



**Workforce Directorate**

Mr Gerard Hayes  
General Secretary  
Health Services Union  
E: [Secretary@hsu.asn.au](mailto:Secretary@hsu.asn.au)  
E: [Michael.Kearns@hsu.asn.au](mailto:Michael.Kearns@hsu.asn.au)

Our Ref:  
D23/0002221

Dear Mr Hayes

**Re: Overnight radiographer shifts at Lismore Base and Tweed Hospital, NNSWLHD**

I write to formally advise the Health Services Union (HSU) of the Medical Imaging Department staff consultation for the proposed introduction of overnight Radiographer shifts at both Lismore and Tweed Medical Imaging Departments. This change is expected to bring about clinical and workforce improvements.

**Background**

The impetus of this change is to improve diagnosis and treatment times for Emergency and In Patients. There are expected to be flow on improvements on Emergency Department and Hospital flow as Medical Imaging bottle necks will be removed.

The introduction of rostered shifts in place of the current on-call shifts is also expected to address staff fatigue issues of multiple call backs per night, staff returning to work following an on-call duty with broken sleep or without an 8 hour sleep break, multiple on-call duties per week and being rostered to on-call on rostered days off.

The NNSW LHD have provided in principle agreement to proceed with this proposal change.

**Change Management**

A draft roster will be designed through consultation with the respective Medical Imaging Departments at Lismore and Tweed Hospitals. Upon confirmation of the roster changes, the site Medical Imaging Managers will communicate an achievable implementation time frame, noting that this will be dependent on

- Successful recruitment to new FTE
- Recruitment to any current unfilled vacancies
- Training/ skill mix management

**Embedding the Change**

It is considered a relatively straightforward process of then commencing these shifts and ceasing the CT and general x-ray on call shifts. Periodic review of this change will be undertaken to measure the impact of this change on clinical KPI's against any staffing issues.

If you have any concerns or questions, please do not hesitate to contact me via email:

[Richard.Buss@health.nsw.gov.au](mailto:Richard.Buss@health.nsw.gov.au)

Yours sincerely

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A handwritten signature in black ink, appearing to read 'R Buss', written in a cursive style.

**Richard Buss**  
**Director of Workforce**

Date: 13 / 12 / 23