

**Q: Why is MHNSW proposing a divisional realignment?**

A: To better support the delivery of our Strategy 2025-30 by improving alignment, collaboration and service delivery across the organisation.

**Q: What is the overall goal of this proposed realignment?**

A: To ensure MHNSW is structured in a way that enables greater strategic clarity, operational effectiveness and responsiveness to staff and stakeholders.

**Q: How does this proposed realignment differ from previous changes?**

A: This realignment represents the next stage in MHNSW's evolution. While previous changes have been in response to emerging needs, this is a deliberate, organisation-wide review that aligns our structure with the long-term strategic direction set out in the MHNSW Strategy 2025–30.

**Q: Will anyone lose their job as part of this proposed realignment?**

A: No. Our Band 2 Chief Operating Officer role will be removed from our structure, but that role will be vacant at the time of the realignment, as its current occupant finishes their secondment on 30 September 2025 and returns to their substantive role in another department.

**Q: Will my current role or team change?**

A: Some reporting lines and division names may change. Any specific impacts on roles are outlined in the Change Management Plan and Role Descriptions.

**Q: Will I need to re-apply for my role?**

A: No. The proposed changes do not require staff to reapply for their current role. Vacant Executive roles will be recruited via a comparative recruitment process.

**Q: How will the Executive roles be filled under the proposed realignment?**

In cases where a division is being renamed, but its core functions remain largely the same, the relevant Executive will continue in their role with a new role title and some minor edits to their position description.

Where a Band 1 Executive role is vacant, an internal Expression of Interest (EOI) will be undertaken to fill the role on a temporary basis. A full comparative recruitment process will be undertaken in accordance with the Government Sector Employment legislation.

**Q: Will there be further changes beyond this divisional realignment?**

A: The current focus is on realigning MHNSW's divisional structure to ensure we are well positioned to deliver our Strategy 2025–2030. While no immediate team-level changes are proposed as part of this realignment, further adjustments could be considered in the future as necessary to support implementation, improve coordination or respond to operational needs. Any such changes would involve consultation with affected staff in line with MHNSW and NSW Government processes.

**Q: How can I provide feedback on the proposed structure?**

A: You can submit written feedback via email ([humanresources@mhnsw.au](mailto:humanresources@mhnsw.au)). Further detail about the consultation process is available via the Change Hub.

**Q: What is the timeframe for consultation?**

A: Consultation runs from Friday 5 September to 5pm on Friday 19 September 2025.

**Q: Have the PSA been consulted?**

The PSA have been made aware of the Divisional Realignment, a representative has been invited to the All Staff Meeting and the change documents will be shared with them.

**Q: Can casual, part time and contingent workers provide feedback?**

A: Yes. All workers are encouraged to provide feedback as part of the consultation process.

**Q: Will staff feedback be considered?**

A: Yes. All feedback will be reviewed before finalising the realignment. The goal is to strengthen the proposal through your input.

**Q: What is the timeframe for implementation?**

It is planned for the implementation of the finalised Divisional Realignment to commence in October 2025.

**Q: Who can I speak to if I'm feeling uncertain or need support?**

A: Your manager, Director, People & Culture and the Employee Assistance Program (EAP) are available to support you throughout the process.

**Q: What happens after consultation closes?**

A: Feedback will be reviewed, adjustments made as required, final decisions will be communicated and any transition or implementation steps will be managed carefully and transparently.

**Q: Where can I find more information?**

A: All relevant documents are available via the Change Hub on MHNSW Workspaces.