



23 June 2021

Mr Gerard Hayes  
Secretary  
Health Services Union

Via email: [Secretary@HSU.asn.au](mailto:Secretary@HSU.asn.au); [Michael.kearnes@hsu.asn.au](mailto:Michael.kearnes@hsu.asn.au)

Dear Mr Hayes

I write to advise that the Medical Imaging Department (MID) at Ballina District Hospital is reviewing its current rostering arrangements with a view to ensuring ongoing equity, flexibility and continuity of service.

The current staffing profile and work arrangements for Ballina MID have evolved through historical individual arrangements, which has presented some difficulties in recruiting to a vacant position, resulting in ongoing complexity in rostering for shift coverage, on-call, CT service delivery, leave cover and other contingent operational circumstances.

To ensure the required service delivery is sustainable and to have equity in rostering, some work pattern changes are considered necessary and will have an impact for some staff who have had historical arrangements, some of which revolve around their roster at other NNSWLHD facilities.

We are currently recruiting to a 0.5 FTE Level 4 vacancy in the staffing profile. Historically, this position has operated under a job-share arrangement which ceased some time ago, due to the resignation of one of the job-share staff. It is proposed that a more flexible, rotating roster structure is put in place for all Ballina MID staff when an appointment to this position is made.

Initial discussions with Ballina MID staff regarding a proposed rotating roster have been positive, with all staff expressing a willingness to participate in this roster.

We are intending to implement the proposed roster with effect from 9<sup>th</sup> August 2021. A copy of the proposed roster is attached with this letter, for your information and to invite any comment or feedback by 30<sup>th</sup> June 2021.

If you would like to discuss this proposal, please contact me on (02 66206122) or via email. ([peter.jeffree@health.nsw.gov.au](mailto:peter.jeffree@health.nsw.gov.au))

Yours sincerely

Peter Jeffree  
Executive Officer / Director of Nursing  
Ballina District Hospital