

Hospital Scientists August Update

Dear Member,

In the last few months, fantastic and committed Hospital Scientists across the state have convened to commence the important and difficult work of improving your workplace conditions.

The purpose of these meetings was:

- Discuss the HSU's formal response to NSW Health Pathology's recently amended application to vary the awards which cover Hospital Scientists.
- Research and endorse the HSU's position on areas of priority award reform.
- Develop and explore evidence for the HSU's response to NSW Health Pathology's applications to amend the awards.
- Research and discuss the implications of HSU state-wide claims in relation to Technical Officer and Hospital Scientist progression.

The Committee endorsed a continued opposition to the NSW Health Pathology's proposed application to vary the award because of the following concerns (among others):

1. Failure to consult with the HSU and its members in amending the awards;
2. the formation of a fixed view prior to consultation commencing;
3. the discretion afforded to NSWHP in relation to qualifications;
4. the discretion afforded to NSWHP in relation to laboratory complexity;
5. changes to the qualification requirements of Principal Hospital Scientists;
6. changes to the qualification requirements of Hospital Scientists;
7. creation of a two-stream system for Hospital Scientists;
8. implementing professional qualification requirements through an award variation application;
9. incorrect assessment of the pay rate equivalencies;
10. multiple positions worse off in respect of pay; and
11. reduction in the number and proportion of Hospital Scientists in pathology laboratories

The Committee endorsed continuing negotiations with NSW Health Pathology in relation to their application to amend the awards to see if common ground can be reached. The Committee remains ready and willing to return to the litigation opposing the application if NSW Health Pathology fail to properly engage or address the serious concerns outlined above.

The HSU negotiating team attended two meetings with NSW Health Pathology during August. The Negotiating team which attended was Ayshe Lewis (Director Industrial and Employee Services), Jeremy Lappin (Industrial Officer HSU) and three Hospital Scientist delegates who were appointed by Committee members, including members from NSW Health Pathology and non-NSW Pathology, Regional and Metropolitan laboratories. To provide a full update and seek further instruction from you, we will hold a State-wide zoom meeting in September. Please keep an eye out for a newsletter confirming the time and date.

If there is a collective issue impacting Hospital Scientists that you'd like the Committee to explore or issues you'd like placed on the agenda for the next committee meeting, please contact HSU Industrial Officer Blake Adair-Roberts on Blake.adair-roberts@hsu.asn.au.

Not a member of the HSU? Now is time to join and have your say! You can join online at www.hsu.asn.au/join or call 1300 HSU NSW and join over the phone.

A union's effectiveness and negotiation power depends on the strength and density of its membership base. Join your work colleagues today by becoming a member of the Health Services Union and help us continue to protect and improve your working life.

In unity,

A handwritten signature in black ink, appearing to read 'Gerard Hayes', with a long, sweeping underline.

Gerard Hayes
Secretary, HSU NSW/ACT/QLD