



18 May 2022

Mr Gerard Hayes
Health Services Union
Locked Bag 3
Australia Square
Sydney NSW 2000

Send via email: secretary@hsu.asn.au

Dear Mr Hayes,

Hunter New England Local Health District (HNELHD) writes to commence formal consultation with the Health Services Union (HSU) consistent with our industrial obligations under the Health Employees Conditions of Employment (State) Award 2021.

I am writing in relation to consultation regarding proposed changes that may directly affect Health and Security Assistants within the John Hunter Emergency Department.

With planning currently underway to prepare for the John Hunter Health and Innovation Precinct, including construction of the Acute Services Building, there has been an opportunity to identify areas of improvement to enhance our service delivery. There is an opportunity to dissolve the current staffing model which provides HSAs, Security and Wardsperson services to the John Hunter Hospital Emergency Department. The proposed staff model would require Wardsperson and Security Officers only. The benefits this proposed model includes:

- Better fatigue management with more adequate staffing levels;
- Creation of a roster with consistent shift start and finish times;
- Enhancement of staffing for JHH Security;
- Creation of a new position (a dedicated Security Officer within the JHH Emergency Department). This position will be subject to approval and recruited in accordance with NSW Health Recruitment Policy;
- Reduce staffing deficits with a better chance for more favourable recruitment outcomes (ie. Larger pool of applicants to attract);
- Creation of consistent Wardsperson's work processes and procedures throughout the existing John Hunter Hospital;
- Clarity of delegation, roles and responsibilities which will provide more sound managerial support;
- Access to the Wardsperson's casual pool;
- More opportunities for learning and development.

We are arranging discussions with current Health and Security Assistants, Wardsperson's and Nursing Management within John Hunter Hospital Emergency Department. We also welcome any feedback from the HSU and invite a submission on behalf of your members by 5pm on Friday 3rd June, 2022.

Any employee who might be identified as 'affected' will be managed as an 'excess' staff member in accordance with the NSW Health Policy Directive PD 2012-021 [Managing Excess Staff of the NSW Health Service](#).

At the conclusion to the feedback period and following discussions with all the staff, all information will be reviewed and necessary adjustments made to the proposal. Further opportunities to discuss the changes and any feedback you provide, will be arranged once we have spoken directly with the staff.

Hunter New England Local Health District
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If you wish to clarify any aspects about this matter, please contact me on 0412 097 021 or email Laycombe.Reilly@health.nsw.gov.au or Sherree McClory, Human Resources Consultant on 4985 3492 or email Sherree.McClory@health.nsw.gov.au.

Yours sincerely,

A handwritten signature in black ink, appearing to read "Laycombe Reilly".

Laycombe Reilly
Operation Assistants and Wardsperson's Manager
Surgical Services, John Hunter Hospital

cc: Peter Williams – Service Manager – Critical Care Services JHH
Sherree McClory – HR Consultant – GMHS