



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

Email: gerard.hayes@hsu.asn.au

Attention Mr Hayes

Dear Mr Hayes

Notification of proposed restructure: proposed changes to Environmental Services Roster

In November 2019, a review was undertaken of the Environmental Services roster and a new roster was implemented. As part of our commitment to improving the Environmental Services Roster, a 12 month review of the current roster was conducted and it has been identified that there are opportunities for further improvement.

To respond and address feedback from staff following the review we have identified the need to reduce the risk of fatigue and to promote a better work-life balance through reducing the number of consecutive days worked.

I write to formally notify the Health Services Union that Environmental Services at Hornsby Ku-ring-gai Hospital is proposing to implement an adjustment to the current roster for the full-time employees who are working a rotational roster in work teams of three. This will affect a total of 21 staff.

The proposed new roster is a 24-week drop-down rotational roster, with all staff working the same shift pattern, including equitable allocation of week-end shifts over the 24 weeks. Most of the working weeks are five consecutive days, with one six-day week and two four-day weeks in the 24 week cycle, for all 21 staff members.

The proposed new roster is award-compliant, meets the cleaning requirements of the organisation and incorporated considerations raised by staff. The revised roster will further promote and increase equity and fairness with all shift patterns.

Northern Sydney Local Health District is located on the traditional lands of the Eora Nation

All correspondence to be emailed or sent to:

Northern Sydney Local Health District

ABN 63 834 171 987

Hornsby Ku-ring-gai Hospital
36 – 76 Palmerston Road, Hornsby, NSW, 2077
Telephone (02) 9477 9123 Fax (02) 9485 6094

The staff who will be affected have been consulted about the proposed new roster and how the change will impact them. The proposed implementation date is Monday 9 November 2020, which is the first day of the next roster cycle.

We welcome your feedback on this proposed roster change and have tentatively scheduled an extraordinary USCC meeting for 10am on Friday 25th September 2020. Please confirm if you are able to make this meeting time. Alternatively, feedback can be emailed through to Ms Canan Huseyin, Human Resources Business Partner at nsllhd-hkh-hr@health.nsw.gov.au. It would be appreciated if a response can be provided by 1 October 2020.

A copy of the basic pattern and a sample of how the new pattern will fit into the existing roster are attached for your information. Please do not hesitate to contact me or Martyn Heath, Environmental Services Manager if you require any additional information.

Yours sincerely



Tim Heath
Manager Corporate Services
Hornsby Ku-ring-gai Health Service

Cc:
HKH HR file
Denise O'Shaughnessy, HSU Officer

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