



**STRICTLY PRIVATE & CONFIDENTIAL**

Doc No:

Mr Gerard Hayes  
Secretary  
Health Services Union  
Locked Bag 3  
Australia Square NSW 1215

Attention: Ms Kym Morgan and Mr Gerard Hayes

Email: [info@hsu.asn.au](mailto:info@hsu.asn.au)  
[kym.morgan@hsu.asn.au](mailto:kym.morgan@hsu.asn.au)  
[Gerard.Hayes@hsu.asn.au](mailto:Gerard.Hayes@hsu.asn.au)

Dear Ms Morgan and Mr Hayes

**RE: Proposed Permanent Change in Podiatry and High Risk Foot Services, Royal North Shore Hospital, Northern Sydney Local Health District (NSLHD)**

I write with reference to a temporary trial of extended services hours through a six (6) day service in Podiatry and High Risk Foot Services at Royal North Shore Hospital (The Service). In summary of the agreement with the Health Services Union (HSU) the temporary trial incorporated staff to work on a Saturday shift once every six (6) weeks (1:6) substituting for a weekday normal shift; and utilising the casual pool staffing if there was unplanned staff leave so that there was no impact on the 1:6 staff arrangement.

When the Service initially undertook the temporary trial staff were rostered on every six weeks and were rostered off for one day during the week. During the aforementioned period, there was a 100% increase in patients seen on a Saturday, accounting for 10% of all inpatient occasions of service per week.

On analysis from the previous six months have indicated that the temporary implementation of the six-day service was yielded various positive impacts on the overall quality and safety of patient care. It became apparent that the six day service resulted in the following:

- Facilitation of Discharge/Readiness for Discharge
- Reduction in turnaround times for reviews
- Reduction in Length of Stay
- Increase in ED and AAU referrals and occasions of service

*Northern Sydney Local Health District is located on the traditional lands of the Eora Nation*

All correspondence to be emailed or sent to:  
[NSLHD-Mail@health.nsw.gov.au](mailto:NSLHD-Mail@health.nsw.gov.au)

PO Box 4007  
Royal North Shore Hospital LPO  
St Leonards, NSW, 2065  
Tel (02) 9462 9955, Fax (02) 9463 1029

Northern Sydney Local Health District  
ABN 63 834 171 987



- Improvements to referral habits and patterns of medical/nursing staff
- Improvements in number of patients seen prior to discharge

I wish to advise the Service now wishes to make the trial temporary arrangement permanent on-going. Staff in the Service have been consulted and overwhelmingly support the continuation of the temporary trial arrangement as a permanent on-going arrangement.

You may be aware that the HSU previously requested that if the Service was seeking to make this a permanent arrangement that there would need to be relevant consultation. Therefore, I submit this letter as part of the consultation process and I invite you to provide any feedback, comments, questions or concerns on this change within two (2) weeks from the date of this letter. This feedback can be emailed to Mr Michael Felicetti, HR Business Partner, at [Michael.Felicetti@health.nsw.gov.au](mailto:Michael.Felicetti@health.nsw.gov.au). I also wish to confirm that staff within the Service have also been advised that I am writing to you as part of the required consultation process.

Further, in accordance with the NSLHD's *Restructuring in Northern Sydney Local Health District Procedure (PR2014\_016)*, I wish to extend the opportunity for a Union Specific Consultation Committee (USCC) meeting to discuss the change further (if required).

I wish to advise that if you do not provide feedback on the proposal or request a USCC within two (2) weeks from the date of this letter it will be deemed that the HSU has no concerns with the proposed change and the District will progress with implementing the permanent arrangement accordingly.

Thank you for your support in advance. If you require any additional information, I can be contacted on telephone 02 9463 1915 or via email [Megan.Yeo@health.nsw.gov.au](mailto:Megan.Yeo@health.nsw.gov.au). Alternatively, Mr Felicetti can be contacted on telephone 02 9462 9818 or email [Michael.Felicetti@health.nsw.gov.au](mailto:Michael.Felicetti@health.nsw.gov.au).

Yours sincerely

Megan Yeo  
**Director Allied Health & Community Services**  
**Royal North Shore Hospital**

Date:

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