

HPRM Ref: 20/40943

Mr Gerard Hayes  
Secretary  
Health Services Union NSW/ACT/QLD  
Locked Bag 3  
AUSTRALIA SQUARE  
SYDNEY NSW 1215

Via Email [info@hsu.asn.au](mailto:info@hsu.asn.au)

Dear Mr Hayes

**Intention to introduce a new 12 hour shift system**

I am writing to notify you of the intention to introduce a new 12 hour shift system in Nepean Blue Mountains Local Health District Mental Health Service not prior to four weeks from the date of this letter and allow you to consult with potentially affected employees.

The provisions for the 12 hour shift system are in accordance with clause 2 of the Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2019.

The ordinary hours of work for each full time employee shall be 152 hours balanced over a four week period. The hours shall be worked as 12 x 12 hour shifts and one 1x eight hour shift. The ordinary guaranteed hours of work for each part time employee shall be balanced over a four week period. The hours shall be worked as either 12, 10 or eight hour shifts as agreed between the employee and the employer.

A copy of the draft roster is attached.

For your information the 12 hour shift system is in response to a new initiative: Police, Ambulance, Clinical Early Response (PACER).

PACER is a 7 day 12 hour model within the Penrith Local Government Area targeting peak demand times, offering on-scene and telephone assistance in the community.

An increase of mental health related 000 calls begins in the late morning and sustains throughout the afternoon and evening until decreasing in the late evening.

The clinicians working in this initiative will work alongside general duties officers from the St Marys police station. General duties officers will also work a 12 hour shift pattern.

The clinician's classification of employment and FTE are as follows:

- Clinical Nurse Consultant Grade 2 - 1.0 FTE
- Clinical Nurse Consultant Grade 2 - 0.6 FTE
- Senior Psychologist - 0.6 FTE
- Social Worker Level 4 - 0.4 FTE

There is also the potential for an Occupational Therapist Level 4 to work the 12 hour shift system within the above FTE.

If you require further information or wish to make any comments, please contact:

Adam Vance, Towards Zero Suicides Program Manager  
[Adam.Vance@health.nsw.gov.au](mailto:Adam.Vance@health.nsw.gov.au).

Scott Steenholdt, Human Resources Business Partner  
[Scott.Steenholdt@health.nsw.gov.au](mailto:Scott.Steenholdt@health.nsw.gov.au).

Yours sincerely



John Spana  
**Manager Human Resources**  
**Nepean Blue Mountains Local Health District**

**Date:** 24 / 11 / 20

cc: Director, Mental Health Service, NBMLHD

		Week 1							Week 2									Fortnight Hours			
		Mon	Tues	Wed	Thurs	Fri	Sat	Sun	Mon	Tues	Wed	Thurs	Fri	Sat	Sun						
Clinician 1	CNC Gde 2	12	12						12	12			12	12				72			
Clinician 2	CNC Gde 2					12	12	12			12	12						48			
Clinician 3	Snr Psychologist			12	12				8	12								44			
Clinician 4	Social Worker Level 4					8								8	12			28			
Total on duty		1	1	1	1	2	1	1	2	1	1	1	2	1	1						
		Week 3							Week 4							4 week working hours	ADO Hours	Fortnight Hours	Total Hours	Contracted hours	Weekends
		Mon	Tues	Wed	Thurs	Fri	Sat	Sun	Mon	Tues	Wed	Thurs	Fri	Sat	Sun						
Clinician 1	CNC Gde 2	ADO		8	12				12	12				12	12	140	12	68	152	152	4
Clinician 2	CNC Gde 2					12	12			8	12					92	0	44	92	91.2	2
Clinician 3	Snr Psychologist		12	12				12				12				92	0	48	92	91.2	1
Clinician 4	Social Worker Level 4	12										8	12			60	0	32	60	60.8	1
Total on duty		2	1	2	1	1	1	1	1	2	1	2	1	1	1						

Key	
12	1100-2330hrs
8	0930-1800hrs
ADO	12 hour paid day off
DO	Day off