

29 April 2024

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

By email: secretary@hsu.asn.au

Proposal for Workforce Change Consultation: Trial Shift Line Adjustment at NSW Health Pathology John Hunter Hospital – Clinical Chemistry

Dear Mr. Hayes

I am writing to formally announce the commencement of the consultation process regarding a proposed workforce change at John Hunter Hospital's Clinical Chemistry department.

The proposal entails initiating a trial of a single shift line change within Clinical Chemistry at JHH. Currently, our department operates on a 24/7 basis with the following roster lines:

- 0700-1530 (morning shift)
- 0800-1630 (day shift)
- 1015-1845 (mid-shift)
- 1600-0030 (afternoon shift)
- 0000-0800 (night shift)

The proposed trial suggests removing the mid-shift line, which currently comprises one staff member, and place this staff member on the afternoon shift line which currently comprises of two staff members for shifts occurring Monday to Friday.

This proposed three month trial aims to address a noticeable shift in workflow within the Clinical Chemistry Laboratory. Recent data analysis indicates an increased workload between 4 pm and 10 pm, with the peak workload now occurring at 5 pm compared to 2 pm in previous years. This shift is attributed to changes in courier run times and evolution in referral pathways.

Initial discussions with Clinical Chemistry staff have shown majority support for commencing this trial. We also seek feedback from the Health Services Union and its members.

The trial is scheduled to commence with the next roster period starting on 6 May 2024. Additionally, I will be reaching out to Matthew Ramsay, the local HSU organiser, to arrange monthly check-in meetings as part of the trial.

We welcome your thoughts and invite you to schedule a meeting to discuss this proposal further by close of business on 15 May 2024.

Thank you for your attention, understanding, and collaboration as we endeavor to enhance services for our community.

Kind regards,



Tarquin Pollock
Associate Director Human Resource Operations, Regional

NSW Health Pathology