

13 March 2024

Gerard Hayes
Secretary
Locked Bag 3,
Australia Square, Sydney NSW 1215
Via email – info@hsu.asn.au

Dear Mr Hayes,

RE: Staff Consultation – Change in Rosters

This is to advise as per Clause 10.1 of the Ramsay Health Care New South Wales and Health Professionals and Support Services Enterprise Agreement 2023 that we are reviewing the Environmental Services rotating rosters.

We have recently reviewed the staffing structure and the rostering practices, which has identified some significant gaps in our rosters across all shifts. We have therefore reviewed the current roster patterns to look at ways to best utilise our staffing resources to optimise efficiencies to ensure we meet the needs of the hospital and our patients.

We will commence a consultation process to allow employees to provide feedback, views and suggestions as required by the Ramsay Health Care New South Wales and Health Professionals and Support Services Enterprise Agreement 2023

Proposed Change

The changes would consist of the following:

- Rostering according to employees contracts of employment across a fully rotating roster including morning and afternoon shifts across seven (7) days.
- This change will allow for the appropriate skill mix to exist across all shifts and allow for further development of all staff members. The change will ensure that we can cover all shifts safely and ultimately provide the required service to the Hospital and to our patients.

The consultation period on the proposed changes will begin on 19 March 2024. Consultation is an important time for all employees to consider the proposal and give feedback before any changes are implemented. Employees will be given opportunity to provide feedback on the proposed changes, or feedback on any measures that can be taken to mitigate or minimise the impact of the changes. We are open to hearing the views and suggestions from all staff with a commitment to finding a solution that meets the needs of all employees.

Once we have concluded the consultation process staff we will meet with affected staff about the proposed changes.

Yours Sincerely,



Tori Landers
HR Business Partner
Ramsay Health Care