

14 December 2021

Mr Gerard Hayes
General Secretary
Health Services Union

Via email: secretary@hsu.asn.au

Dear Mr Hayes

Re: Change to rostering practices and working hours – Dialysis Technical Service

This letter serves to advise you of proposed changes to the Wansey Dialysis Centre, Medical & Interventional Services' rostering practices and working hours.

The Dialysis Technical Service that is based at the Wansey Centre has been operating at this location for over 25 years and has 4 technicians (including 1 senior technician) with an Electronics or Electrical trade. They provide a high quality maintenance and breakdown service for all of the haemodialysis equipment for the dialysis units in the Hunter & Manning regions. They also maintain the fleet of dialysis equipment for our home dialysis patients.

The service also has a small Tamworth team of 2 full time technicians.

Upon the recent change in management experienced by the service, a review of local practices has been undertaken.

Rostering

Currently staff work a variety of start times from 6 am – 8am, as a result of historical arrangements. The historical shift start time does not currently meet the needs of the service. It has been determined that required hours of coverage are from 6 30am – 5pm and the following is proposed:

- 1 staff member to work 6 30am – 3 30pm. This shift will specifically cover any start-up problems within the dialysis units that don't start until 7am. The shift will not be owned by any particular employee and, as such, staff would be rostered to it in order to ensure coverage when someone is on days off to ensure service delivery needs are met
- 3 staff members to work 8am – 5pm. This shift will cover the majority of the usual work as well as breakdowns and phone calls received in the PM.
- No change to the Tamworth roster time of 7 00am – 3 30pm is required at this stage to meet service delivery needs.

On Call

The current on call arrangements are from 4 30pm – 6 am, which is rostered one week in four, however due to staff changeover it is being covered on a two week cycle between accredited staff until remaining staff are accredited. On call is 24 hours on the weekend. The Tamworth site currently reflects the same on call practices. As a result of this review the following is proposed:

- On call will now occur between 5pm – 6.30am on weekdays due to employees now being rostered up until 5pm as part of their standard shift time.
- On call will continue to be 24 hours on weekends.
- Tamworth on call is to be amended to align with local rostering practices. On call to be amended to reflect from 3 30pm to 7 am and 24 hours on weekends.

Flexible Roster Pattern

The Wansey Centre Technicians have historically worked outside of the Award by accruing an ADO while working a 9 day fortnight. It is understood employees are entitled to either a 9 day fortnight or accrual of an ADO. As a result of this review the following is proposed:

- Employees will be amended in Stafflink from pay averaging to flexible roster pattern where they will work a 9 day fortnight and cease accrual of a monthly ADO in addition to this.

These proposed changes will ensure that staff are rostered within Award requirements and effectively meeting service delivery needs.

HNE Wansey Centre wishes to consult with staff, Local Branch and the HSU on the proposal to these amended shift times and rostering practices in the department.

I seek the Association's response to the proposal and request this be provided by Friday, 24 December 2021 to myself at Marie.ODonnell@health.nsw.gov.au.

Please do not hesitate to contact myself on 4921 3543, or via email to Marie.ODonnell@health.nsw.gov.au or Ms Sophie Squires, Human Resources Consultant on (02) 4985 3492, or via email to Sophie.squires@health.nsw.gov.au should you have any questions regarding this matter.

Yours sincerely



Marie O'Donnell

Service Manager - Medical & Interventional Service
HNE Local Health District

Cc: Kelly Adams, Nurse Manager Home & Satellite Dialysis Service
Sophie Squires, HR Consultant– Greater Metropolitan Health Services