

STRICTLY PRIVATE & CONFIDENTIAL

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

Attention: Ms Kym Morgan

Email: info@hsu.asn.au
kym.morgan@hsu.asn.au

Dear Kym

RE: Proposed Permanent Change in Orthotics Services, Royal North Shore Hospital, Northern Sydney Local Health District (NSLHD)

I write with reference to a temporary trial of extended services hours in Orthotics Services at Royal North Shore Hospital (The Service) for a six (6) months period that commenced in October 2021. In summary of the agreement with the Health Services Union (HSU) the temporary trial incorporated staff to work on a Saturday shift once every six (6) weeks (1:6) substituting for a weekday normal shift; and utilising the casual pool staffing if there was unplanned staff leave so that there was no impact on the 1:6 staff arrangement.

When the Service initially undertook the temporary trial a primary driver for the change was COVID-19 and the unpredictable nature of its impact to service provision. Whilst COVID-19 still remains ever present and unpredictable, the temporary trial not only supported a safer system of work practice but also yielded improvements as follows:

- Increase in referrals enacted within 48 hours of referral
- Increased ED, ICU and Acute Ward occasion of service
- Improved Emergency Target performance
- Improved patient flow with earlier patient discharge on weekends

I wish to advise the Service now wishes to make the trial temporary arrangement permanent on-going. Staff in the Service have been consulted and overwhelmingly support the continuation of the temporary trial arrangement as a permanent on-going arrangement.

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

All correspondence to be emailed or sent to:
NSLHD-Mail@health.nsw.gov.au

Northern Sydney Local Health District
ABN 63 834 171 987

PO Box 4007
Royal North Shore Hospital LPO
St Leonards NSW 2065
Tel (02) 9462 9955 Fax (02) 9463 1029

You may be aware that the HSU previously requested that if the Service was seeking to make this a permanent arrangement that there would need to be relevant consultation. Therefore, I submit this letter as part of the consultation process and I invite you to provide any feedback, comments, questions or concerns on this change within two (2) weeks from the date of this letter. This feedback can be emailed to Mr Michael Felicetti, HR Business Partner, at Michael.Felicetti@health.nsw.gov.au. I also wish to confirm that staff within the Service have also been advised that I am writing to you as part of the required consultation process.

Further, in accordance with the NSLHD's *Restructuring in Northern Sydney Local Health District Procedure (PR2014_016)*, I wish to extend the opportunity for a Union Specific Consultation Committee (USCC) meeting to discuss the change further (if required).

I wish to advise that if you do not provide feedback on the proposal or request a USCC within two (2) weeks from the date of this letter it will be deemed that the HSU has no concerns with the proposed change and the District will progress with implementing the permanent arrangement accordingly.

Thank you for your support in advance. If you require any additional information, I can be contacted on telephone 9463 1915 or via email Megan.Yeo@health.nsw.gov.au. Alternatively, Mr Felicetti can be contacted on telephone 02 9462 9818 or email Michael.Felicetti@health.nsw.gov.au.

Yours sincerely



Megan Yeo
Director Allied Health & Community Services
Royal North Shore Hospital

Date: 25/07/2022

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