



ACT
Government

**Canberra Health
Services**

Colin Noonan
Canberra Health Services – Intake Teams (HAART)
Building 15 - The Canberra Hospital
Garran ACT 2605

02/02/2024

Dear Union Representatives,

Consultation – Roster and Duty Statement Changes:

In accordance with Section P (Communication and Consultation) of the *ACT Public Sector Nursing and Midwifery Enterprise Agreement 2020-2022* and with Section G (Communication and Consultation) of the *ACT Public Sector Health Professional Enterprise Agreement 2021-2022* - where there are proposals by the ACT Public Service to introduce change within a Directorate, the head of service will consult with the affected employees and their relevant union representatives.

What is the proposed change?

Refreshing duty statements and rostering for the Home Assessment and Assertive Response Team (HAART) to provide a safer and more equitable working pattern.

Describe the proposal and the change(s):

This letter proposes changes to the HAART roster and duty statements to reflect an accurate description of roles and duties, as well as address staff concerns about fatigue management and inadequate rotation/equity in shifts - thereby improving current work/life balance.

Over the past 4 years, there has been an addition of the PACER service into HAART that modified previously established rostering patterns and created inequity and division amongst the team. The current arrangements are causing high amounts of staff turnover and dissatisfaction, leading to increased sick leave, that needs to be addressed to maintain critical services for the ACT.

The changes to the duty statements will provide clear requirements for nurses and allied health staff to be able to work within their scope of practice and to provide appropriate care in the mental health position that they occupy. Ensuring reliable and exceptional healthcare whilst also ensuring staff are supported in undertaking that requirement is the purpose for these changes.

What are the benefits?

The proposed changes to the rostering pattern will ensure that the work distribution between rapid response and PACER is more equitable and provide for a better work/life balance and decrease exposure to the potentially traumatic attendances that can occur when working with emergency front line services.

Next steps?

To allow staff to review the proposed changes to the rostering and duty statements so they can make any contributions and amendments that would benefit the change process. The consultation period for the proposed changes to rostering and duty statements will be 14 days from the date of this letter and closing on the 20/02/2024.

Two separate forums will be held for staff to attend one or both sessions to be able to discuss the proposed changes and allow staff to ask any questions around the consultation documents pending changes. The following forums will be spaced one week apart on the Monday(s), 12th, and 19th February 2024.

Steps	Action	Dates
1	Letter and consultation document to be sent to unions including relevant attachments.	02/02/2024
2	Consultation document to be sent to stakeholders	05/02/2024
3	Staff Forums for feedback	Forum 1 – 12/02/2024 Forum 2 – 19/02/2024
4	Consultation Period Ends - COB	20/02/2024

If you have any questions or concerns regarding the consultation process or to request additional information, please do not hesitate to contact Colin Noonan, Senior Manager – MHJHADS, ACMHS, Intake Service Teams at colin.noonan@act.gov.au or on 5124 1895.

I look forward to your response and contribution to this consultation process.

Yours sincerely,

Colin Noonan

Colin Noonan
Senior Manager MHJHADS, ACMHS – Intake Service Teams
Canberra Health Services

02 February 2024

CC:

Jim Tosh Director, Employee Services
Phillip Bacon, Jenae Smith, HR Business Partner(s)

Encl:

Colin Noonan