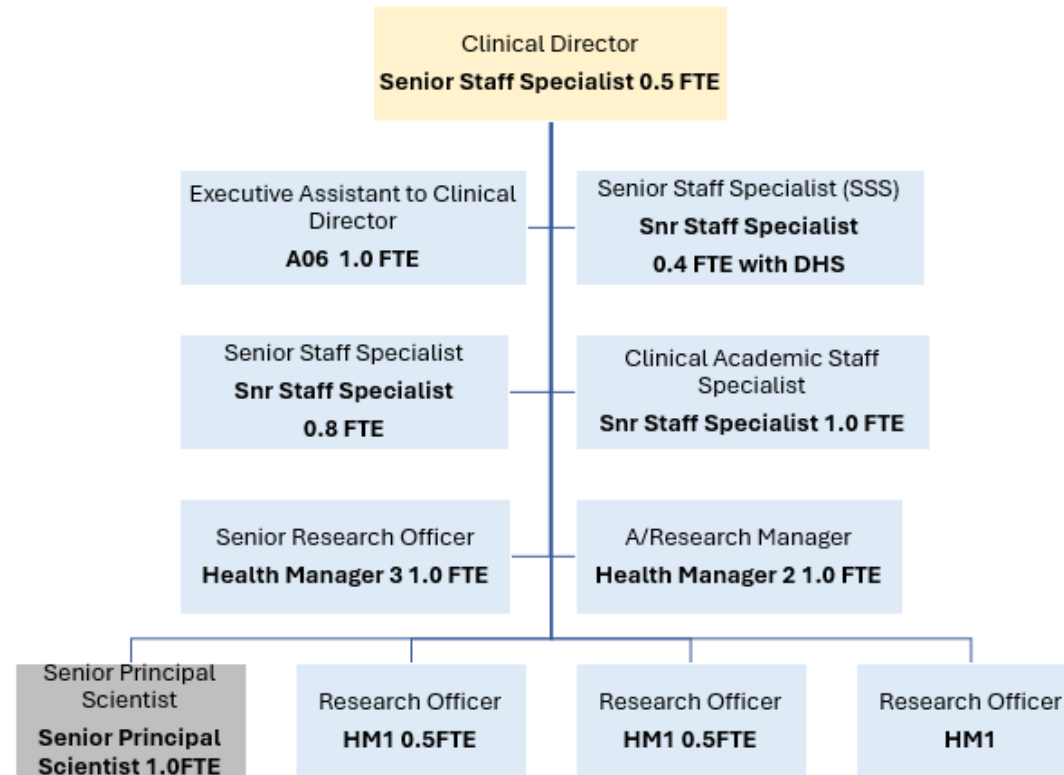


Key Meaning	Colour
Existing role: no change	Blue
Existing role: reporting line changing	Green
Existing role: direct reports change (added or removed)	Yellow
Role proposed for deletion	Grey

Sydney Local Health District – February 2026

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Drug Health Services Edith Collins Centre Organisational Chart

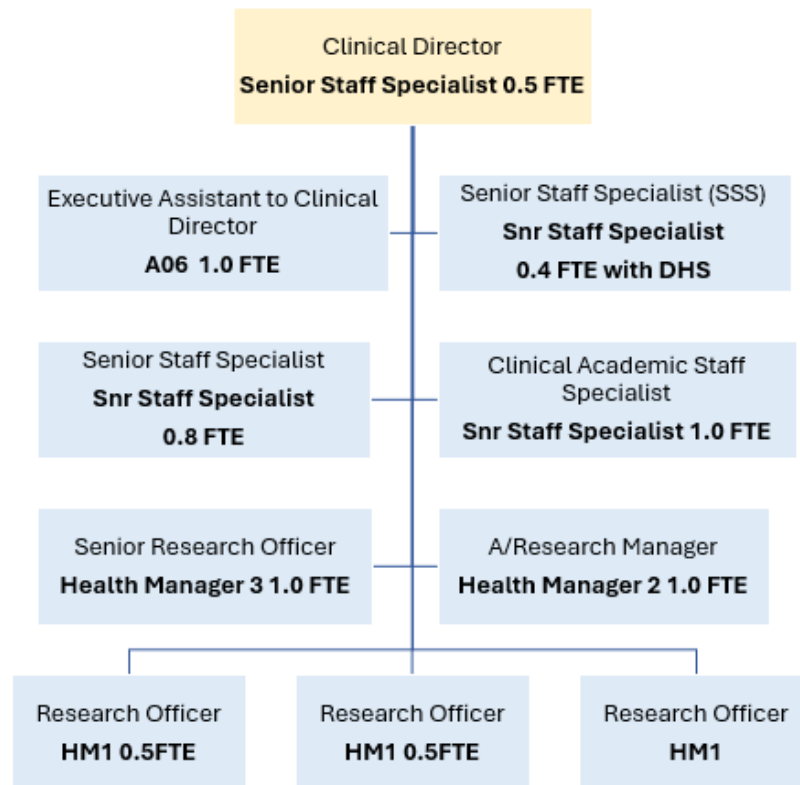


Key Meaning	Colour
Existing role: no change	Blue
Existing role: direct reports change (added or removed)	Yellow
Role proposed for deletion	Grey

Sydney Local Health District – January 2026

OFFICIAL: Sensitive – NSW Government

Drug Health Services Edith Collins Centre Organisational Chart



Key Meaning	Colour
Existing role: no change	Blue
Existing role: direct reports change (added or removed)	Yellow
Role proposed for deletion	Grey

Sydney Local Health District – February 2026

OFFICIAL: Sensitive – NSW Government

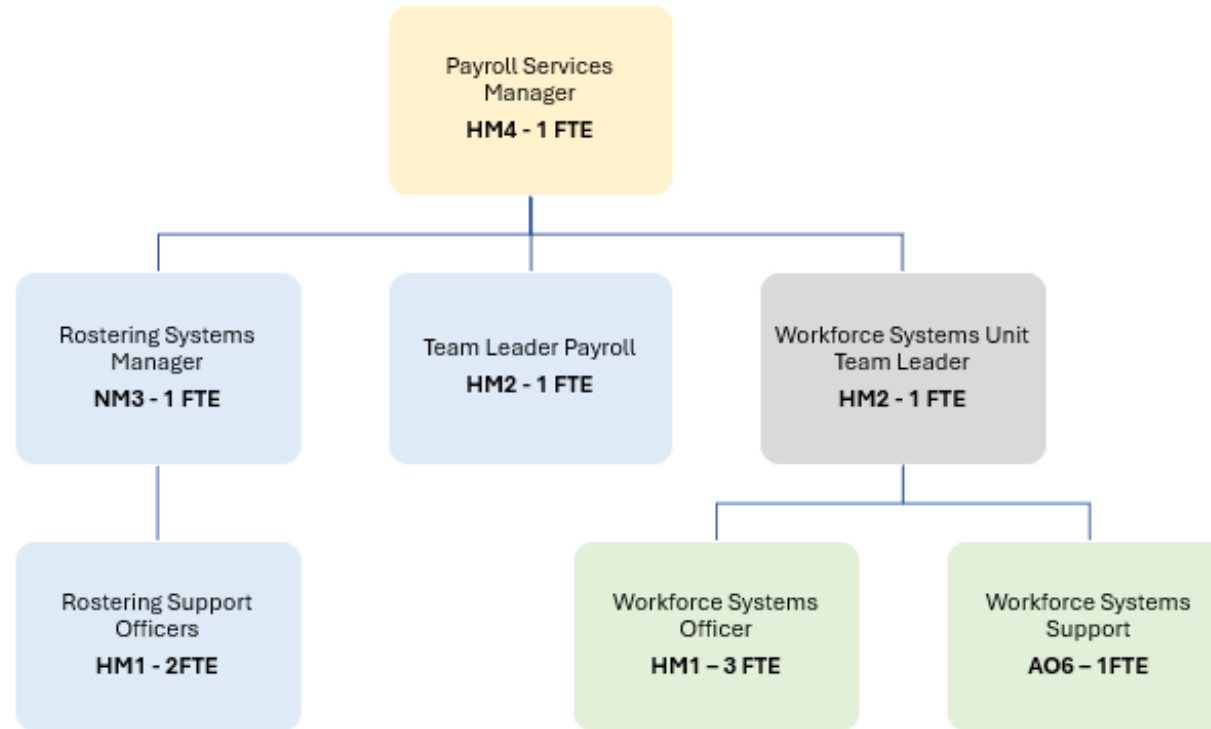
Proposed Impact: Clinical Services Integration & Population Health

Position Title	Classification	FTE	Nature of Change
Administration Officer	Admin Officer L5	0.37	Reduction in FTE
Research and Evaluation Manager	Health Manager 2	0.84	Deleted
Principle Scientific Officer	Principal Hospital Scientist	1.0	Deleted
Snr Project Officer	Senior Health Education Officer Graduate Year 3	0.63	Deleted (vacant position)
Strategic Program Manager	Senior Health Education Officer Graduate Year 3	0.63	Deleted
Communications Manager	Senior Health Education Officer Graduate Year 3	0.84	Deleted
Infection Control Clinical Nurse Specialist	CNS2	1.0	Consolidation / merge of positions (proposed combined role)
Infection Control Clinical Nurse Consultant	CNC2	1.0	Consolidation / merge of positions (proposed combined role)
Business Support Officer	Admin Officer L4	1.0	Deleted

Proposed Impact:

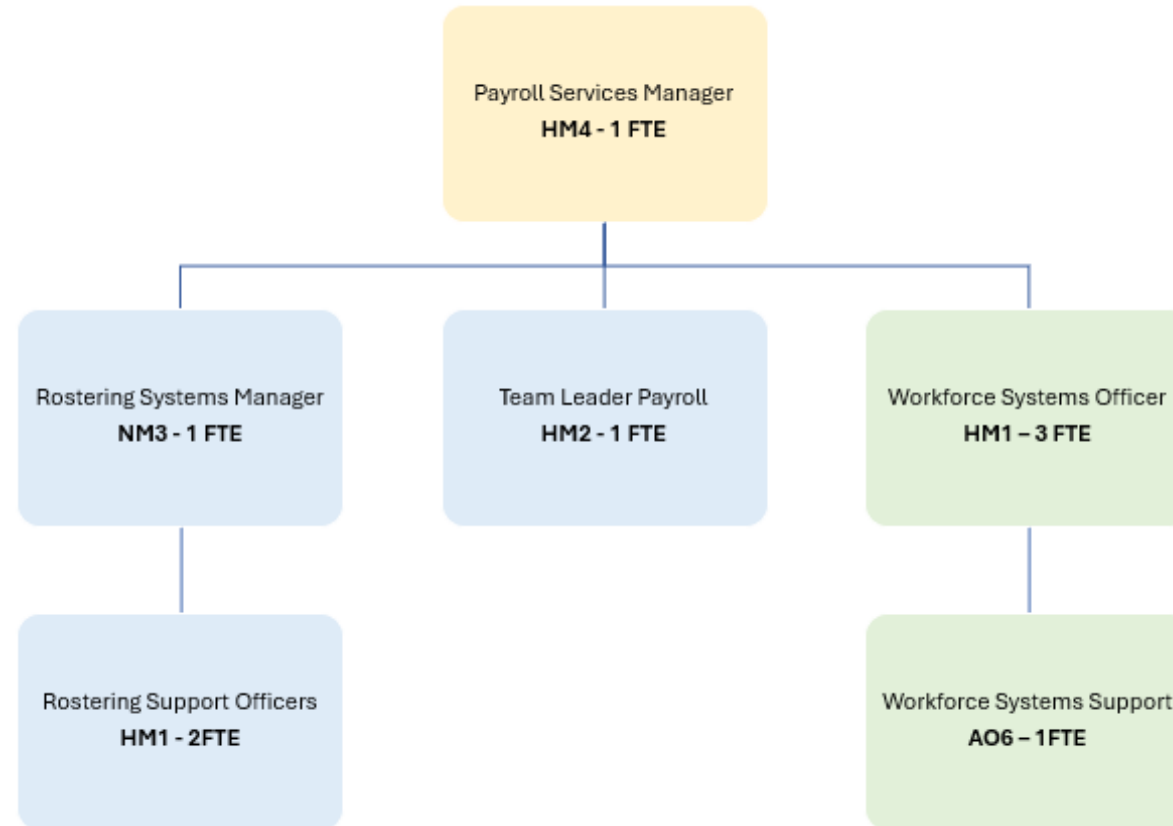
People & Culture

People & Culture Payroll Organisational Chart



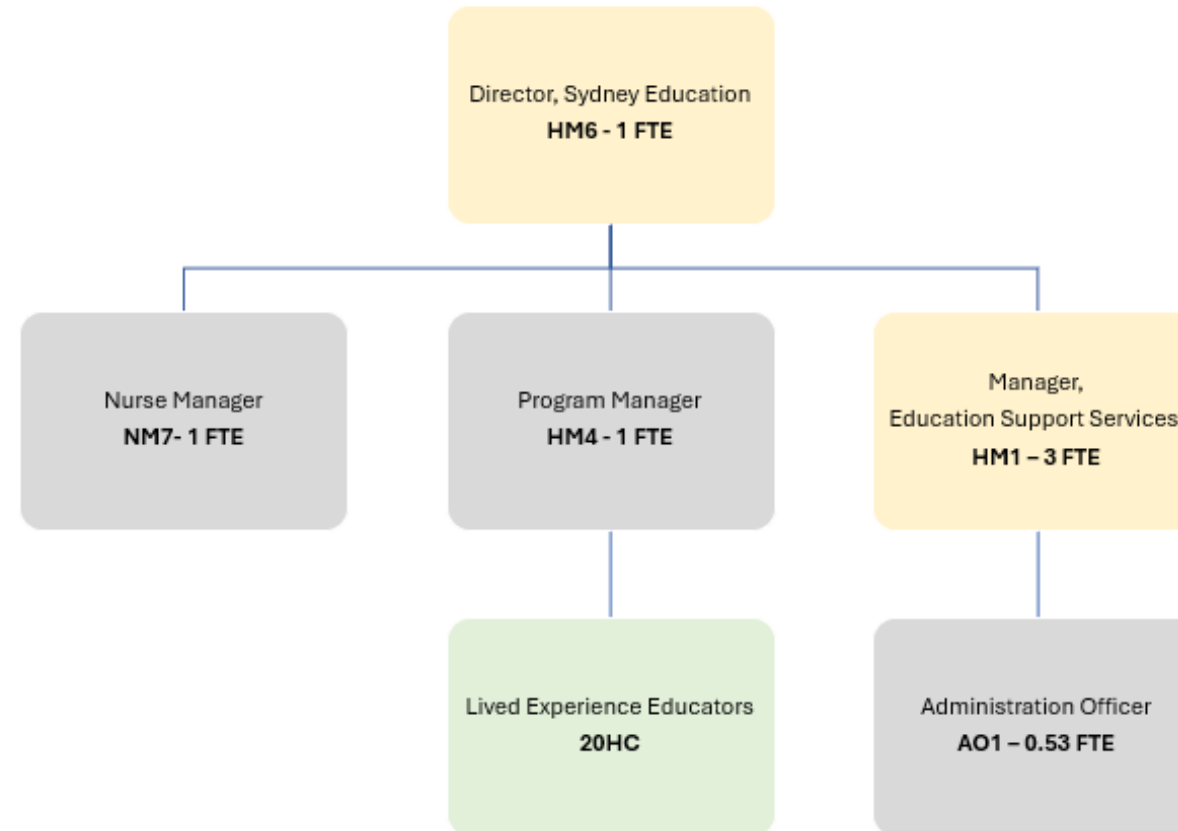
Key Meaning	Colour
Existing role: no change	Blue
Existing role: reporting line changing	Green
Existing role: direct reports change (added or removed)	Yellow
Role proposed for deletion	Grey

People & Culture Payroll Organisational Chart



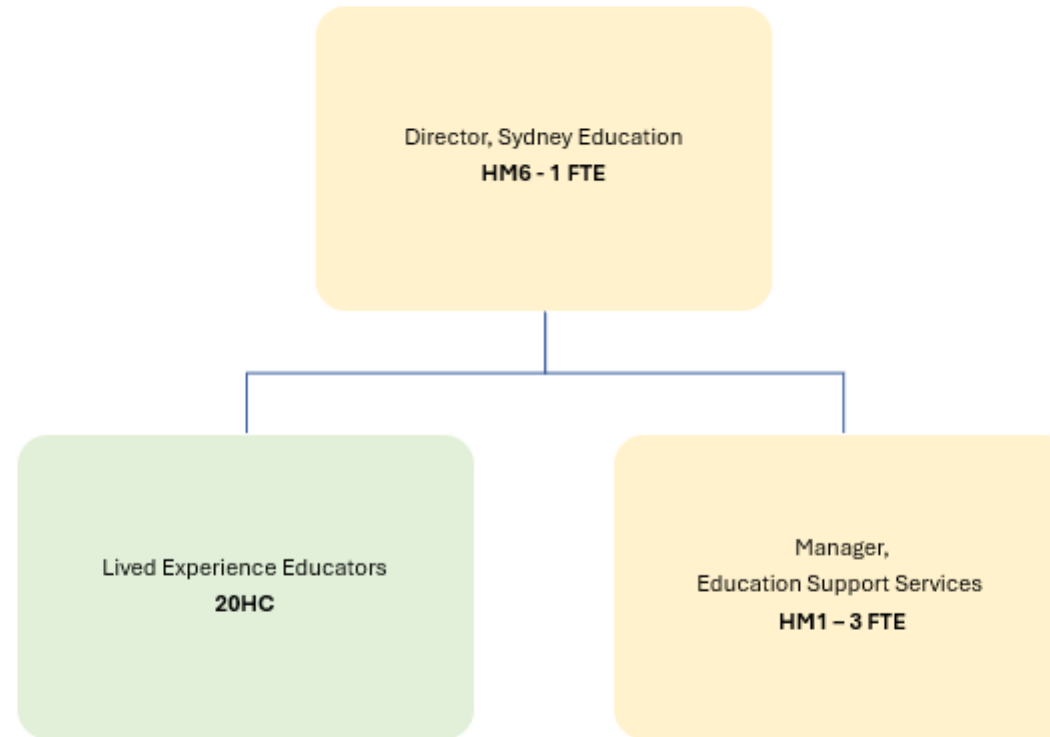
Meaning	Colour
Existing role: no change	Blue
Existing role: reporting line changing	Green
Existing role: direct reports change (added or removed)	Yellow
Role proposed for deletion	Grey

People & Culture
Sydney Education Organisational Chart



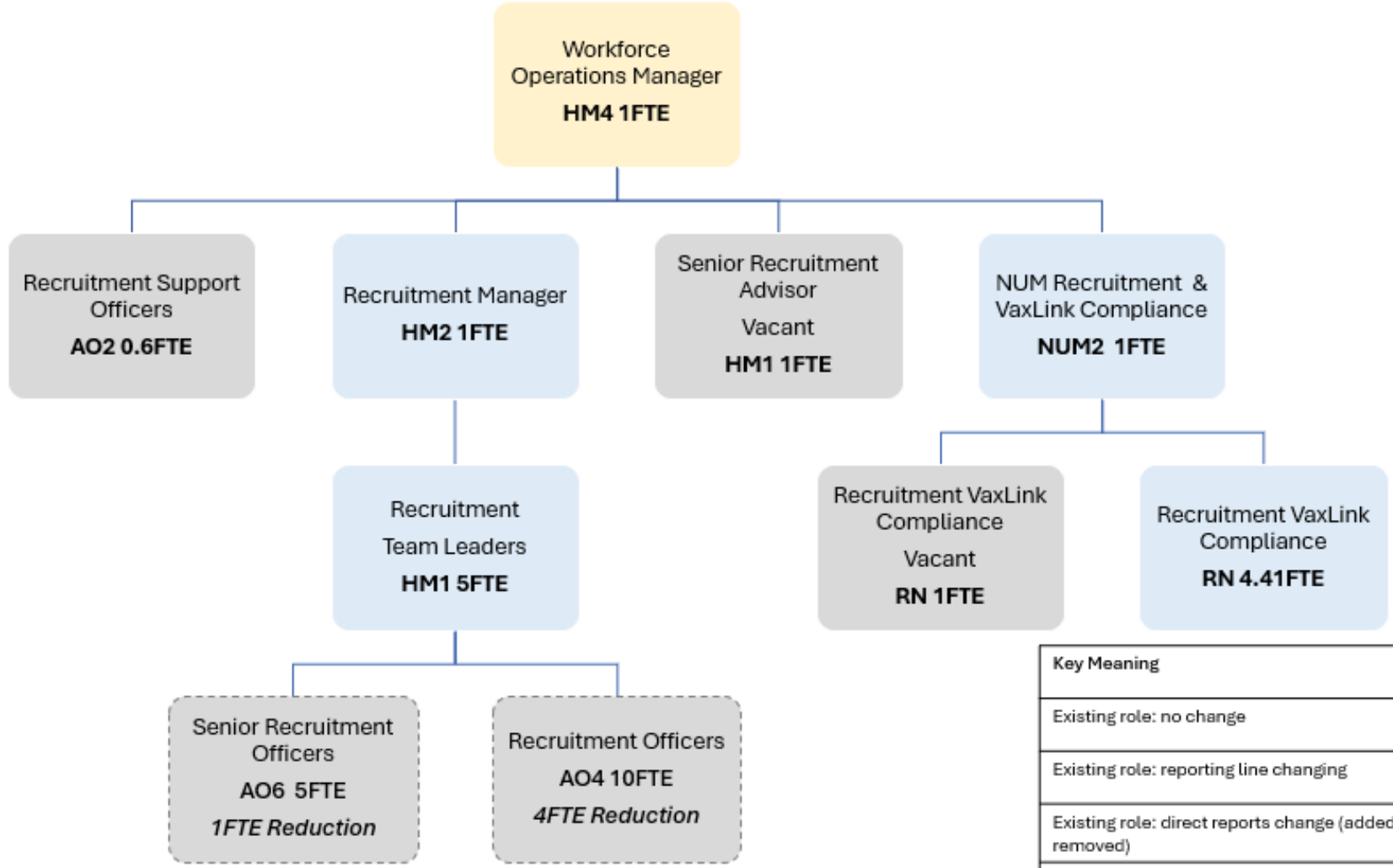
Meaning	Colour
Existing role: no change	Blue
Existing role: reporting line changing	Green
Existing role: direct reports change (added or removed)	Yellow
Role proposed for deletion	Grey

People & Culture Sydney Education Organisational Chart



Meaning	Colour
Existing role: no change	Blue
Existing role: reporting line changing	Green
Existing role: direct reports change (added or removed)	Yellow
Role proposed for deletion	Grey

People & Culture
Recruitment Organisational Chart

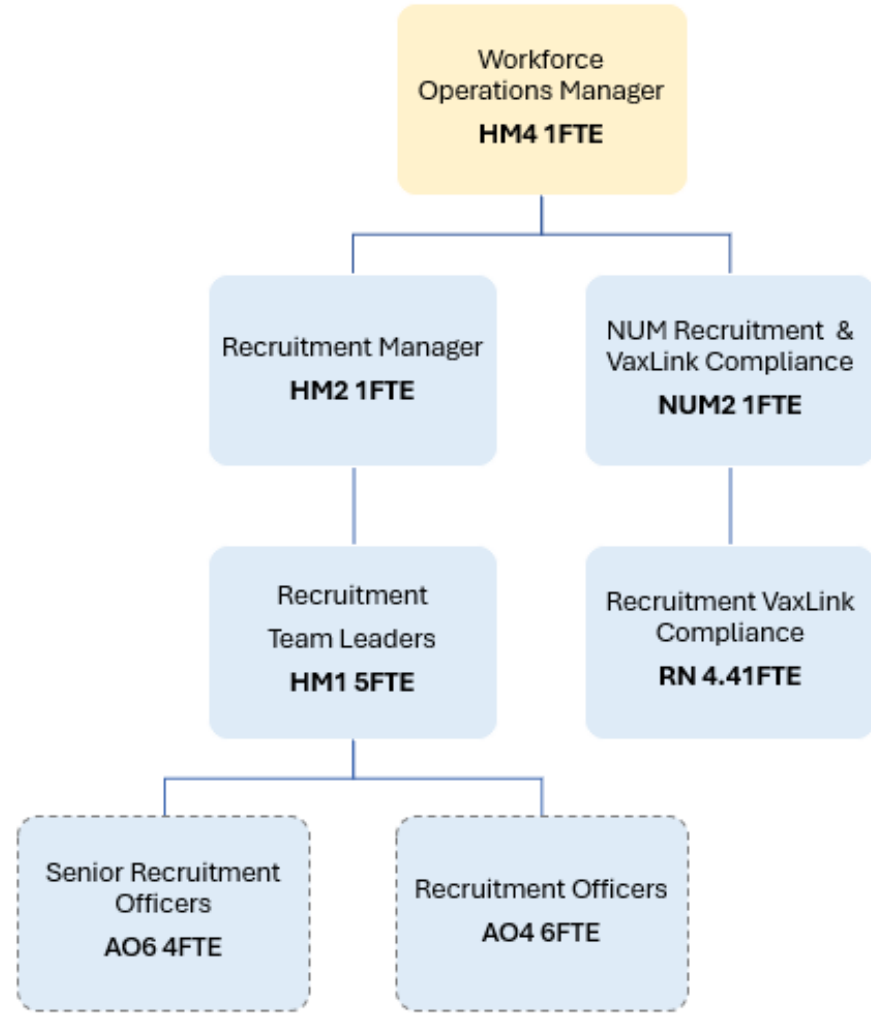


Key Meaning	Colour
Existing role: no change	Blue
Existing role: reporting line changing	Green
Existing role: direct reports change (added or removed)	Yellow
Role proposed for deletion or reduction of FTE	Grey

Proposed Structure
After implementation



People & Culture
Recruitment Organisational Chart



Key Meaning	Colour
Existing role: no change	Blue
Existing role: reporting line changing	Green
Existing role: direct reports change (added or removed)	Yellow
Role proposed for deletion	Grey

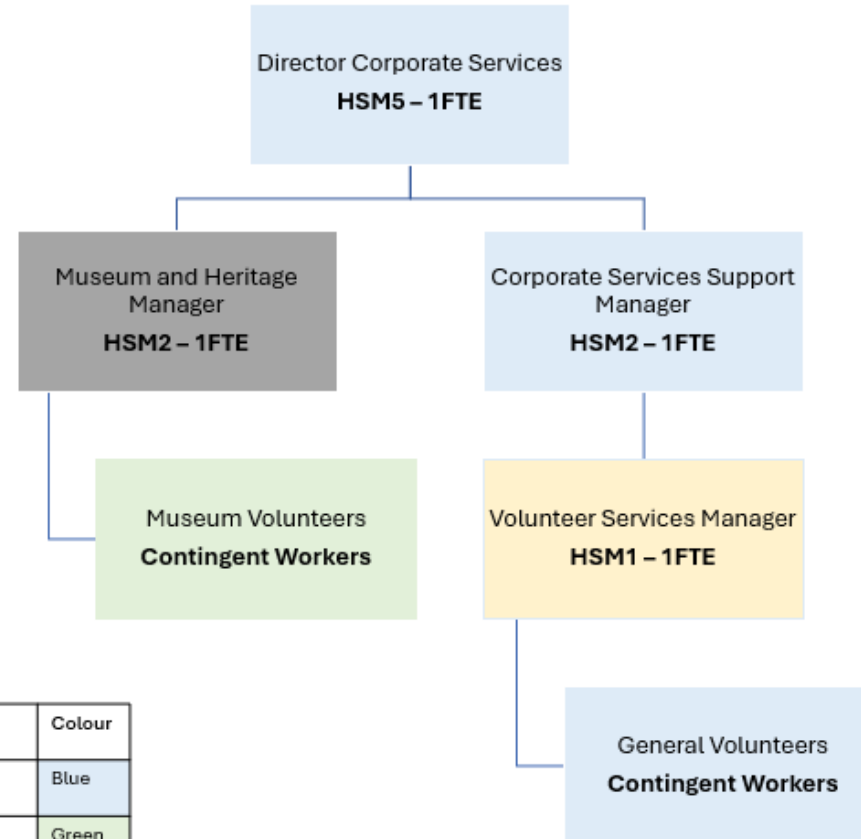
Proposed Impact: People & Culture

Position Title	Classification	FTE	Nature of Change
Nurse Manager	Nurse Manager 7	1.0	Deleted (vacant position)
Program Manager, Patient and Family Experience	Health Manager 4	1.0	Deleted
Workforce Systems Team Leader	Health Manager 2	1.0	Deleted
Workforce Officer	Health Manager 1	1.0	Deleted (temporary occupant)
Senior Workforce Advisor (Recruitment)	Health Manager 1	1.0	Deleted (vacant position)
Recruitment Nurse (Recruitment Occupation Screening)	Registered Nurse	1.0	Deleted (vacant position)
Senior Recruitment Officer	Admin Officer L6	1.0	Deleted (vacant position)
Recruitment Officers	Admin Officer L4	4.0	Reduction of FTE
Recruitment Support Officers	Admin Officer L2	0.6	Deleted
Administration Officer	Admin Officer L1	0.53	Deleted

Proposed Impact:

Royal Prince Alfred Hospital

RPA Volunteer and Museum Organisational Chart

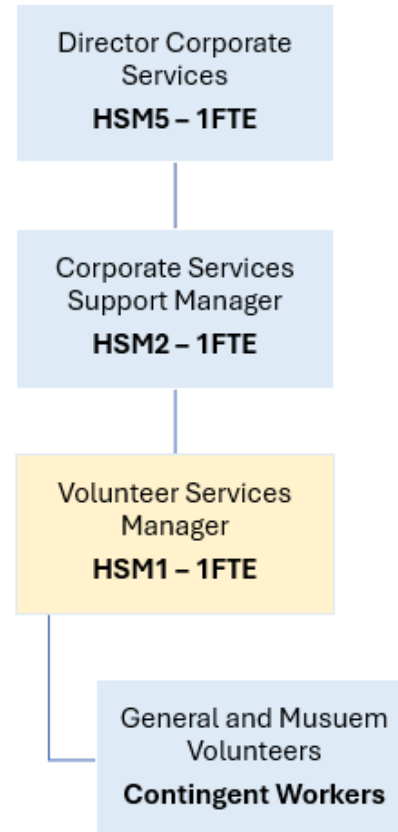


Key Meaning	Colour
Existing role: no change	Blue
Existing role: reporting line changing	Green
Existing role: direct reports change (added or removed)	Yellow
Role proposed for deletion	Grey

Sydney Local Health District – January 2026

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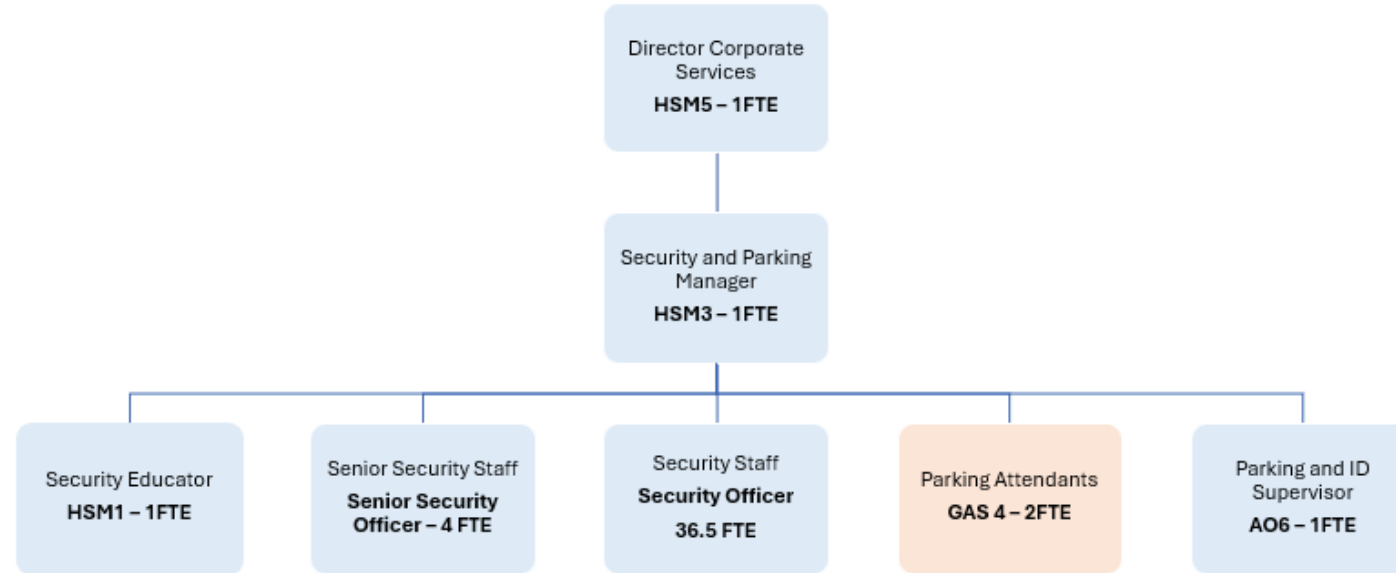
RPA
Volunteer and Museum Organisational Chart



Meaning	Colour
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Existing role: reporting line changing	Green
Existing role: direct reports change (added or removed)	Yellow
Role proposed for deletion	Grey

Sydney Local Health District – February 2026

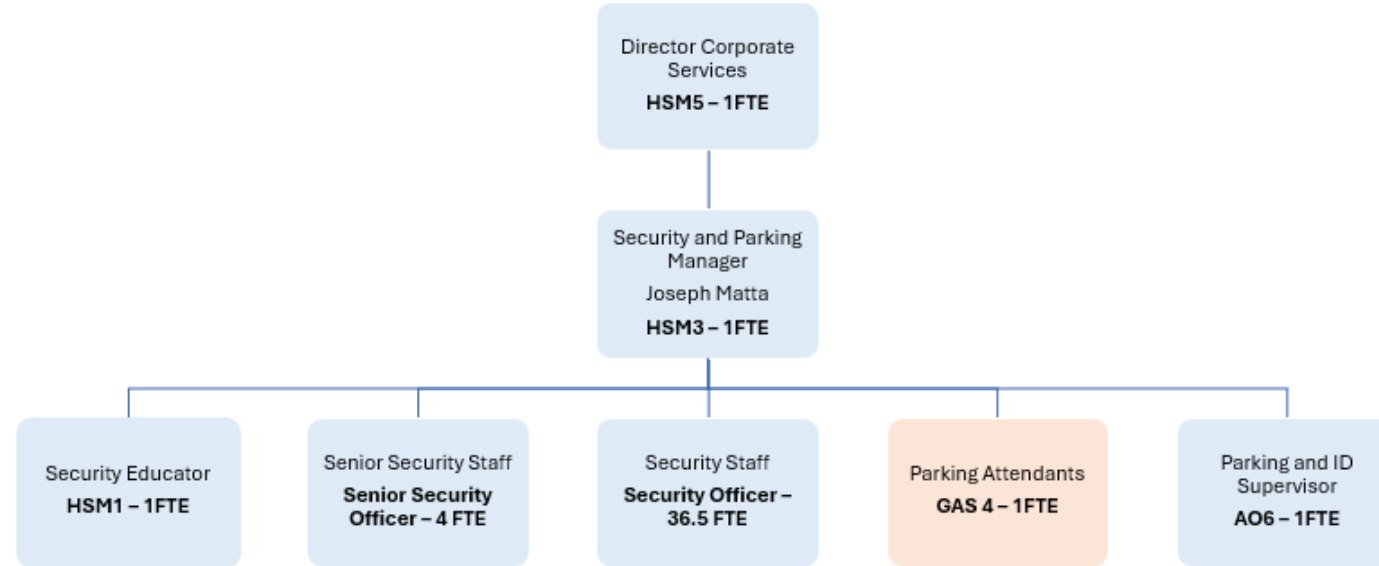
OFFICIAL: Sensitive – NSW Government



Key Meaning	Colour
Existing role: no change	Blue
Existing role: reporting line changing	Green
Existing role: direct reports change (added or removed)	Yellow
Existing role: reduction of FTE	Orange
Role proposed for deletion	Grey

Sydney Local Health District – January 2026

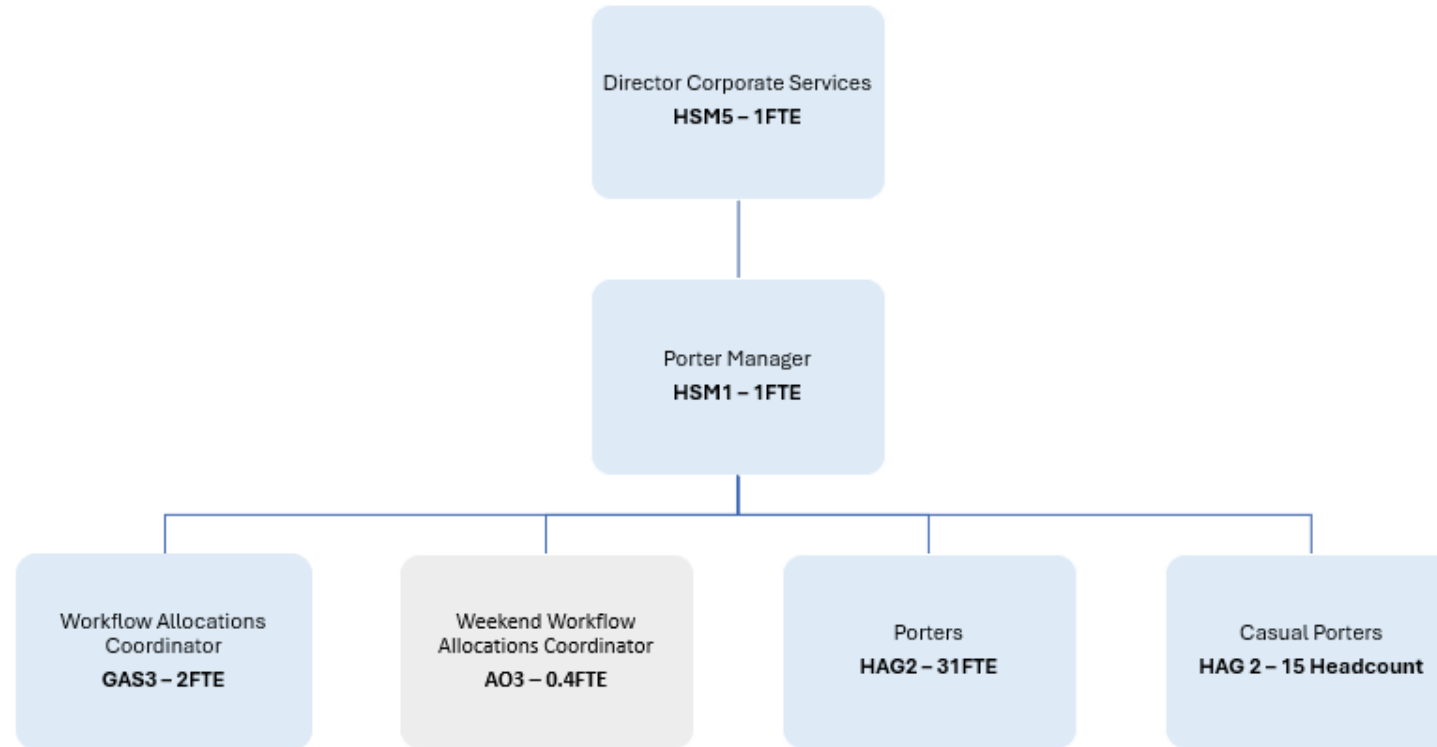
OFFICIAL: Sensitive – NSW Government



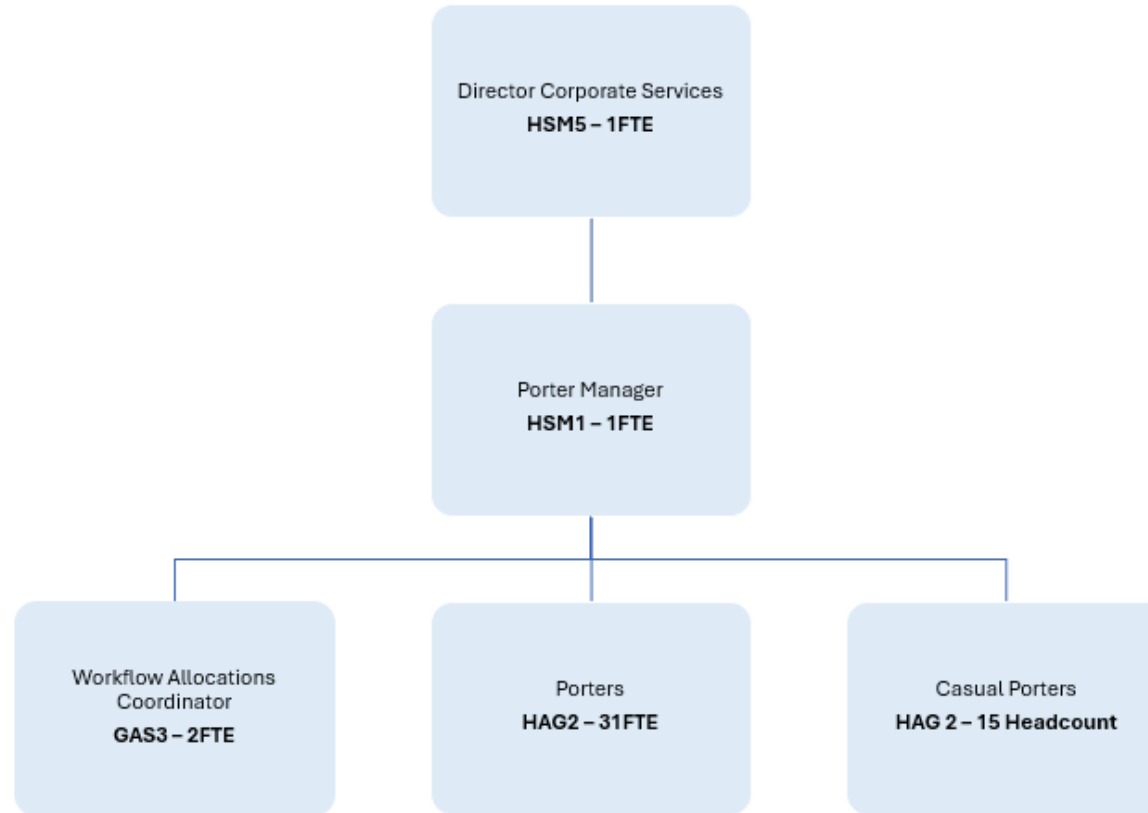
Key Meaning	Colour
Existing role: no change	Blue
Existing role: reporting line changing	Green
Existing role: direct reports change (added or removed)	Yellow
Existing role: reduction of FTE	Orange
Role proposed for deletion	Grey

Sydney Local Health District – February 2026

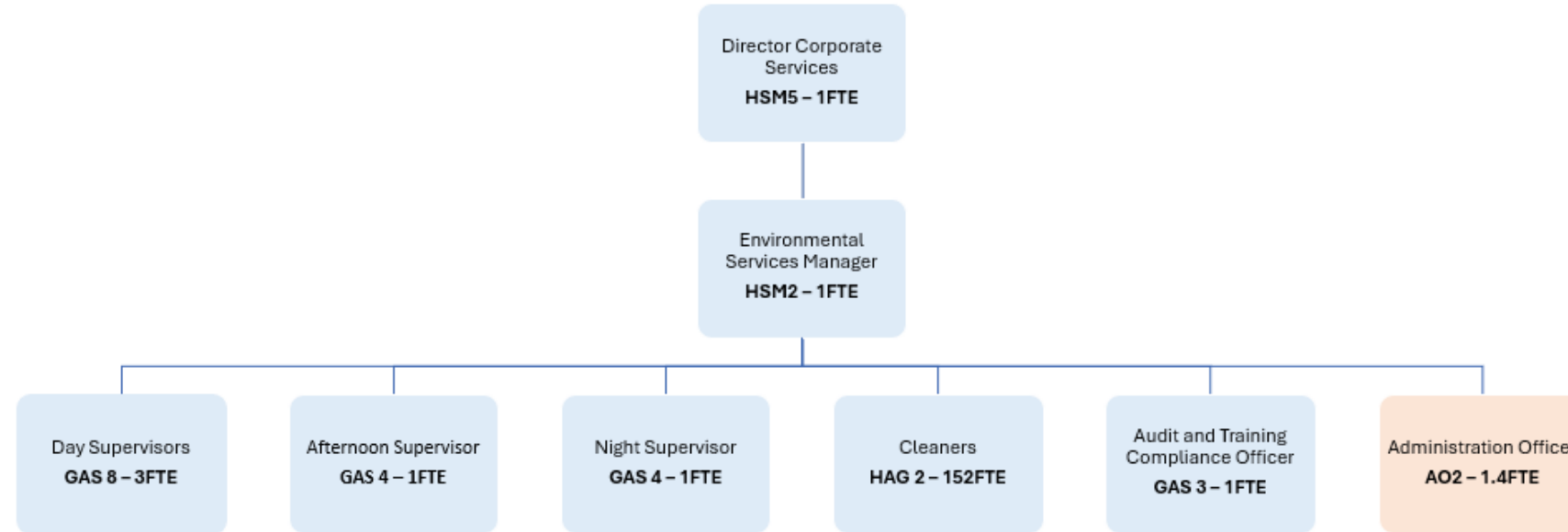
OFFICIAL: Sensitive – NSW Government



Key Meaning	Colour
Existing role: no change	Blue
Existing role: reporting line changing	Green
Existing role: direct reports change (added or removed)	Yellow
Role proposed for deletion	Grey



Key Meaning	Colour
Existing role: no change	Blue
Existing role: reporting line changing	Green
Existing role: direct reports change (added or removed)	Yellow
Role proposed for deletion	Grey



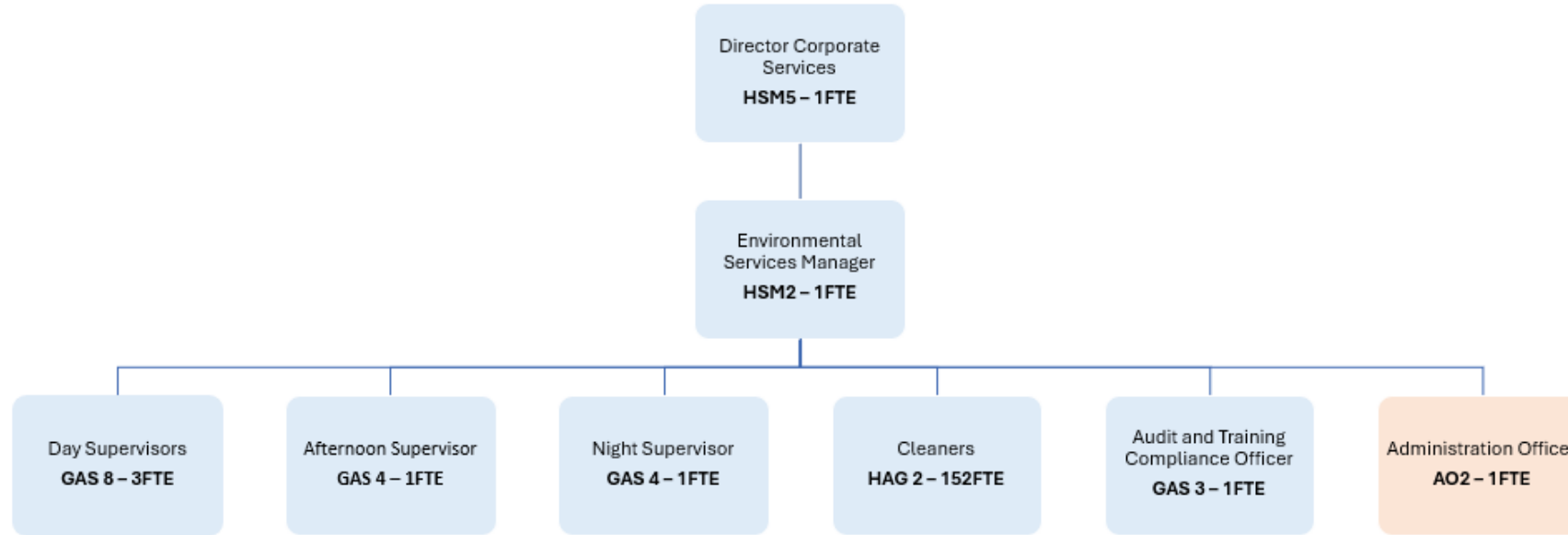
Key Meaning	Colour
Existing role: no change	Blue
Existing role: reporting line changing	Green
Existing role: direct reports change (added or removed)	Yellow
Existing role: FTE reduction	Orange
Role proposed for deletion	Grey

Sydney Local Health District – January 2026

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Proposed Structure Environmental Services Department Organisational Chart

After implementation



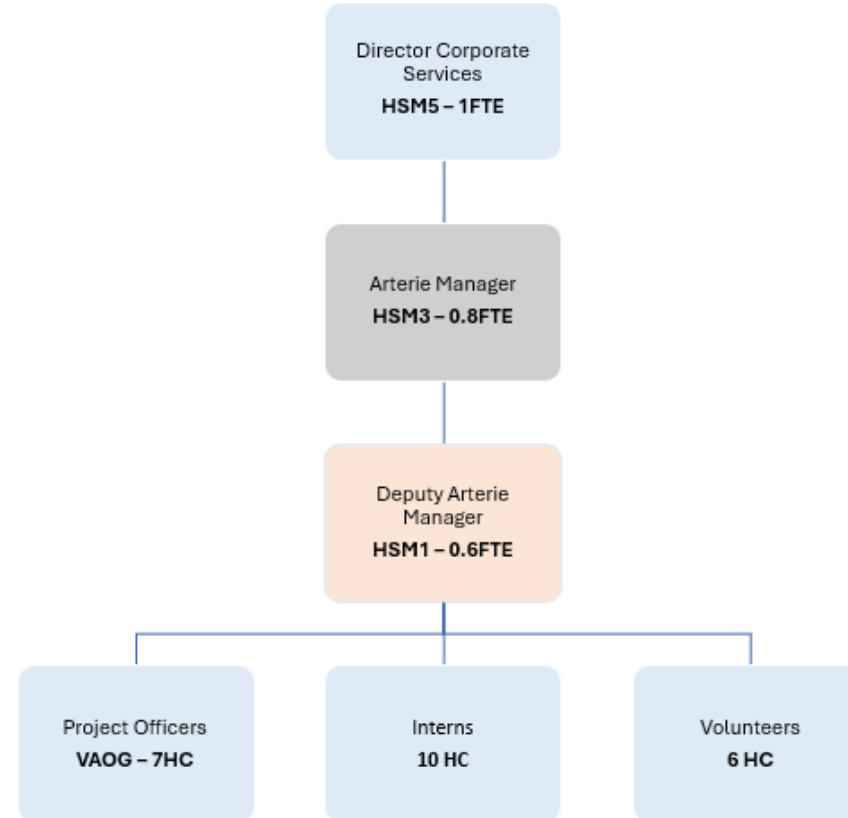
Key Meaning	Colour
Existing role: no change	Blue
Existing role: reporting line changing	Green
Existing role: direct reports change (added or removed)	Yellow
Existing role: FTE reduction	Orange
Role proposed for deletion	Grey

Sydney Local Health District – February 2026

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Current Structure
With Proposed Impacts

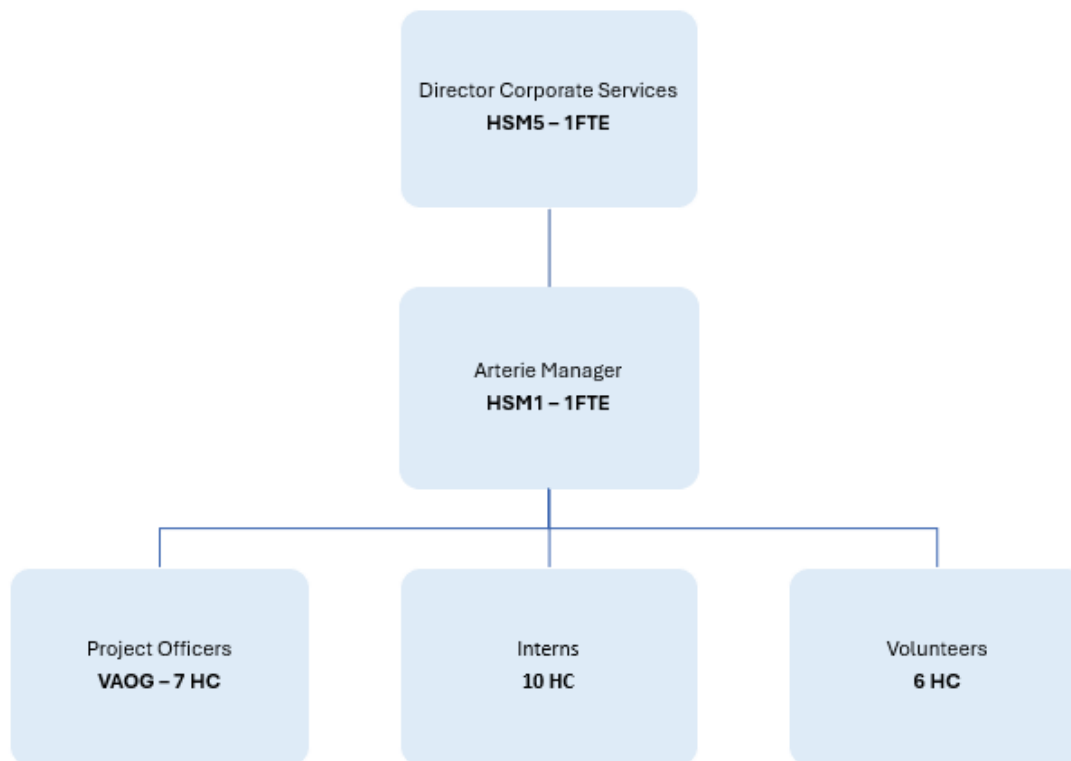
Arterie Organisational Chart



Key Meaning	Colour
Existing role: no change	Blue
Existing role: direct reports change (added or removed)	Yellow
Existing role: change of grade and FTE increase	Orange
Role proposed for deletion	Grey

Sydney Local Health District – January 2026

OFFICIAL: Sensitive – NSW Government



Key Meaning	Colour
Existing role: no change	Blue
Existing role: reporting line changing	Green
Existing role: direct reports change (added or removed)	Yellow
Existing role: change of grade	Orange
Role proposed for deletion	Grey

Sydney Local Health District – February 2026

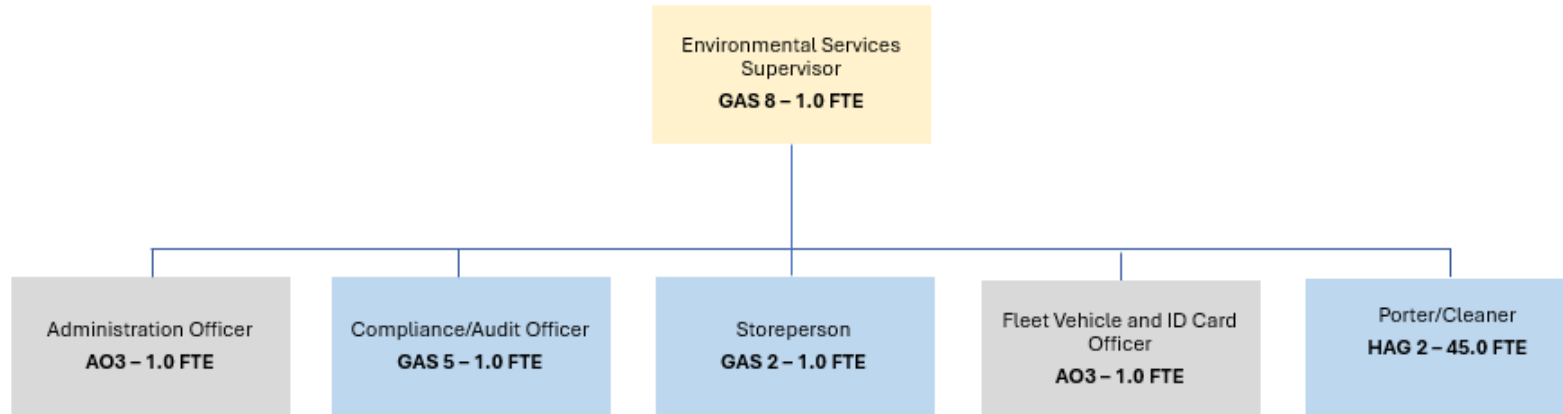
OFFICIAL: Sensitive – NSW Government

Proposed Impact: Royal Prince Alfred Hospital

Position Title	Classification	FTE	Nature of Change
Manager of Museum, Archives and Facilities	Health Manager 2	1.0	Deleted
Parking Attendant	GAS Grade 4	2.0	Reduction in FTE
Arterie Manager	Health Manager 3	1.0	Deleted
Workflow Allocations Coordinator	Admin Officer L3	0.4	Deleted
Telephone Services Supervisor	Admin Officer L4	1.0	Deleted
Administration Officer	Admin Officer L2	0.4	Deleted
Logistics Manager	Health Manager 1	1.0	Deleted (temporary appointment)

Proposed Impact:

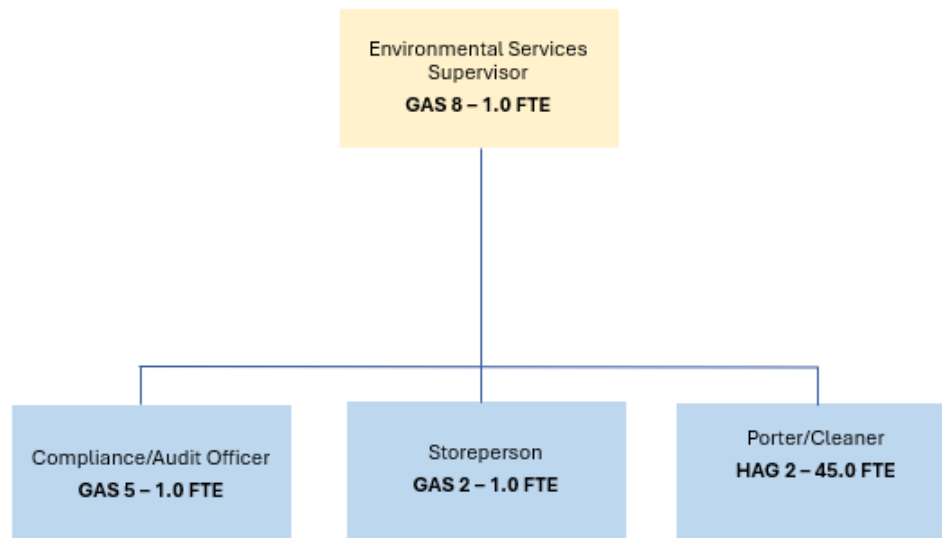
Canterbury Hospital



Key Meaning	Colour
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Existing role: direct reports change (added or removed)	Yellow
Role proposed for deletion	Grey

Sydney Local Health District – January 2026

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Sydney Local Health District – February 2026

OFFICIAL: Sensitive – NSW Government

Proposed Impact: Canterbury Hospital

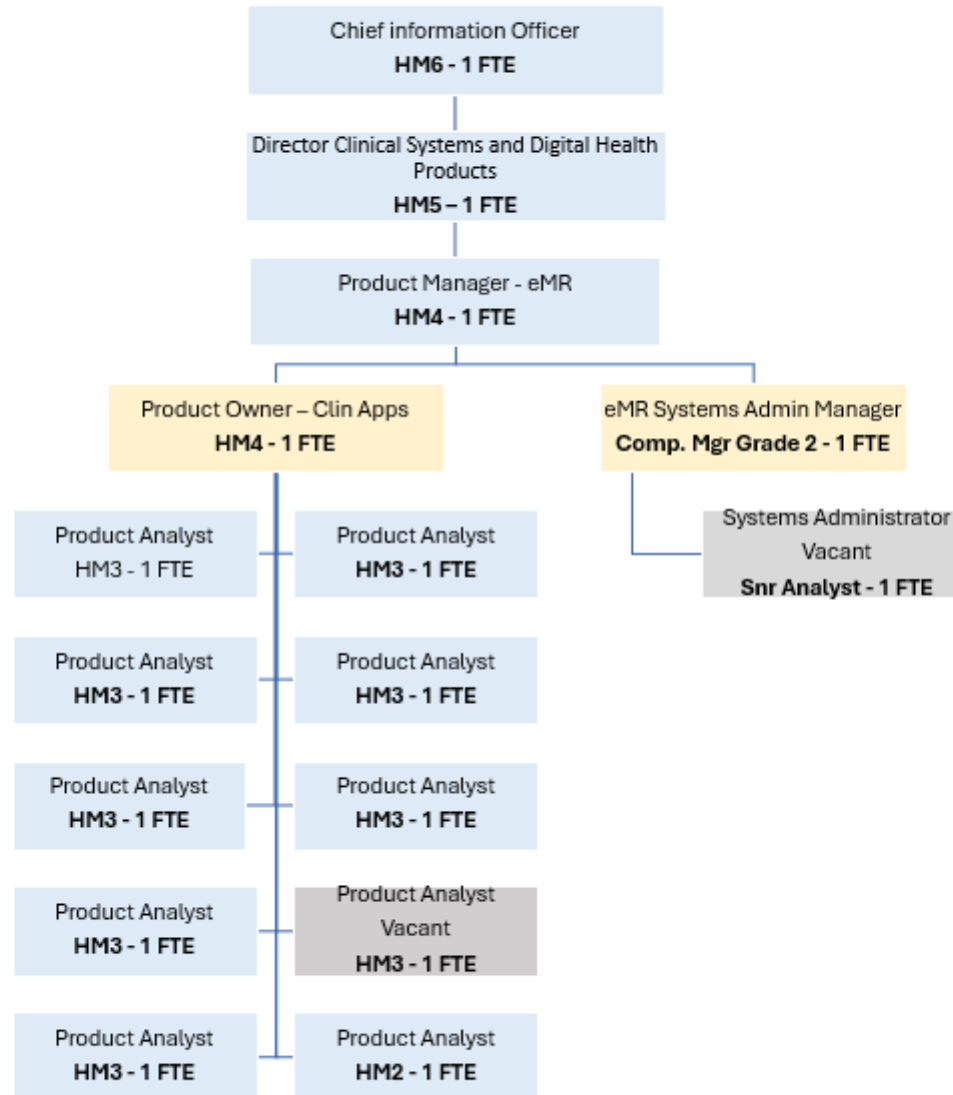
Position Title	Classification	FTE	Nature of Change
Administration Officer Environmental Services	Admin Officer L3	1.0	Deleted
Fleet Coordinator	Admin Officer L3	1.0	Deleted

Proposed Impact:

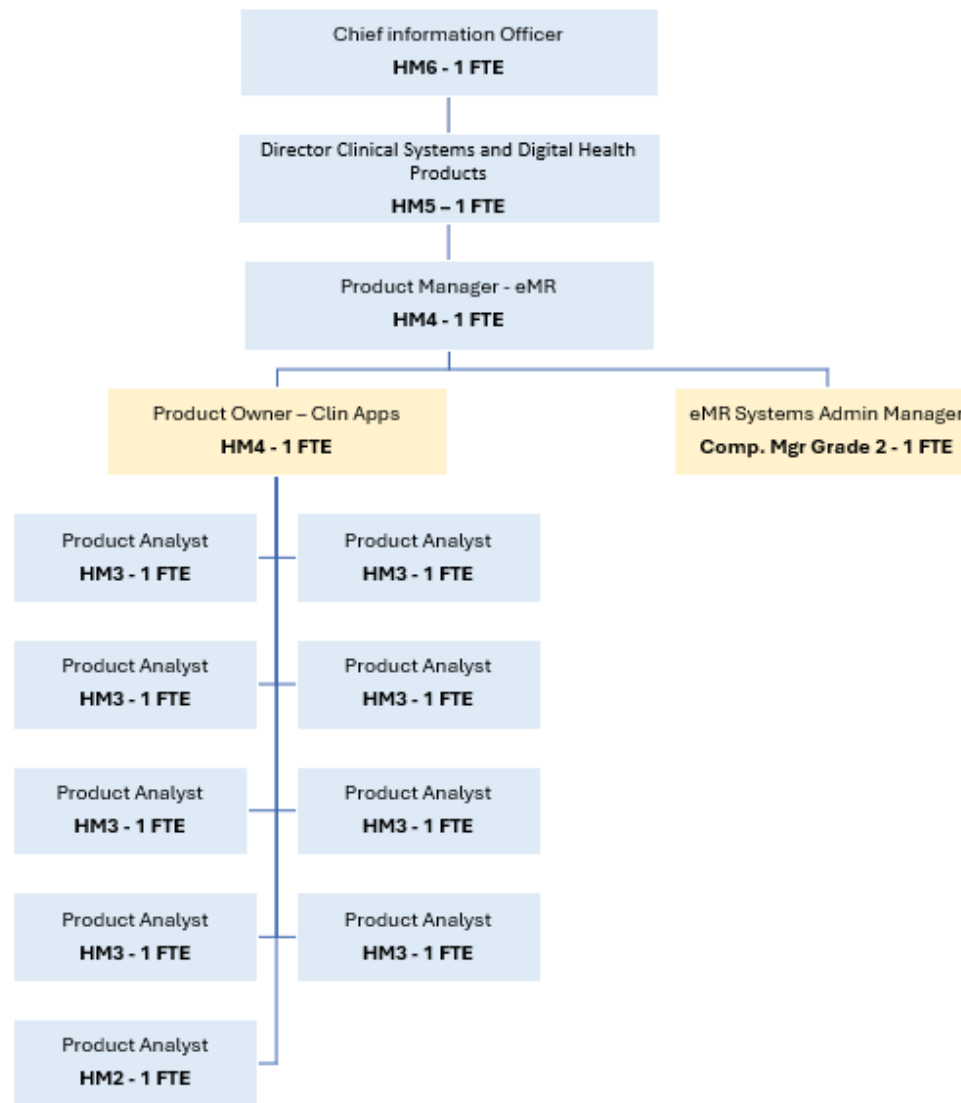
Digital Health and Innovation

Current Structure
With Proposed Impacts

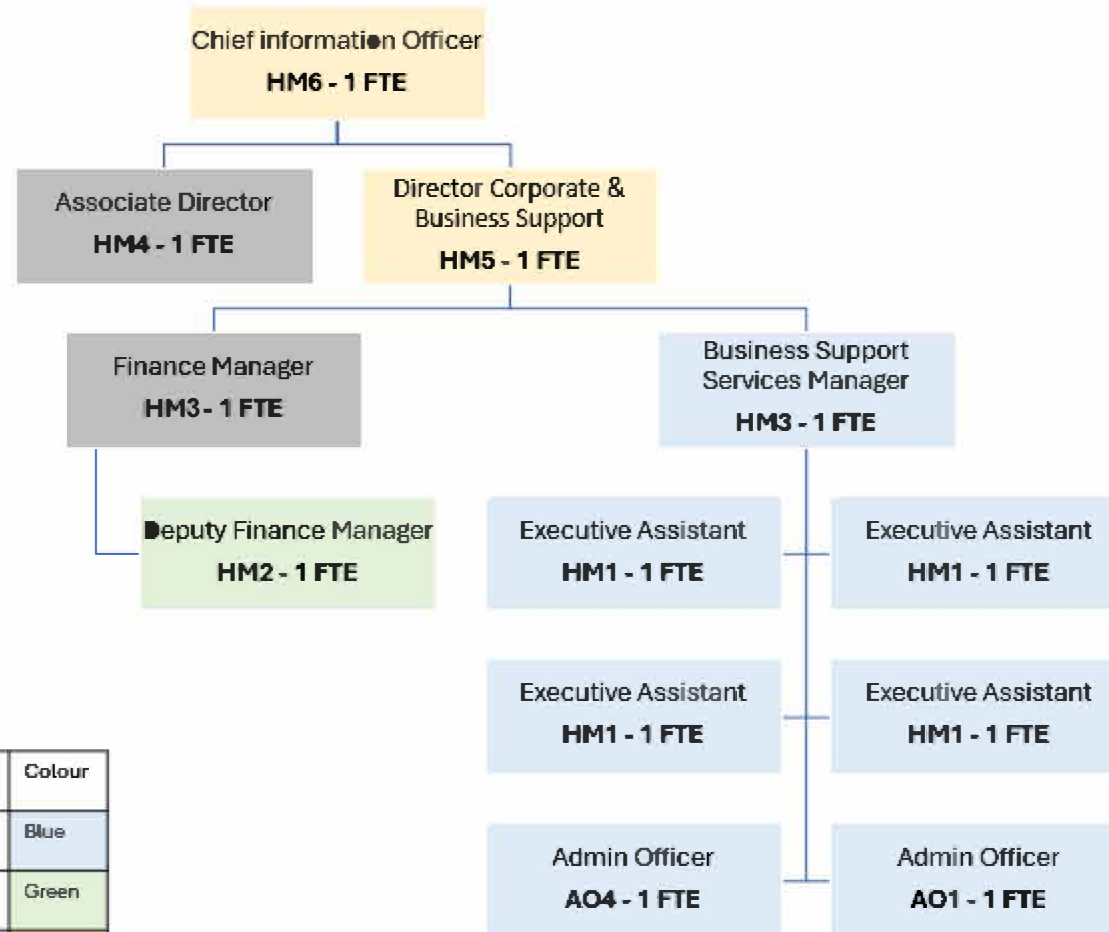
**Digital Health and Innovation
Organisational Chart**



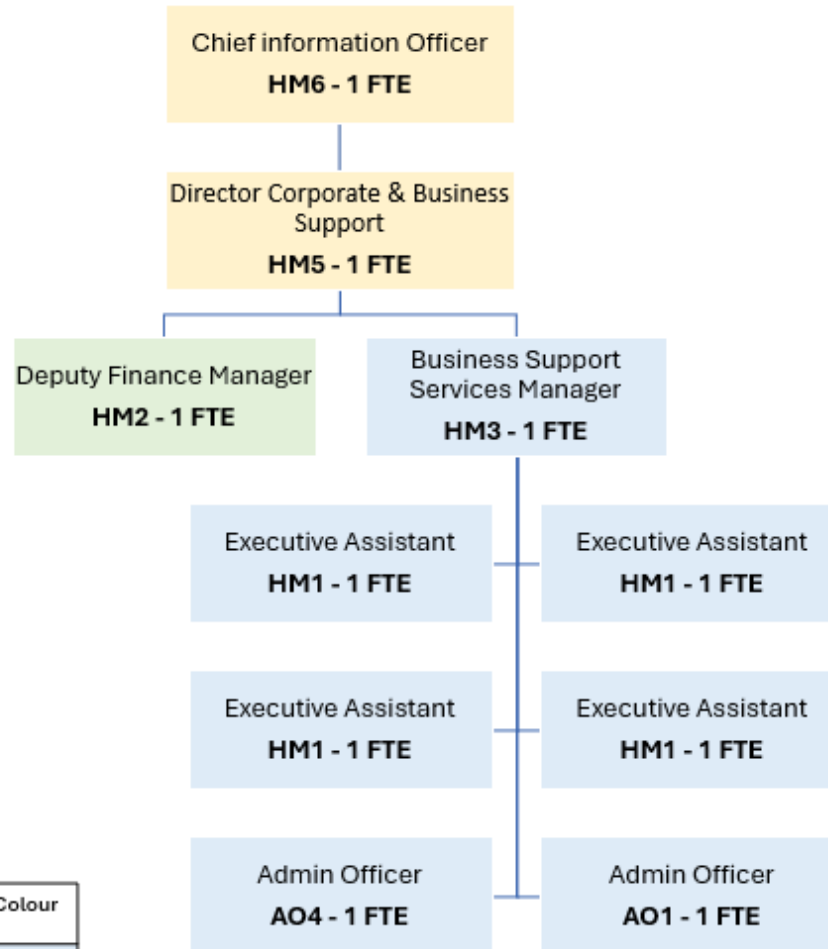
Key Meaning	Colour
Existing role: no change	Blue
Existing role: reporting line changing	Green
Existing role: direct reports change (added or removed)	Yellow
Role proposed for deletion	Grey



Key Meaning	Colour
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Existing role: reporting line changing	Green
Existing role: direct reports change (added or removed)	Yellow
Role proposed for deletion	Grey



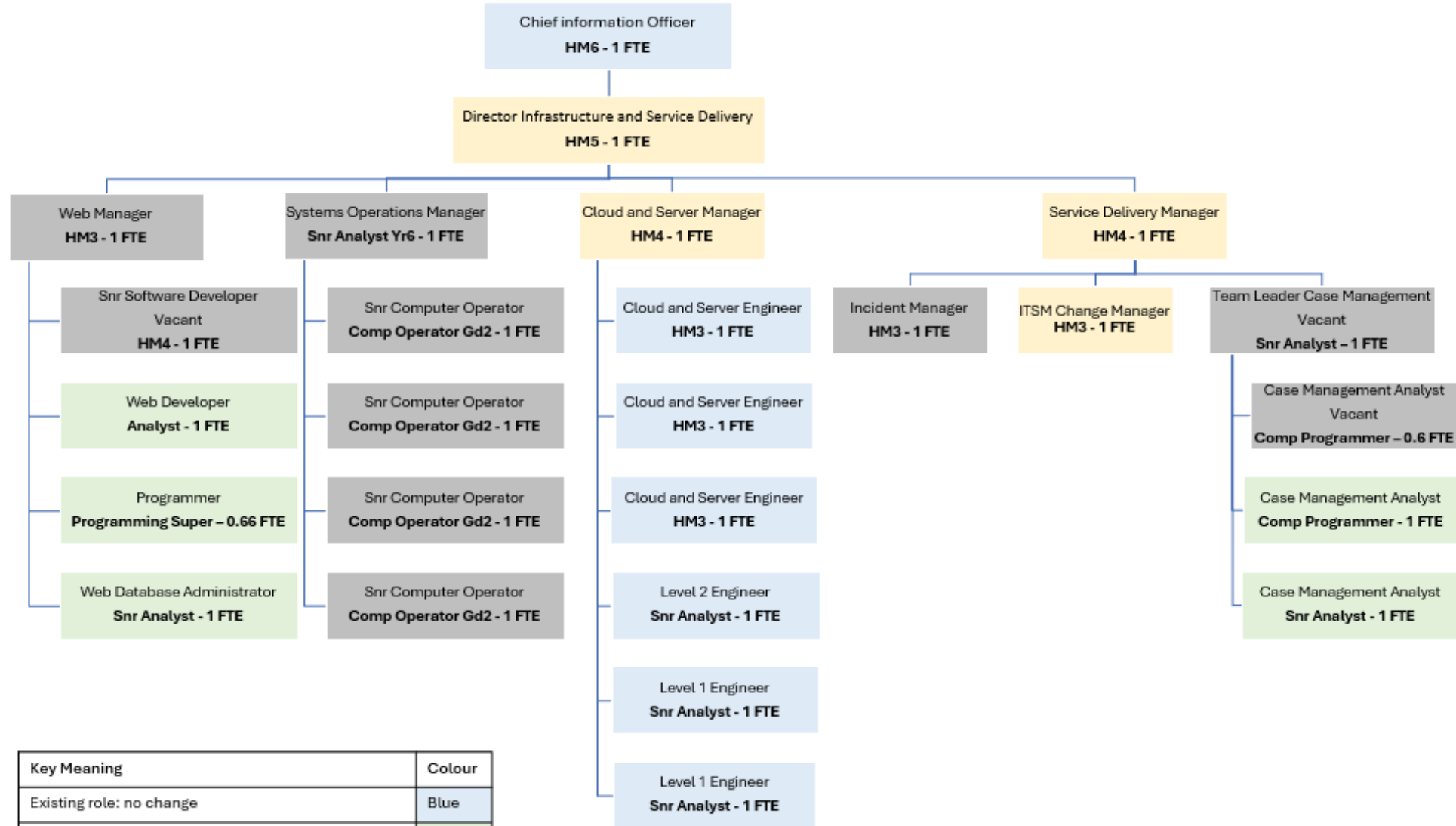
Key Meaning	Colour
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Existing role: reporting line changing	Green
Existing role: direct reports change (added or removed)	Yellow
Role proposed for deletion	Grey



Meaning	Colour
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Existing role: reporting line changing	Green
Existing role: direct reports change (added or removed)	Yellow
Role proposed for deletion	Grey

Current Structure
With Proposed Impacts

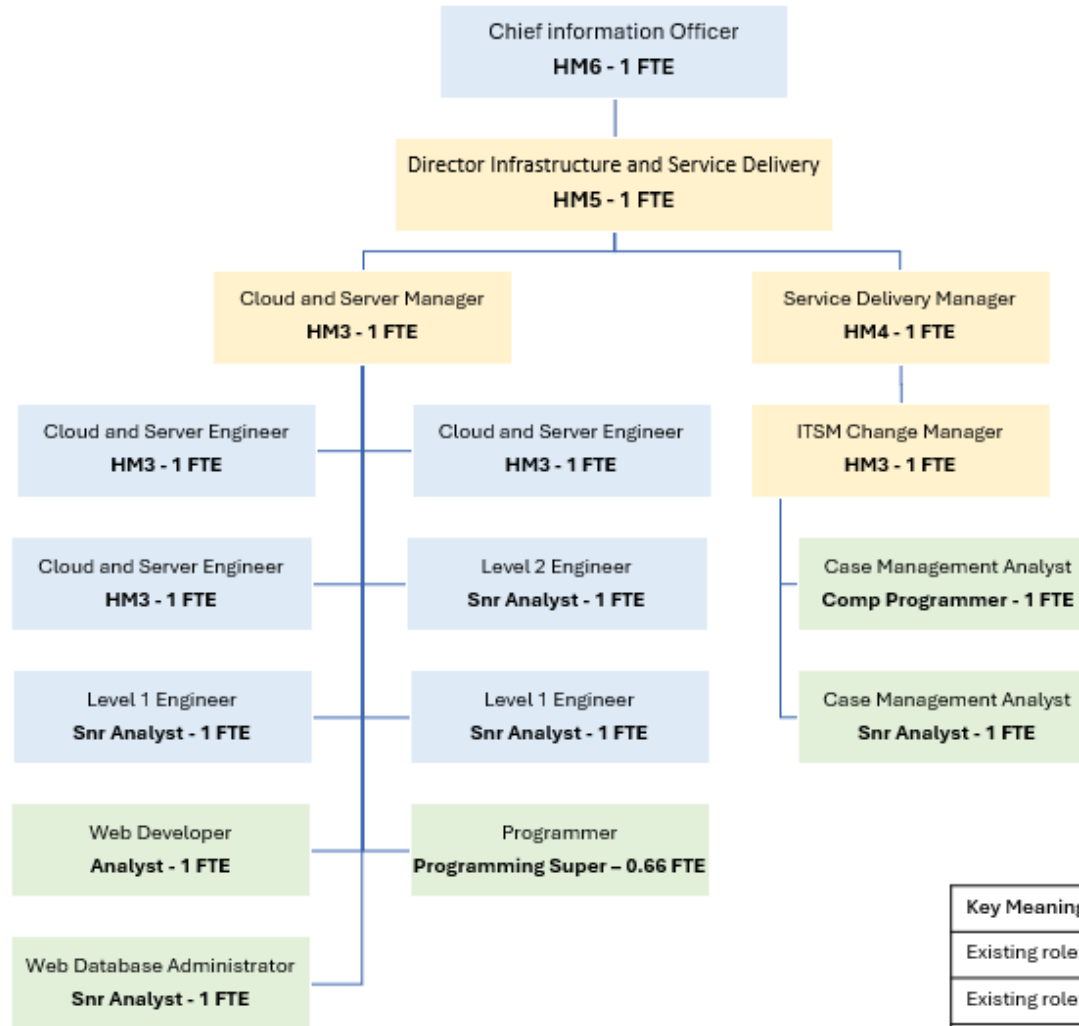
**Digital Health and Innovation
Organisational Chart**



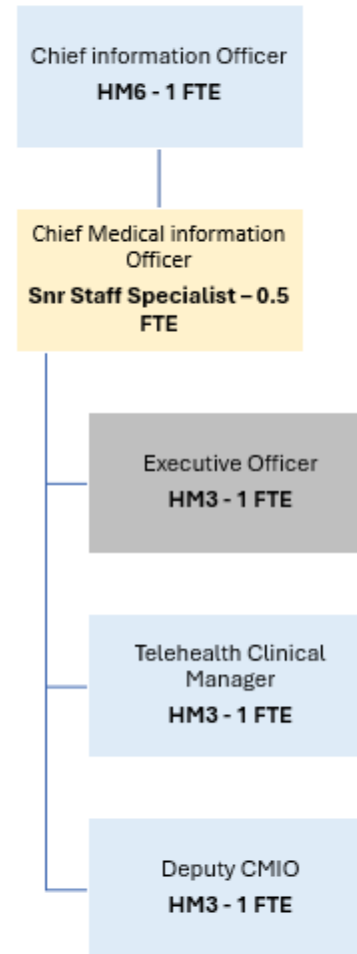
Key Meaning	Colour
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Existing role: reporting line changing	Green
Existing role: direct reports change (added or removed)	Yellow
Role proposed for deletion	Grey

Proposed Structure
After implementation

**Digital Health and Innovation
Organisational Chart**



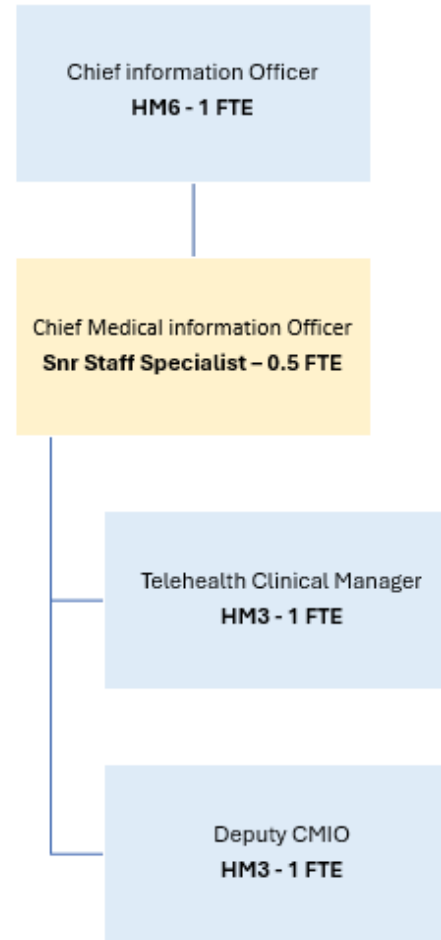
Key Meaning	Colour
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Existing role: reporting line changing	Green
Existing role: direct reports change (added or removed)	Yellow
Role proposed for deletion	Grey



Key Meaning	Colour
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Existing role: reporting line changing	Green
Existing role: direct reports change (added or removed)	Yellow
Role proposed for deletion	Grey

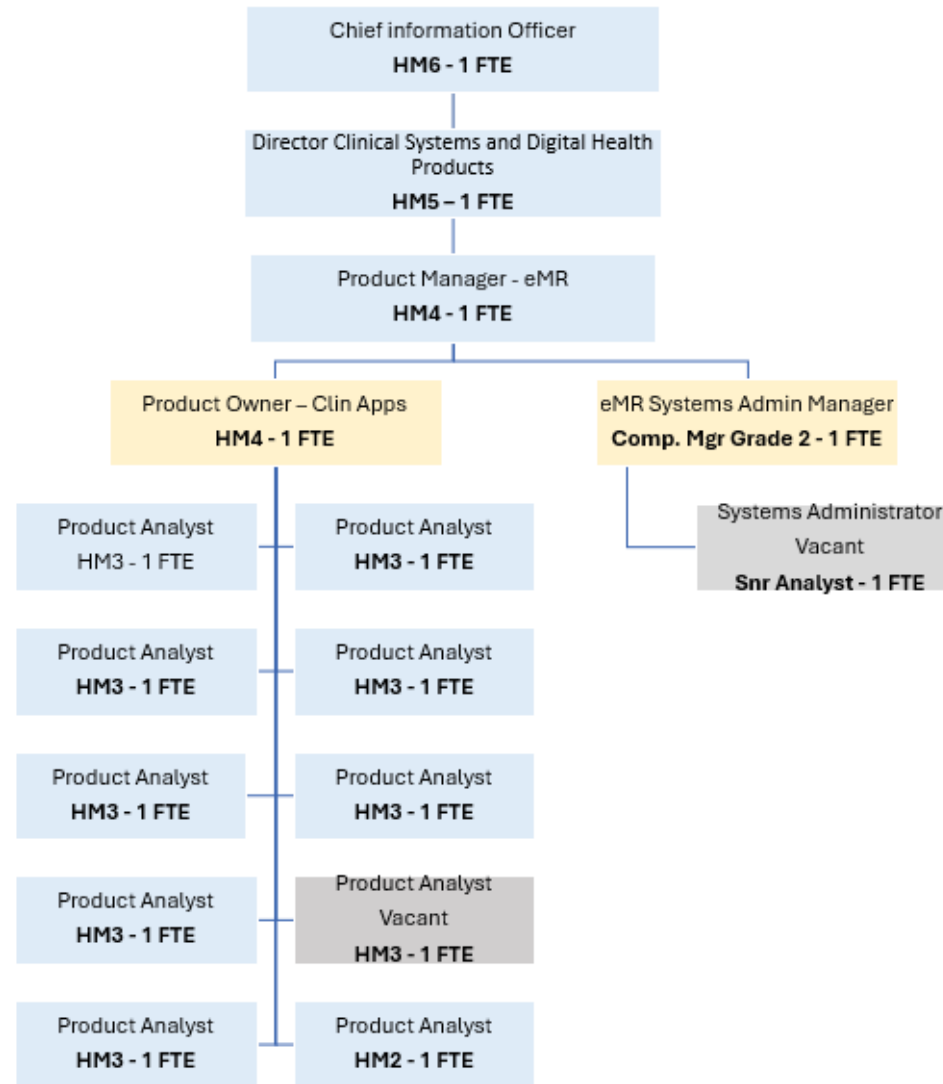
Proposed Structure
After implementation

**Digital Health and Innovation
 Organisational Chart**



Key Meaning	Colour
Existing role: no change	Blue
Existing role: reporting line changing	Green
Existing role: direct reports change (added or removed)	Yellow
Role proposed for deletion	Grey

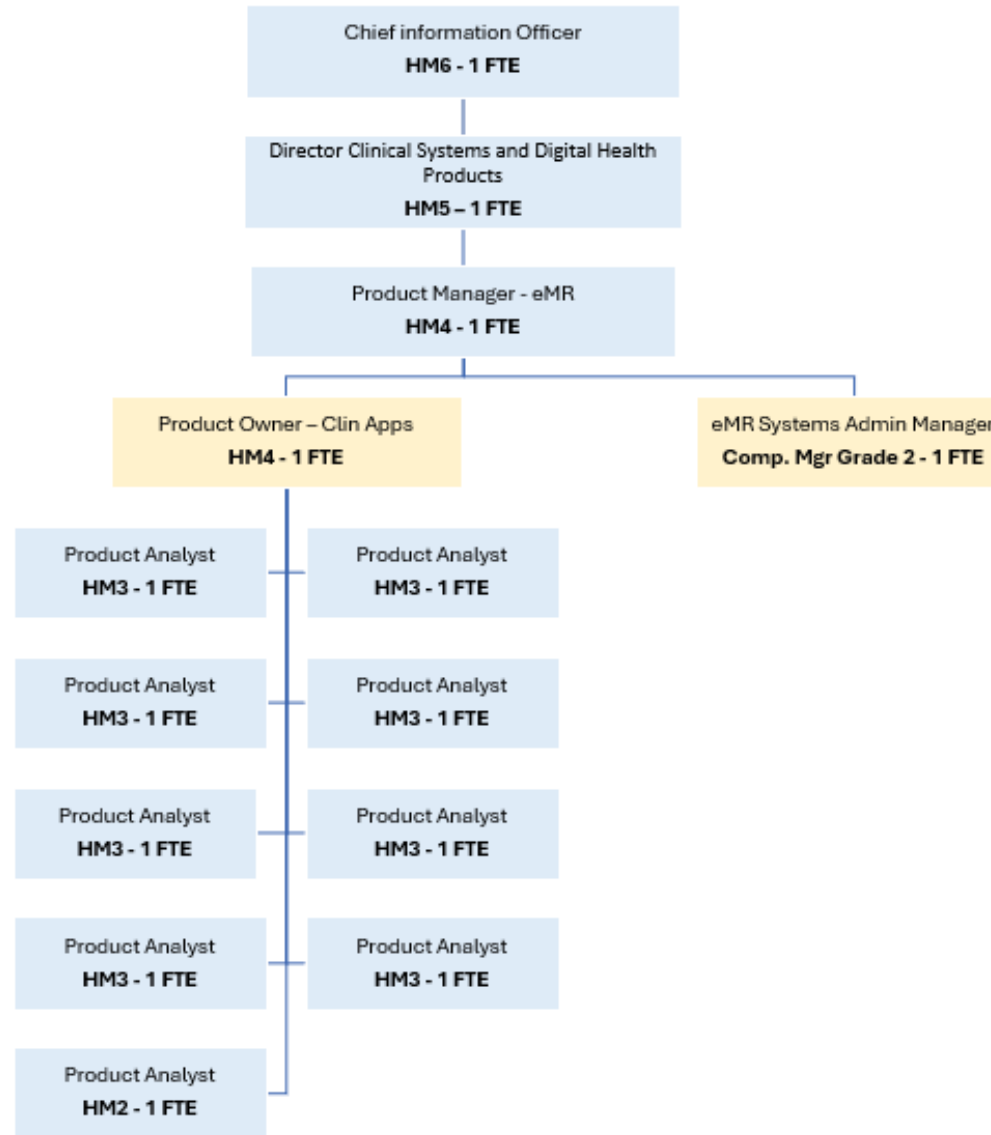
Digital Health and Innovation Organisational Chart



Key Meaning	Colour
Existing role: no change	Blue
Existing role: reporting line changing	Green
Existing role: direct reports change (added or removed)	Yellow
Role proposed for deletion	Grey

Proposed Structure
After implementation

**Digital Health and Innovation
Organisational Chart**



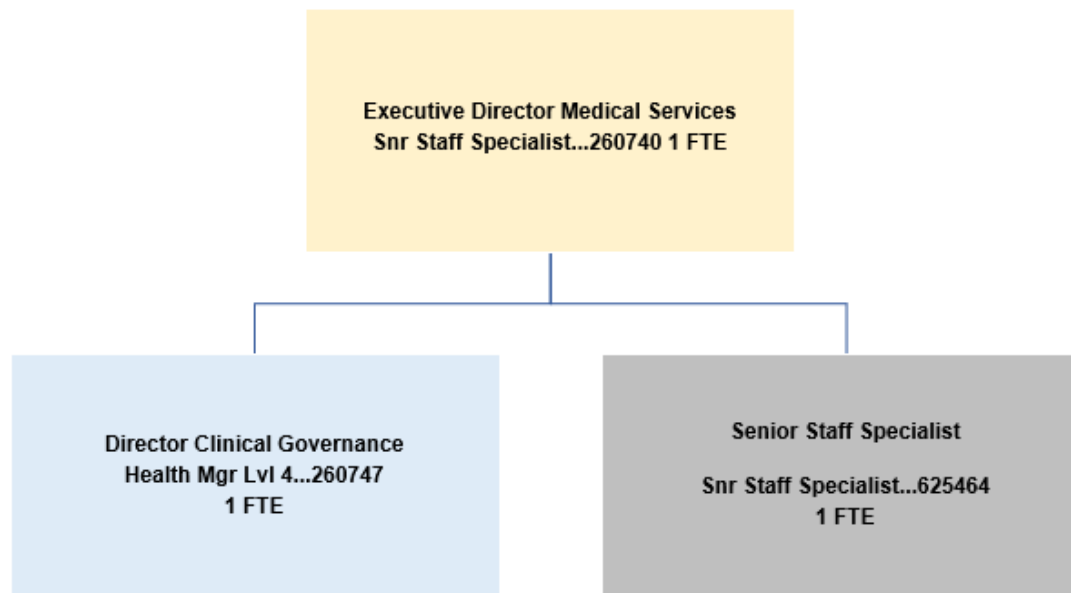
Key Meaning	Colour
Existing role: no change	Blue
Existing role: reporting line changing	Green
Existing role: direct reports change (added or removed)	Yellow
Role proposed for deletion	Grey

Proposed Impact: Digital Health and Innovation

Position Title	Classification	FTE	Nature of Change
Finance Manager	Health Manager 3	1.0	Deleted
Executive Officer	Health Manager 3	1.0	Reduction in FTE
Systems Operation Manager	Senior Analyst Year 6	1.0	Deleted
Snr Computer Operator	Senior Computer Operator Grade 2, Year 4	1.0	Deleted
Snr Computer Operator	Senior Computer Operator Grade 1, Year 4	1.0	Deleted
Snr Computer Operator	Senior Computer Operator Grade 1, Year 4	1.0	Deleted
Snr Computer Operator	Senior Computer Operator Grade 1, Year 4	1.0	Deleted (temporary appointment)
Snr Software Developer	Health Manager 4	1.0	Deleted (vacant position)
Web Manager	Health Manager 5	1.0	Deleted
Incident Manager	Health Manager 3	1.0	Deleted
Team Leader Case Management	Computer Programmer Year 6	1.0	Deleted (vacant position)
Case Management Analyst	Computer Programmer Year 6	0.6	Deleted (vacant position)
System Admin	Senior Analyst Year 6	1.0	Deleted (vacant position)
Associate Director Strategic Digital Initiatives	Health Manager 4	1.0	Deleted
Product Analyst	Health Manager 3	1.0	Deleted (vacant position)

Proposed Impact:

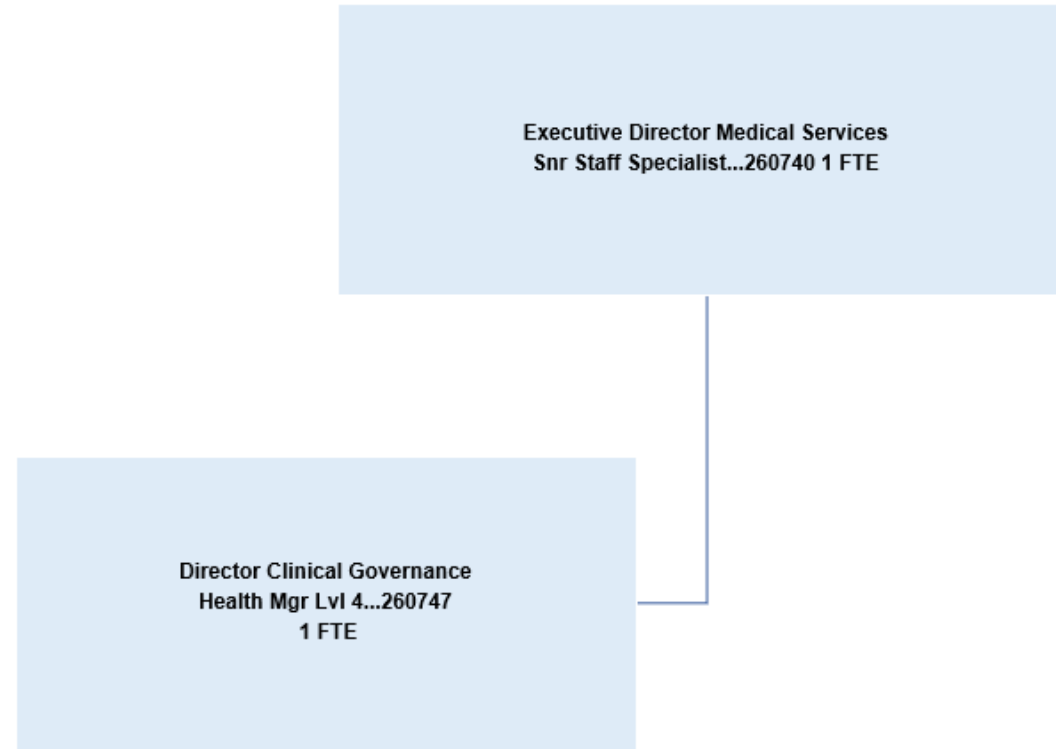
Clinical Governance Unit



Key Meaning	Colour
Existing role: no change	Blue
Existing role: reporting line changing	Green
Existing role: direct reports change (added or removed)	Yellow
Role proposed for deletion	Grey

Sydney Local Health District - January 2026

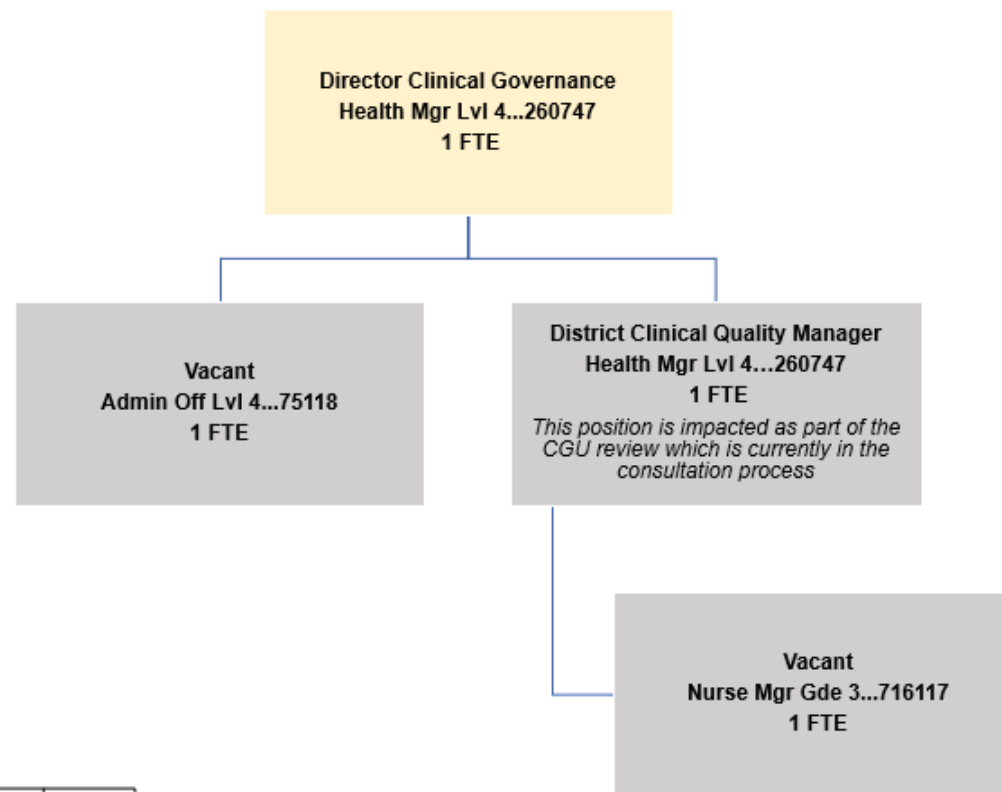
OFFICIAL: Sensitive – NSW Government



Key Meaning	Colour
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Existing role: reporting line changing	Green
Existing role: direct reports change (added or removed)	Yellow
Role proposed for deletion	Grey

Sydney Local Health District – February 2026

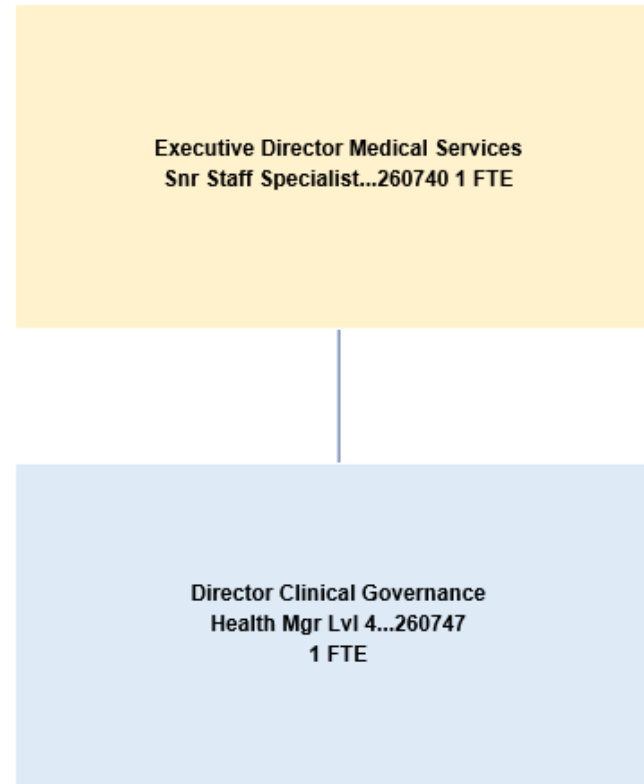
OFFICIAL: Sensitive – NSW Government



Key Meaning	Colour
Existing role: no change	Blue
Existing role: reporting line changing	Green
Existing role: direct reports change (added or removed)	Yellow
Role proposed for deletion	Grey

Sydney Local Health District – January 2026

OFFICIAL: Sensitive – NSW Government



Key Meaning	Colour
Existing role: no change	Blue
Existing role: reporting line changing	Green
Existing role: direct reports change (added or removed)	Yellow
Role proposed for deletion	Grey

Sydney Local Health District – February 2026

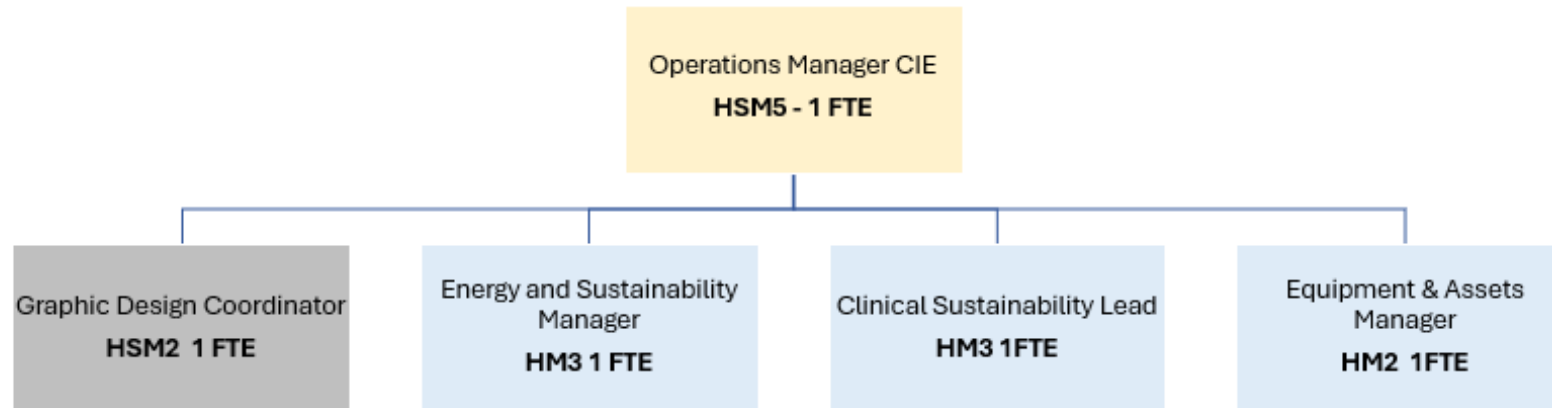
OFFICIAL: Sensitive – NSW Government

Proposed Impact: Clinical Governance Unit

Position Title	Classification	FTE	Nature of Change
Nurse Manager Blood Management	Nurse Manager 3	1.0	Deleted (vacant position)
CGU Administration Officer	Admin Officer L4	1.0	Deleted (vacant position)
Medical Administrator	Senior Staff Specialist	1.0	Deleted

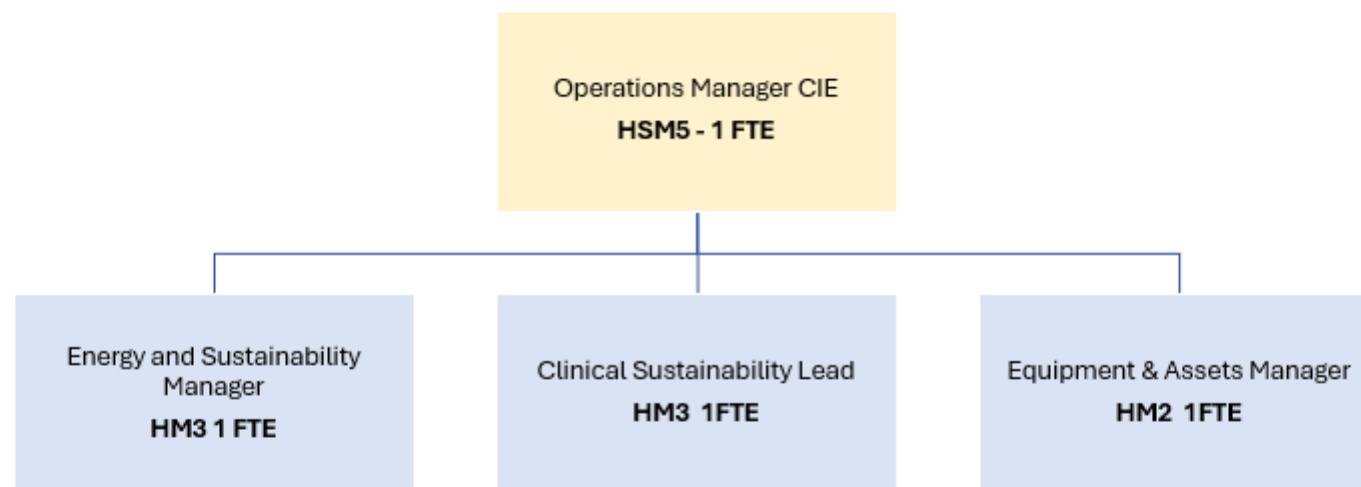
Proposed Impact:

Capital Infrastructure & Engineering (CIE)



Key Meaning	Colour
Existing role: no change	Blue
Existing role: reporting line changing	Green
Existing role: direct reports change (added or removed)	Yellow
Role proposed for deletion	Grey

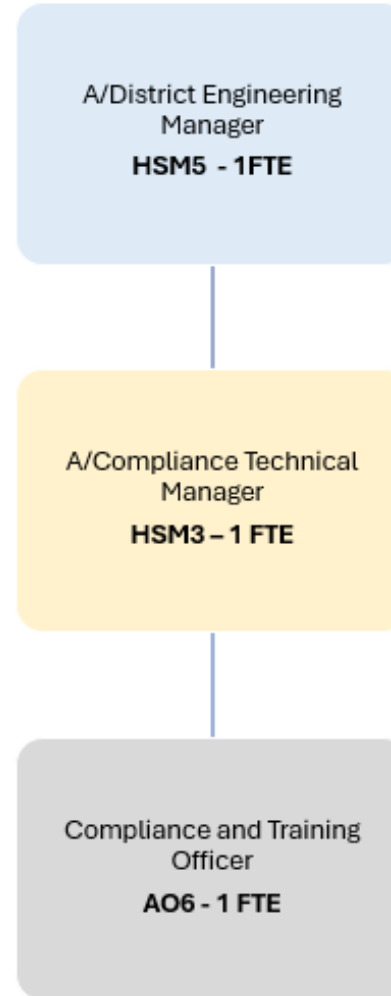
CIE Organisational Chart - Operations



Key Meaning	Colour
Existing role: no change	Blue
Existing role: reporting line changing	Green
Existing role: direct reports change (added or removed)	Yellow
Role proposed for deletion	Grey

Current Structure
With Proposed Impacts

CIE Organisational Chart - Compliance



Meaning	Colour
Existing role: no change	Blue
Existing role: reporting line changing	Green
Existing role: direct reports change (added or removed)	Yellow
Role proposed for deletion	Grey

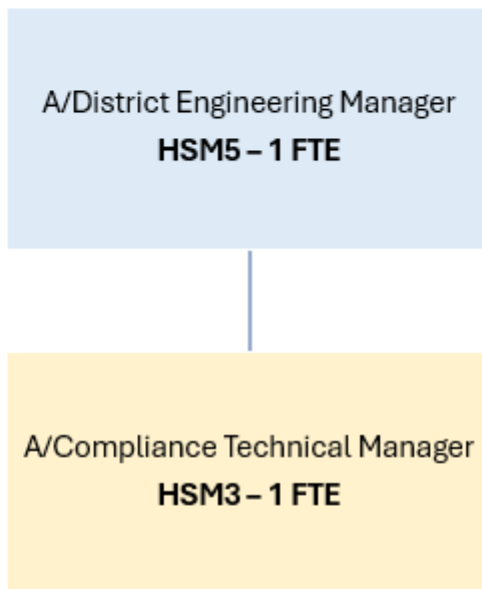
Proposed Structure

After implementation

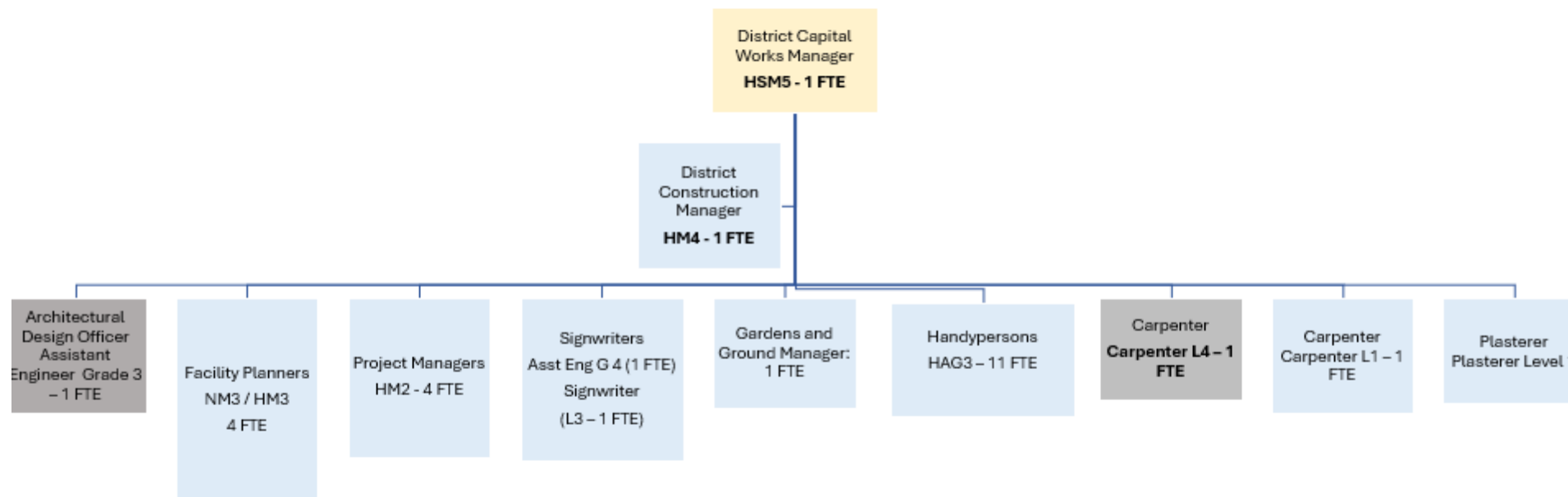
CIE Organisational Chart - Compliance



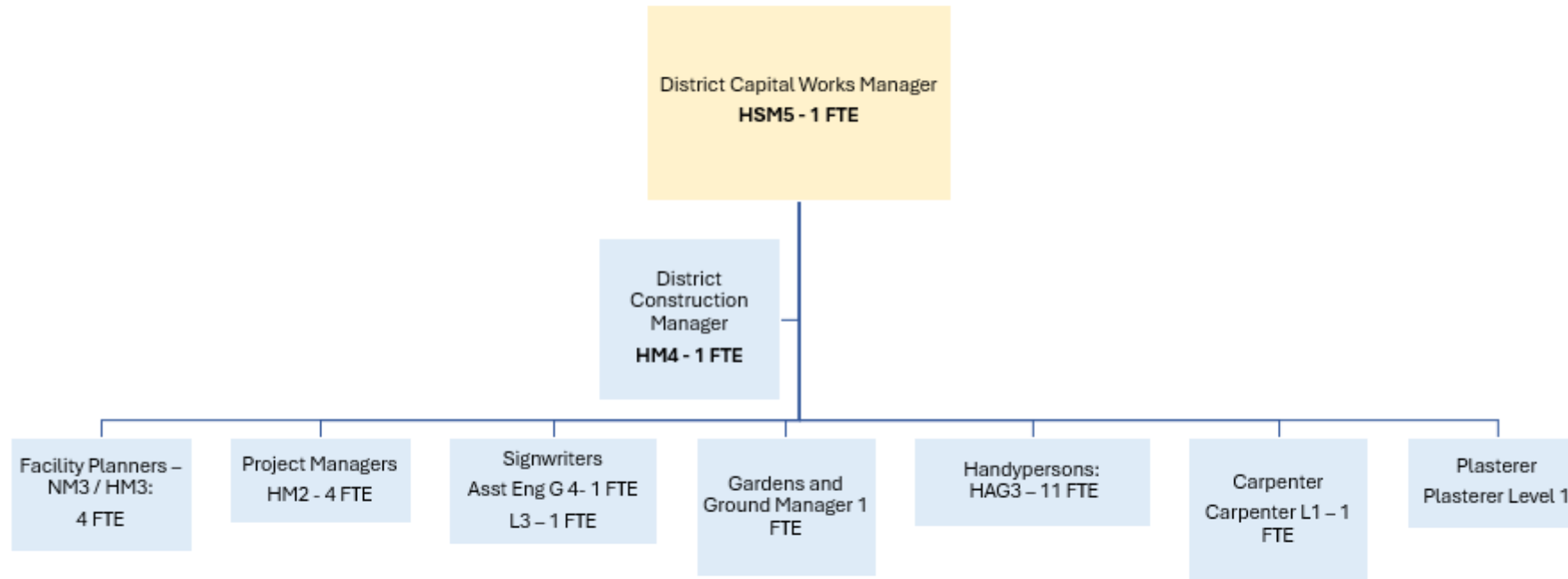
Sydney
Local Health District



Meaning	Colour
Existing role: no change	Blue
Existing role: reporting line changing	Green
Existing role: direct reports change (added or removed)	Yellow
Role proposed for deletion	Grey

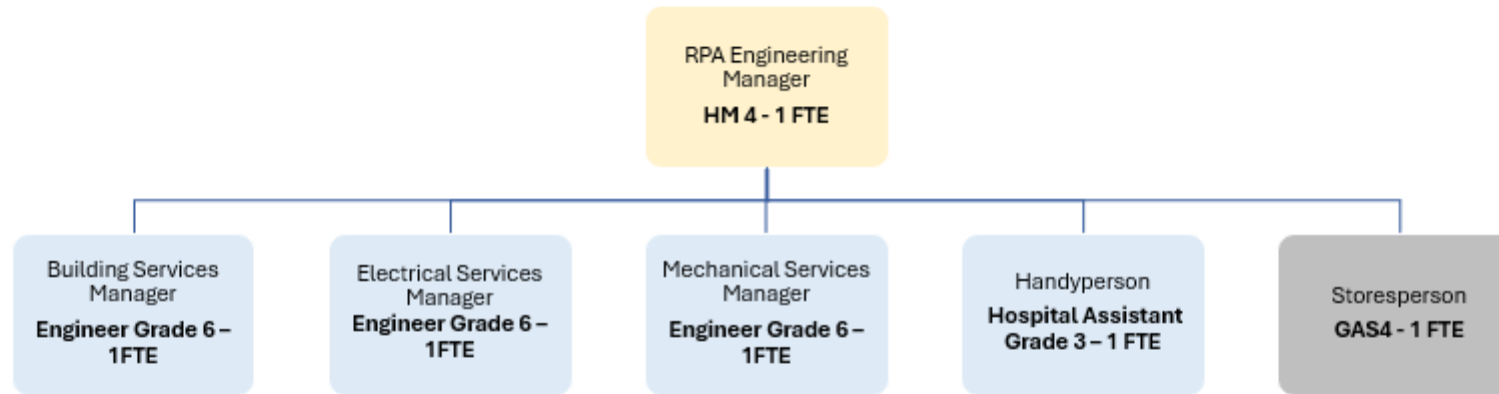


Key Meaning	Colour
Existing role: no change	Blue
Existing role: reporting line changing	Green
Existing role: direct reports change (added or removed)	Yellow
Role proposed for deletion	Grey



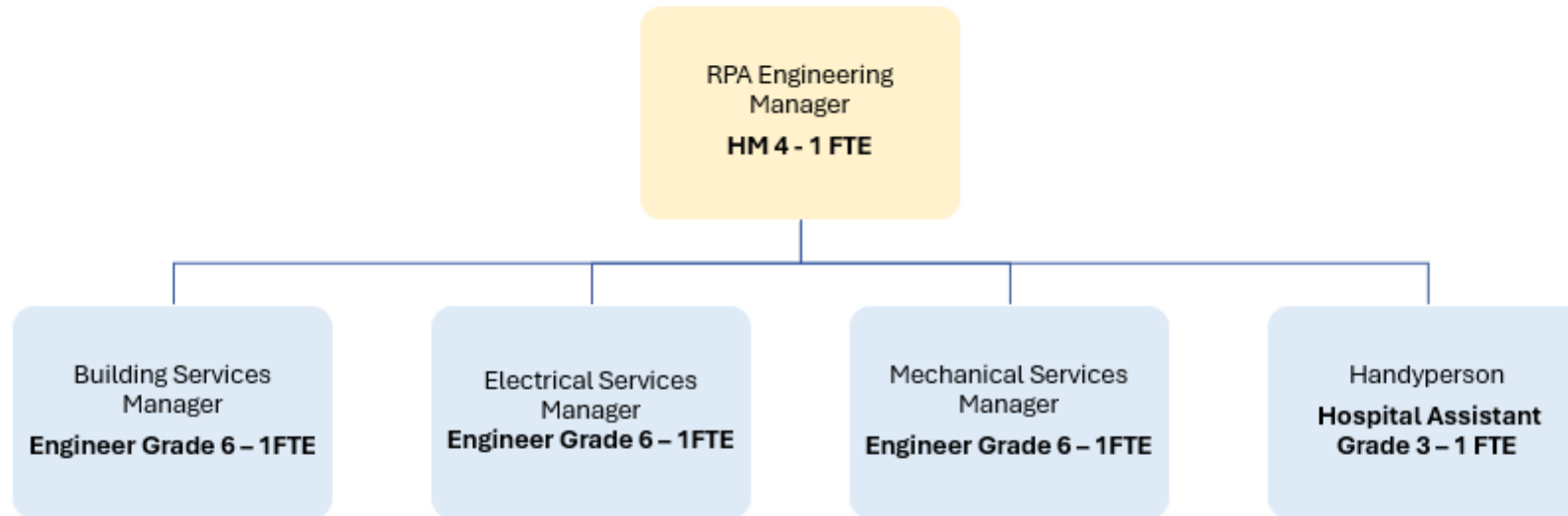
Key Meaning	Colour
Existing role: no change	Blue
Existing role: reporting line changing	Green
Existing role: direct reports change (added or removed)	Yellow
Role proposed for deletion	Grey

CIE Organisational Chart – RPA Engineering



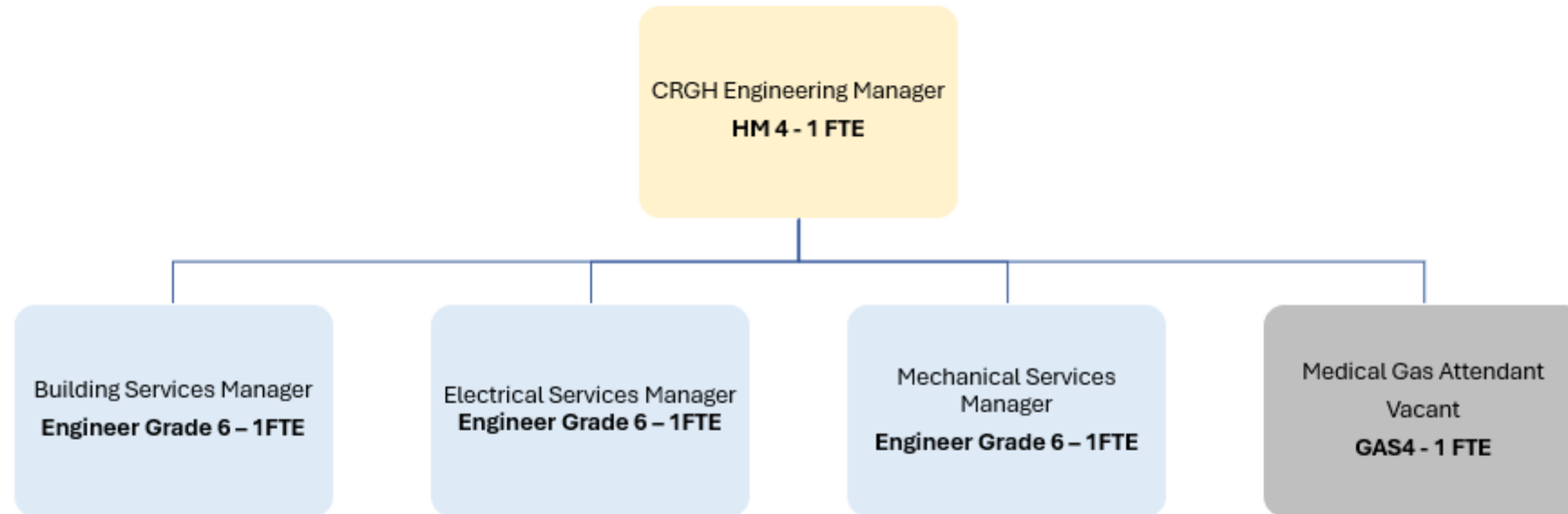
Key Meaning	Colour
Existing role: no change	Blue
Existing role: reporting line changing	Green
Existing role: direct reports change (added or removed)	Yellow
Role proposed for deletion	Grey

CIE Organisational Chart – RPA Engineering



Key Meaning	Colour
Existing role: no change	Blue
Existing role: reporting line changing	Green
Existing role: direct reports change (added or removed)	Yellow
Role proposed for deletion	Grey

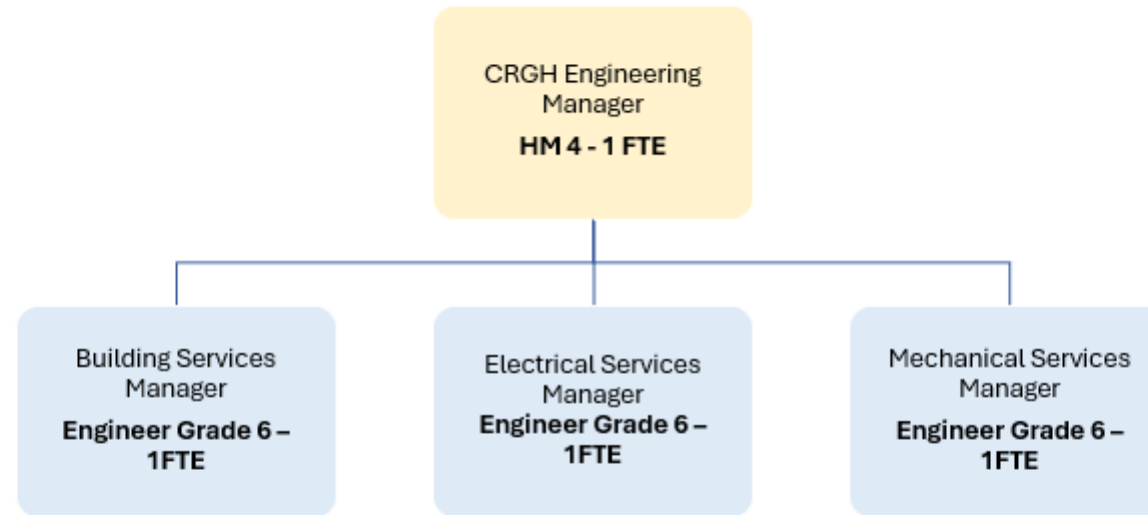
CIE Organisational Chart – CRGH Engineering



Key Meaning	Colour
Existing role: no change	Blue
Existing role: reporting line changing	Green
Existing role: direct reports change (added or removed)	Yellow
Role proposed for deletion	Grey

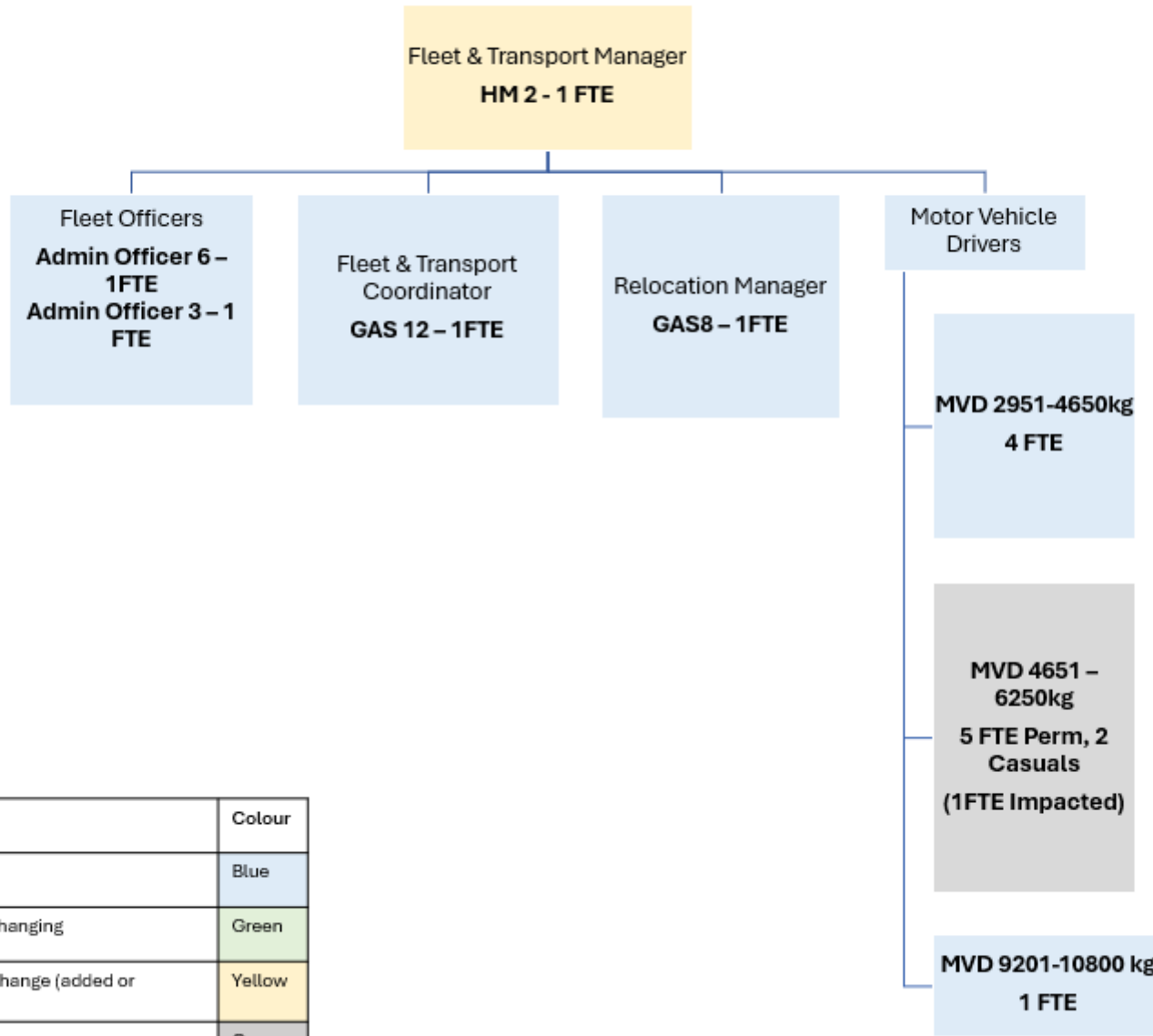
Proposed Structure After implementation

CIE Organisational Chart – CRGH Engineering



Key Meaning	Colour
Existing role: no change	Blue
Existing role: reporting line changing	Green
Existing role: direct reports change (added or removed)	Yellow
Role proposed for deletion	Grey

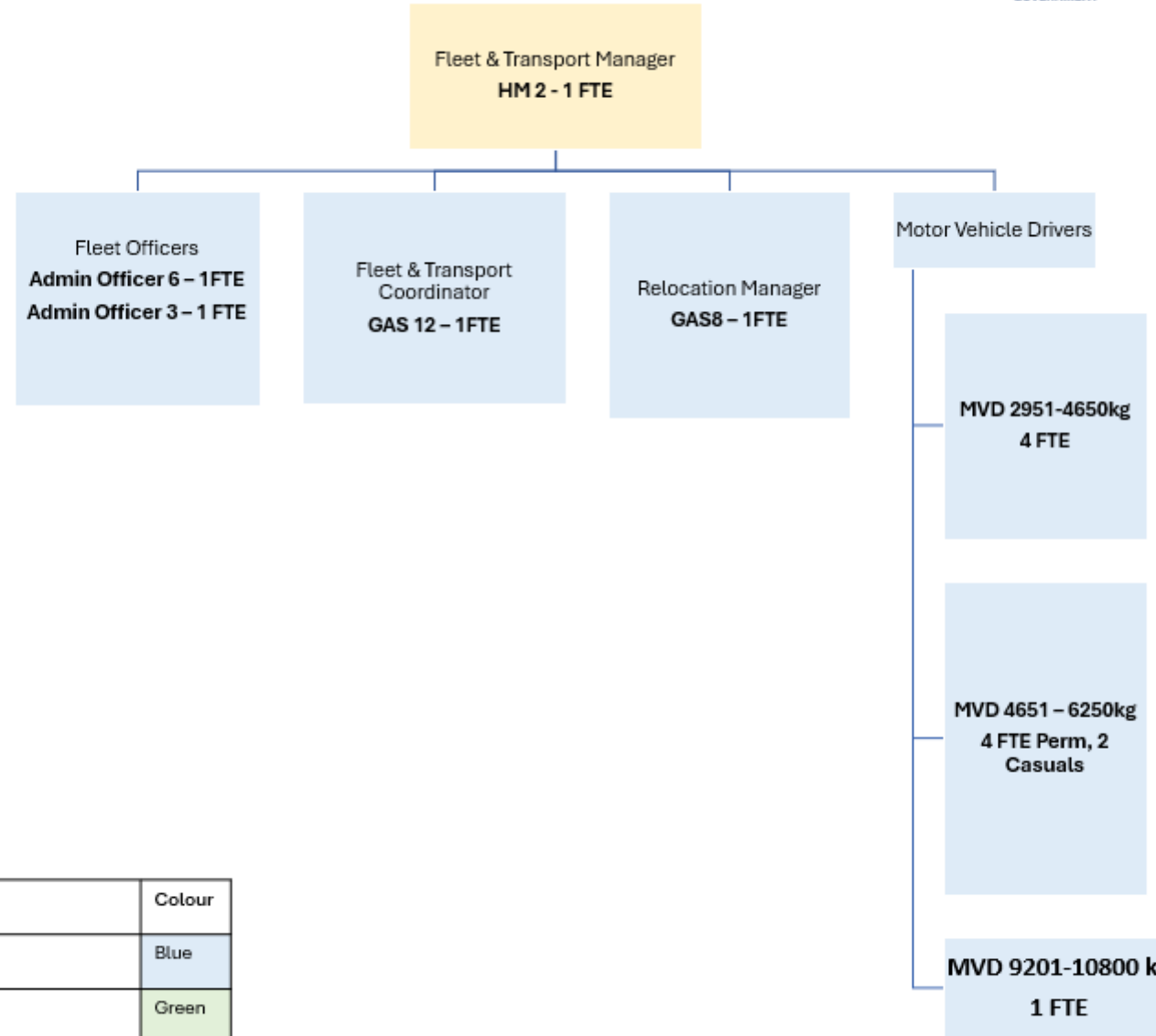
Sydney Local Health District – February 2026



Key Meaning	Colour
Existing role: no change	Blue
Existing role: reporting line changing	Green
Existing role: direct reports change (added or removed)	Yellow
Role proposed for deletion	Grey

Proposed Structure
After implementation

CIE Organisational Chart – Fleet & Transport



Key Meaning	Colour
Existing role: no change	Blue
Existing role: reporting line changing	Green
Existing role: direct reports change (added or removed)	Yellow
Role proposed for deletion	Grey

Proposed Impact: CIE

Position Title	Classification	FTE	Nature of Change
Graphic Design and Signage Coordinator	Health Manager Level 2	1.0	Deleted
Compliance and Training Officer	Administrative Officer Level 6	1.0	Deleted
Architectural Design Officer	Assistant Engineer Grade 3	1.0	Deleted
Storeperson	General Administrative Staff Level 4	1.0	Deleted
Carpenter	Carpenter Level 4	1.0	Deleted
Medical Gas Attendant	General Administrative Staff Level 4	1.0	Deleted (vacant position)
Motor Vehicle Driver	Motor Vehicle Driver (4651–6250kg)	1.0	Deleted (vacant position)

Consultation Plan

Consultation Process

SLHD is now commencing a formal consultation period of four (4) weeks. All employees and unions are invited to provide feedback on the proposal

Consultation will be undertaken in accordance with:

- Industrial Consultative Arrangements (PD2024_001)
- Managing Excess Staff of the NSW Health Service (PD2012_021)
- Restructuring Policy and Procedures (PD2013_042)
- the NSW Government Workforce Mobility Placement and Employee Transition Policy
- applicable NSW Health Awards and industrial instruments

Consultation will involve:

- impacted employees
- relevant unions, including the Health Services Union (HSU), Australian Salaried Medical Officers Federation (ASMOF) and NSW Nurses & Midwives' Association (NSWNMA)
- local managers and workforce representatives

Employees whose positions are proposed to be impacted will be contacted to arrange an individual meeting where the proposal and process will be explained. Employees may bring a support person to these meetings.

No final decisions will be made until consultation has concluded and feedback has been considered.

Timetable

The below outlines the key phases of the consultation and redeployment process.



Workforce Mobility Placement (WMP) Program

The NSW Government Workforce Mobility Placement (WMP) Program supports affected permanent employees to secure suitable ongoing roles across the NSW Public Sector.

Key features:

- Affected staff are assessed for suitable roles before they are advertised.
- Matching occurs across all NSW Public Sector agencies.
- Appointments can occur at any time within the 8 week redeployment period.
- Each employee will receive support from a dedicated Case Manager. Case Managers will be assigned only after consultation concludes and where a position is confirmed as deleted.

The objective is to retain skilled employees within government wherever possible.

Support for Staff

Supporting staff through this process is a priority for Sydney Local Health District. A range of supports are in place to ensure employees are informed, supported and treated with care throughout consultation and, where applicable, following consultation.

During the consultation period, employees whose positions are proposed to be impacted will be supported through the following measures:

- Individual consultation meetings to explain the proposal, outline the process and answer questions
- The option to bring a support person to individual meetings
- Access to clear written information, including this Consultation Pack, FAQs and supporting materials
- A dedicated intranet page is available and will be updated throughout the consultation period with key information, FAQs and supporting resources.
- The opportunity to provide feedback on the proposal during the consultation period
- Access to Workforce and People & Culture support to clarify process, timelines and next steps
- Ongoing access to the Employee Assistance Program (EAP) for confidential counselling and wellbeing support

No final decisions will be made during the consultation period. Feedback received will be reviewed and considered before any outcomes are confirmed.

Support following consultation

If, following consultation, a position is confirmed as deleted and an individual is formally deemed affected:

- A dedicated Case Manager will be assigned to provide tailored support
- Assistance will be provided to explore internal redeployment opportunities within SLHD
- Affected permanent employees will be considered for suitable roles prior to external advertising

The District's focus is on retaining skilled employees in ongoing government employment wherever possible.

Employee Assistance Program

All employees can access confidential support through the Employee Assistance Program (EAP), including counselling and wellbeing services.

To arrange an appointment:

Online: <https://clientportal.zandahealth.com/clientportal/slhdeap>

Email: slhd-eap@health.nsw.gov.au

Phone: 02 9515 9680

How to Give Feedback

You are encouraged to provide feedback, ask questions or raise concerns during the consultation period.

Feedback can be submitted in writing to:

SLHD-OfficeoftheExecutiveDirectorPeopleandCulture@health.nsw.gov.au

Feedback closes at **5:00 pm** on **Sunday, 15 March 2026**.

All feedback received will be reviewed and considered before SLHD makes any final decisions on the proposal.

Thank You & Next Steps

Thank you for taking the time to review this Consultation Pack.

We appreciate your engagement and the contribution you make to SLHD.

Next steps:

- The consultation period is now open and will run for four (4) weeks.
- Staff and unions are invited to submit feedback or questions.
- All feedback will be reviewed and may inform adjustments to the proposal.
- Following consultation, the final proposal will be considered by the Chief Executive.
- Staff will then be advised of the outcome and, where relevant, next steps for redeployment.

Contact

SLHD-OfficeoftheExecutiveDirectorPeopleandCulture@health.nsw.gov.au