

17 January 2022

Gerald Hayes
Secretary
Locked Bag 3,
Australia Square, Sydney NSW 1215

Via email – info@hsu.asn.au

Dear Mr Hayes,

Ramsay Health Care has had to review our capability to provide services across Wollongong, Figtree and Lawrence Hargrave Private Hospitals during this current phase of the COVID-19 pandemic. Currently our three Hospitals have and continue to provide support to the Illawarra Shoalhaven Local Health District (“ISLHD”) with surgical, medical, obstetric and rehabilitation services as well as aged care beds for the Commonwealth. Due to the scale, unprecedented and unpredictable nature of the pandemic, changes are required as we look to respond to current state and local surges of COVID-19.

A decision has been made to consolidate our services across the Illawarra to better support our facilities during this phase of the pandemic. The current increase in COVID-19 cases, has resulted in a high number of staff absences and significant gaps across all departments. In order to maximise bed availability, support staff during this time and deliver the best clinical outcomes for patients; staff at Lawrence Hargrave Private Hospital will be redeployed to Figtree Private Hospital and Wollongong Private Hospital. The redeployment of Lawrence Hargrave Hospital staff will assist in supporting the shortage across our current teams and enable greater availability of beds through combining the current limited pool of staff.

It is expected that this current arrangement will remain in place till the end of February 2022, aligning with the NSW Health outlook in relation to this current phase of the pandemic.

Consultation meetings will occur on Monday 17th January 2022 to provide information regarding the redeployment of staff within their scope of practice.

All staff will be provided with redeployment options, taking into consideration current position, scope of practice, current arrangements, current rosters and travel. All terms and conditions under the current Enterprise Agreement and employee’s Contract of Employment will remain the same. Preference for location may be accommodated based on the needs of the departments.

Redeployment to a site other than the primary site of work is outlined in **clause 3.7** of the:

- Ramsay Health Care New South Wales and Health Services Union (HSU) New South Wales Enterprise Agreement 2020

All requirements under the Enterprise Agreement regarding the location of worksite will be adhered to.

Should the period of redeployment extend, I will contact you. Please don't hesitate to contact me should you have any questions.

Yours Sincerely,

A handwritten signature in blue ink, appearing to read 'Tori Landers', is placed over a light blue rectangular background.

Tori Landers
HR Business Partner
Ramsay Health Care