



Mr Gerard Hayes
Secretary
Health Services Union
Locked Bag 3
SYDNEY NSW 1215
secretary@hsu.asn.au

Dear Mr Hayes

I write to advise the Health Services Union (HSU) that the Shoalhaven District Memorial Hospital (SDMH) is proposing to realign the allocation of Clinical Support Officers (CSO) across the Hospital, which has the potential to affect your members.

The current allocation of the CSOs is based on a historical allocation of 0.5 FTE for a ward. There was no reasoning to the level of support allocated.

- 1 FTE x CSO Med North/Med South
- 1 FTE x CSO SAGU/Renal/Paediatrics
- 1 FTE x CSO Surgical/Maternity
- 0.5 FTE x CSO ICU
- 0.5 FTE x CSO Rehabilitation (Rehab)
- 0.5 FTE x CSO Allied Health
- 0.5 FTE x CSO Emergency Department (ED)
- 5 FTE total

It is proposed to realign the allocation of CSOs based on similar wards that also considers the headcount of ward staffing profiles. This structure will better align resources to ensure a more fair and equitable allocation of CSOs.

- 1.21 FTE x CSO Med North/Med South
- 1 FTE x CSO ICU/Surgical
- 0.73 FTE x CSO Maternity/Paeds
- 0.73 FTE x CSO ED
- 1 FTE x CSO Rehab/SAGU/Allied Health
- 0.33 FTE x CSO Renal
- 5 FTE total

In line with the consultative provisions of the Health Employees Conditions of Employment (State) Award, I am writing to invite you to provide any comments regarding the proposed changes within two (2) weeks of the date of this letter. Alternatively, I would be happy to meet to discuss this

matter further with your representatives. I look forward to ongoing consultation with the HSU regarding this restructure.

Consultation with staff is currently underway with consultation open until 8 December 2023. Should you require further information, please contact myself on 4429 1658 or email Jayne.carr@health.nsw.gov.au.

Yours sincerely



Jayne Carr
Corporate Services Manager
Shoalhaven Hospital Group

Date: 20 November 2023

Cc: Jake Conley, HSU Organiser

Facility/Unit

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