

Fairfield Hospital



Health
South Western Sydney
Local Health District

SWD21/27385

Mr Josh Howarth
Organiser
HSU, Level 2, 109 Pitt Street
Sydney NSW 2000

Dear Mr Howarth,

Re: Cleaning Services Roster – Fairfield Hospital

Following discussions between the Health Services Union (HSU), South Western Sydney Local Health District (SWSLHD) and Fairfield Hospital Executives, it was agreed on 31 October 2019 that the Cleaning Services Roster at Fairfield Hospital would follow the following principles:

1. Operational and service requirements by the different areas of the hospital.
2. Compliance to the Award provisions (i.e. Hours and Roster)
3. A seven (7) day rotating roster with five (5) shifts at the most (with a 6th shift on exception only – e.g. due to shift swaps/unplanned leave coverage).
4. CEC cleaning guidelines to be adhered to.
5. Compliance to the Rostering Best Practice Guidelines (i.e. aligned to award provisions)
6. Cleaners rotating through an area every month.
7. Leading hand roster line will not be part of the rotation.
8. Dedicated linen and waste roster line/s will be created as a separate sub-unit (team).
9. Shift swaps will adhere to the Rostering Best Practice Guidelines (maximum of 4 for a roster period).

These principles were also then consulted with the cleaners on 31 October 2019 with no objections being raised and hence put into effect on 04 November 2019. As per the request of the Health Services Union, the implemented roster then went through an independent review by the Human Resources Department, Fairfield Hospital and found that the roster principles were being followed for the review dates identified (18 November – 31 May 2020).

Since 31 May 2020 the Cleaning Services Roster has continued to follow the principles agreed in October 2019 with only operational changes being made as per agreement points 1 and 4. Fairfield Hospital has worked through a genuine consultation process with the Health Services Union over the last two years to ensure the agreed principles and the relevant Awards are being adhered to. On 05 August 2020, these principles were reviewed, confirmed and agreed between HSU and Fairfield Hospital management. The

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roster template proposed by Fairfield Hospital management was presented to HSU during these consultations. Most of the HSU proposals were accommodated. However, additional changes were proposed by the HSU members. The last roster template proposed by the Health Services Union on 04 February 2021 does not follow the principles agreed to in 2019 and 2020. It does not meet the needs of the organisation or the community in providing a clean environment to the patients of Fairfield Hospital.

We maintain the view that the roster template provided to the Health Services Union on 20 January 2021 (attached for reference) after months of collaboration with all stakeholders meets most, if not all, the principles as agreed. Henceforth, this is the version of the roster we support for further consideration and implementation. This needs to be finally resolved. Fairfield Hospital moves for this version of the roster template to be put into operational use on 04 May 2021 having met all the agreed requirements set out in the agreement in 2019 and 2020.

We look forward to working with you in improving the services provided by the General Services Department to the community of Fairfield. If you would like further information please contact me on 9616 8105.

Yours sincerely,



Suchit Handa
DIRECTOR, CORPORATE SERVICES
FAIRFIELD HOSPITAL

22/03/2021

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