

19 April 2024

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 – Tumut

This letter is to advise you that NSW Health Pathology proposes to trial a change of shift times within our Tumut Laboratory

Through initial discussions with our employees at Tumut we propose the current shift of 08:30 to 17:30 Monday to Friday, worked by all 11 employees is proposed to be changed on a trial basis to staggered start times of:

- 07:30-16:30
- 08:30-1730
- 09:00-18:00

An alternate late shift time which will also be considered is 09:30-18:30. A 30 minute meal break instead of 1 hour is also open for consultation.

The primary objective of this shift time trial is to address the demands of the Murrumbidgee LHD at Tumut and alleviate the strain of extension of shift overtime and call-backs between 17:30 and 18:30, particularly for the employee on call. By strategically managing workflow variability, we aim to distribute tasks more evenly throughout the day, thus optimising efficiency and productivity.

We value the collaboration of our employees during this phase, as their insights are crucial in shaping the effectiveness of these proposed changes. To facilitate open dialogue, we plan to implement the trial for an initial three-month period, with monthly reviews to assess the anticipated benefits and make any necessary adjustments.

Please feel free to reach out to us with your thoughts or to schedule a meeting to discuss this proposal further by close of business on 3 May 2024.

Thank you for your attention, understanding, and collaboration as we work towards providing enhanced services to our community.

Yours Sincerely



Tarquin Pollock
Associate Director Human Resources Operations
NSW Health Pathology