

# Calvary Public Hospital: Rostering Resolution for Wardspersons

Dear Member,

Wardspersons have raised ongoing concerns about current rostering practices at Calvary Public Hospital. The new roster, started as a 'three-month trial' that never went away, has finally been amended to a roster that has better health and safety outcomes for Wardspersons.

Despite your union delegate raising this matter multiple times, previous attempts to have the roster changed to something more suitable had been thwarted. Clause B6.6 of the *ACT Public Sector Support Services Enterprise Agreement 2013-2017* is clear in this regard:

*B6.6 The head of service may, after consulting with the employees affected and the employee's representatives, and following agreement of the majority of the employees affected, introduce:*

- a) shift work;*
- b) a new roster; or*
- c) an arrangement of shift cycles.*

## What was the confusion?

Your employer had been applying the Clause B6.6 from Nurses and Midwifery Enterprise Agreement, which notes the right to *veto*. Under this Agreement, if one person disagrees with the roster change then the change does not go ahead. However, your Agreement states the *majority* need to agree. In this case, the majority do agree and rosters will now revert to their original status of 7 days on, 7 days off.

## What's the win?

HSU members noted additional injuries as a result of the current roster, stating the lack of downtime has enormous impact on their health. Your employer has noted different levels of sick leave, with those on the 12-hour roster taking significantly less sick leave than those on an 8-hour roster. There is an additional cost to your employer but when worker safety is involved, the benefits gained far outweigh the extra costs involved.

## **Where to next?**

The new roster is anticipated to be implemented within the next couple months and your union will continue to work with your employer to address any implementation issues. If you have concerns you want raised, please speak to your Union Delegate who ensure these are addressed.

## **What about the bigger Workplace Health and Safety issues at Calvary Public Hospital?**

There's no point ignoring the elephant in the room – Calvary Public Hospital has systemic and ongoing issues with bullying and harassment, as well as safety issues with broken equipment. The next step is to ensure your Health and Safety Representatives (HSRs) are supported in the workplace. It's almost time for an election and the HSU will provide additional support to endorsed HSRs, with guidance from your Organiser and our Workplace Health and Safety Officer. This additional support is just one reason why it's a good reason to be a member of the HSU.

In unity,

A handwritten signature in black ink, appearing to read 'Gerard Hayes', with a long, sweeping underline.

Gerard Hayes  
Secretary, HSU NSW/ACT/QLD