

3 February 2023

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

Delivery via email: secretary@hsu.asn.au

Dear Mr Hayes,

NSW Health Pathology – Trial of Shift Change – Orange

This letter is to advise you that NSW Health Pathology proposes to trial a change of shifts times within the Microbiology Department of our Orange Laboratory

It is proposed that the current weekend and public holiday shift of 0800 to 1630 worked by two Staff Members be changed on a trial basis to:

- One weekend and public holiday shift of 0800 to 1630 and
- One weekend and public holiday shift of 1130 to 2000.

It is proposed that the change will be implemented as soon as practical for an initial three month period, with monthly reviews to assess the anticipated benefits.

This proposed change in shifts within the current shift work environment aim to better and more equitably cover the workload between Microbiology Department Staff and the Core Laboratory Staff (made up of separate departments of Haematology, Chemistry, and Transfusion).

Currently any Microbiology samples which arrive after 1630 on a weekend or public holiday are processed by two Staff Members of the Core Laboratory who already cover three departments.

The Orange Laboratory Microbiology Department receives samples from other Western NSW Laboratories up until approximately 1830, a later shift will result in improved turnaround times for Microbiology samples, will assist fatigue management of Core Laboratory Staff, and mean a more equitable spread of workload generally across the Laboratory.

As a benchmark our Wagga Wagga Laboratory which is a similar size and composition to Orange already structures Microbiology rosters in this way.

A preliminary discussion was had with the Scientific and Technical Staff at Orange on 1 February 2023 with feedback sought by close of business 17 February 2023.

Please make contact with me on 0436624612 should you wish to discuss the proposal and share any feedback or concerns with me by close of business 17 February 2023

Yours Sincerely



Tarquin Pollock
HR Manager, Regional, North
New South Wales Health Pathology