

2 March 2021

Mr Gerard Hayes  
Health Services Union  
Level 2, 109 Pitt Street  
Sydney NSW 2000

**Delivery via email: [secretary@hsu.asn.au](mailto:secretary@hsu.asn.au)**

Dear Mr Hayes,

**NSW Health Pathology South – Review of Rostering Arrangements within the Haematology Laboratory at Liverpool Hospital.**

This letter is to advise you that the NSW Health Pathology Haematology Laboratory at Liverpool Hospital planning to undertake a trial shift change for a period of 1 month commencing in March 2021.

These changes are as a result of the introduction of new analysers and the requirement to commence the first shift of the day at 6am.

These changes are designed to ensure the continuation of pathology services to the South Western Sydney community.

Initial consultation with staff has occurred in the Department to seek their feedback before any changes are introduced.

The department will ensure that the following will occur:

- there is compliance with award and employment conditions;
- existing staff on Temporary Individual Roster Agreements (TIRA) arrangements will remain.

The changes will be trialed on a temporary basis commencing 22 March to 18 April 2021 and will include:

- no changes to the weekend shift roster;
- changes to cover the main laboratory service provisions;
- ensure that there is appropriate coverage on shifts to 5pm;
- staff feedback was obtained and identified a requirement to reduce the number of shift start times;
- Monday to Friday: 7:30am shift changing to 6:00am shift to provide additional resources with the new technology during the peak workload.
- it has been agreed with staff that a review is to be undertaken in April 2021 to determine if the changes are effective and should be made permanent.

Should you have any questions in relation to this matter, please do not hesitate to contact either myself (0476 807 923) or Siobhan Cunliffe, HR Manager (0447 215 039).

Yours sincerely



**Lloyd Smith**  
Senior Human Resources Consultant  
NSW Health Pathology

Cc: Siobhan Cunliffe, HR Manager

Matthew Ramsay – HSU Organiser