

1 June 2023

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

Dear Mr Hayes,

RE: Introduction of Change – Perioperative Department start times and shift lengths

This is to advise as per 2.3.2 of the Ramsay Health Care New South Wales and Health Services Union (HSU) New South Wales Enterprise Agreement 2020 that we are reviewing the Perioperative departments start times and shift lengths.

Southern Highlands Private Hospital has conducted an operational review of the Perioperative Services in order to ensure greater efficiencies across all areas. We have commenced a consultation process to allow affected employees to provide feedback, views and suggestions as required by the Ramsay Health Care New South Wales and Health Services Union (HSU) New South Wales Enterprise Agreement 2020.

Proposed Change

The changes would consist of the following:

- Implementation of various shift lengths which could include, Six (6), eight (8) and ten (10) hour shifts across the perioperative department – Theatres, CSSD, PACU & DOSA
- Changes to start and end time of shifts to ensure appropriate skill mix and staffing levels
- All AM and PM shift start times to be staggered with a combination of either 30 minutes or 1 hour before the list commencement. Start times based on specific lists and positions.

The consultation period on the proposed changes will begin on 1 June 2023. Consultation is an important time for all employees to consider the proposal and give feedback before any changes are finalised. The affected 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 solutions that the 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