



Mr Gerard Hayes
Secretary
Health Services Union NSW
Level 2, 109 Pitt Street
SYDNEY NSW 2000
by e-mail: Linda.zutitis@hsu.asn.au

Dear Mr Hayes,

RE: Central Acute Services Building (CASB) recruitment

I am writing in response to your e-mailed correspondence dated 29 January, 2021, relating to concerns over staffing levels in time for the projected opening date of the Central Acute Services Building (CASB) on 17 February, 2021.

I acknowledge and understand the concerns expressed in your correspondence and wish to assure the Health Services Union (HSU) and your members that staff and patient safety is of paramount importance to Western Sydney Local Health District (WSLHD). This includes ensuring that all staff current and incoming are provided with the appropriate training and orientation to the CASB building. WSLHD would not do anything to jeopardise patient care or place any of our staff or patients' safety at risk.

As you are aware, WSLHD has been consistently consulting with the HSU on the Westmead Redevelopment Project. Since 25 August, 2020, Westmead Executive have been holding regular fortnightly CASB consultation meetings with the unions, including Brendan Roberts and Greg O'Donohue from the HSU. This forum has provided a platform for open/transparent communication and the ability for any concerns or issues to be discussed, managed and addressed. I would acknowledge the good-will and co-operation of all parties in the effective and efficient resolution of any identified concerns.

WSLHD has employed numerous key recruitment strategies related to the opening of the CASB - including the provision of conditional offers of employment which will enable us to bring people on as soon as possible to undertake training. I am satisfied that with the fast-tracking of the recruitment processes which is currently underway, appropriate staff levels and training will be in place for the scheduled opening of the building on 17 February, 2021.

In this regard, I can confirm the following recruitment actions that are already occurring in respect of HSU staffing coverage, i.e. the appointment so far of

- 22 cleaning staff
- 12 Security Officers with a further 2 on eligibility list
- 21 Orderlies
- 2 Supply & Distribution staff
- 2 Switchboard operators
- 3 Imaging Clerks
- 4 Imaging professionals
- 20 Radiographer appointments
- 1 Medical Physics

as well as the advertisement and interviews of various Pharmacy positions including; technicians, Hospital Assistants and Pharmacy Assistants.

In addition, through our targeted recruitment strategy via the Aboriginal Employment Service, we have 15 candidates who have already commenced their training for cleaning/orderly roles last week.

Further recruitment in the above categories to fill vacancies arising and for the ongoing stages of the new building continues to occur.

I would also reassure the HSU that WSLHD has in place appropriate measures to ensure that staff are provided with safe rostering practises. All rosters including any overtime are Award compliant and have been currently development in consultation with key managers and staff. Furthermore, the LHD has a large casual pool of staff employed in varying classifications – these individuals can be called upon to provide relief to work areas to enable new employees to participate and engage in mandatory training and other orientation activities where appropriate.

As such, I thank the HSU for their on-going engagement in this process. I look forward to continuing our discussions in the next consultative meeting scheduled for 10 February, 2021.

If you have any further queries in relation to this matter, please contact Ms Kristin Adair, Director Human Resources, Westmead Hospital on (02) 9840 3045, or by e-mail: Kristin.Adair@health.nsw.gov.au.

Yours sincerely,



Rebecca Tyson
General Manager, Westmead Hospital

Date: 2 February, 2021