

9 October 2023

Gerard Hayes  
Branch Secretary, Health Services Union  
Locked Bag 3, Australia Square  
Sydney NSW 1215  
By way of email: info@hsu.asn.au

Dear Gerard,

**RE: Introduction of Change – New shift lengths based on Predicted Activity within Lake Macquarie Private Hospital’s Perioperative Department**

This is to advise as per Clause 2.3 of the Ramsay Health Care New South Wales and Health Services Union (HSU) NSW Branch Enterprise Agreement 2020 that we have completed a review of the hospitals theatre utilisation and activity to gain greater clarity on theatre optimisation and allocations, with the aim of seeing if we could improve rostering to predicted activity. We advised the team in July 2023 of this review when it commenced ensuring they were aware and had the opportunity to propose suggestions, views and feedback.

This review has now concluded and it has indicated that there is some capacity to reintroduce 10 hours and potentially 6 hour shifts to meet demand for certain predicted activity within theatres for specific (NB: we have been utilising mixed shift lengths successfully within DOSA and Recovery for some time and have used a variety of shift lengths in the past within theatre).

We will continue to plan and roster according to preferences however to meet demand or to cover leave team members maybe required to be rostered to varying shift lengths. This change is not expected to have a high impact as most of our activity does not suit 10 and 6 hour shift lengths. In addition, we are conscious of fatigue and work life balance which is why taking preferences into account will be a core priority when rostering to meet predicted activity.

Communication of the above will commence this week. We are looking to implement this change at the end of the month and will be requesting team members to provide feedback, input and their views on the introduction of this change and any personal concerns regarding this proposal. If we don’t receive any feedback, we will be looking to introduce the change from the new roster.

Yours Sincerely,



Michelle Hamilton  
HR Business Partner – Northern Region  
Ramsay Health Care