

**Form 4**  
*Notification to Industrial Registrar of Industrial Dispute Pursuant to section 132*

**Note:** (1) This form sets out the minimum information required by a Notification of an Industrial Dispute. You need not follow the form set out below, but you **MUST** give the information required by this form.

(2) This notification may, but need not, be in the form required. It may also be given in the form of a letter (preferably on letterhead identifying the notifier).

(3) Rule 5.3 allows Notifications to be given to the Registrar in a variety of ways. Where the Notification is not given in writing, however, you are required to confirm the Notification in writing as soon as possible.

(4) You need to serve a copy of the notification (or its confirmation) on the other parties to the dispute.

(5) Part 5 of the Industrial Commission Rules deals with Dispute notifications, and you should refer to that Rule.

1. Name:

Health Services Union of New South Wales (**HSU**)

2. Address:

Level 2  
109 Pitt Street  
Sydney NSW 2000  
Tel: 1300 478 679  
Fax: 1300 329 478

3. Capacity of notifier:

Registered Industrial Organisation of Employees

4. The question, dispute or difficulty concerns the following industrial matters:

- a. The HSU represents the industrial interests of workers engaged by the Respondent.
- b. In late 2021, Hunter New England Local Health District (**HNELHD**) commenced consultation with the HSU for the transition of HSAs and Wardspersons from HealthShare to HNELHD. Specifically at Kurri Kurri and Cessnock Hospitals.
- c. As part of this consultation, it was agreed that these staff would be managed by the Security and Wardspersons Manager located at Maitland Hospital.
- d. This structure was due to come into effect on 20 June 2022.
- e. On Thursday 16 June 2022, the HSU was advised that the HSAs and Wardspersons would be in fact managed by the Health Service Manager at each hospital not the Security and Wardspersons Manager.
- f. The HSU then wrote to HNELHD seeking clarification on this issue. A copy of this email is attached and hereto marked **Attachment A**.
- g. HNELHD wrote to the HSU confirming that the day to day management of the HSAs and Wardspersons would be done by the site HSM. A copy of this email is attached and hereto marked **Attachment B**.

- h. The HSU the wrote to HNELHD to place the matter into dispute as this was not the agreed structure for the transition. A copy of this email is attached and hereto marked **Attachment C**.
- i. HNLEHD responded to the dispute notification advising that change would take place anyway. A copy of this email is attached and hereto marked **Attachment D**.
- j. The HSU's position is based on the following:
  - i. HNELHD have failed to engage in meaningful consultation with the HSU by making fundamental changes to staffing structures without notice or agreement;
  - ii. HNELHD are in breach of clause 26 of the Health Employees Conditions of Employment (State) Award by continuing with a change to staffing arrangements after the matter was already placed into dispute.
- k. The HSU is seeking the following:
  - i. That HENLHD cease the implementation of the news structure with the HSAs and Wardspersons reporting to local HSMs immediately;
  - ii. The HNELHD engage in meaningful consultation on its proposal to vary the agreed staffing structure as part of the transition.
- l. The HSU seeks the assistance of the Commission in resolving this dispute.

- 5. The award, agreement or determination which applies to the employees, etc is:
  - Health Employees' Conditions of Employment (State) Award
  - Health Employees' Interpreters' (State) Award

- 6. The person to contact on behalf of the notifier is:

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

- 7. The other persons affected by or involved in this question, dispute or difficulty are:

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

Dated: 20 June22

Signed:



Notifier:

To the Industrial Registrar,  
Sydney.

