

Prince of Wales Private Hospital Organisational Changes

Dear Member,

Attached is correspondence received by the HSU from Workplace Relations manager, Healthscope regarding organisational changes at Prince of Wales Private Hospital.

Member feedback requested

Your HSU Organiser Peter Mason is currently reviewing the potential impacts of the proposed changes upon affected employees. We are now seeking feedback, views and comments from our members.

Please review the attached documentation and provide your comments and feedback to peter.mason@hsu.asn.au with subject line *POW Private Changes*.

HSU organiser and sub-branch involvement

Your HSU organiser Peter Mason will be visiting your workplace shortly and convening a meeting to discuss the matter with members.

Please distribute this newsletter to your work colleagues for their information and comments and encourage them to attend the meeting.

Not a member of the HSU? Now is time to join and have your say! You can join online at www.hsu.asn.au/join or call 1300 478 679 and join over the phone.

A union's effectiveness and negotiation power depends on the strength and density of its membership base. Join your work colleagues today by becoming a member of the Health Services Union and help us continue to protect and improve your working life.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD

From: Chad Issa
To: [Toby Warnes](#)
Subject: Notification of Workplace Change – Prince of Wales Private Hospital

Dear Toby,

Notification of Workplace Change – Prince of Wales Private Hospital

I write in relation to organizational changes at Prince of Wales Private Hospital (**Prince of Wales**).

Background to Change and Effect on Employees

Prince of Wales has made a definite decision to change its business operations.

Department	Decision	Effect on Employees	Measures to Mitigate Effects
Anaesthetic technician/Educator	A decision has been made that Prince of Wales no longer requires this role due to an excess for hours for this work	The change effects one employee as the role is now redundant and will not be replaced.	Prince of Wales has not been able to identify alternative roles within its operations. Redeployment more generally across the Healthscope business will be considered.
Executive Assistant	A decision has been made that Prince of Wales no longer requires this role due to an excess for hours for this work	The change effects two employees as the roles are being restructure to better service the operational needs is now redundant and will not be replaced.	Prince of Wales has not been able to identify alternative roles within its operations. Redeployment more generally across the Healthscope business will be considered.
Theatre shift changes	A decision has been made to alter the start and finish times of shifts to meet VMO allocations	The change effects all theatre employees as the roles start and finish times currently do not meet VMO allocations.	Consultation with the employees under the enterprise agreement.

Employee Notification, Information and Consultation

Healthscope will be meeting with the staff members this week.

The meeting will include information related to the reason for the change, the impact of the change and efforts to mitigate the impact of the change, including Healthscope's pending redeployment process.

At the end of the meeting, staff members will be provided with relevant correspondence.

We also propose to have follow-up consultations as necessary.

You or another representative from HSU are welcome to be involved in discussions and consultations.

Whilst the employee's employment will not end today, the employee will be provided with an indicative quote of entitlements (i.e. value of severance, notice, leave entitlements, expected taxation etc.). The indicative quote is being provided so the employee can make an informed decision in the context of the pending redeployment process.

Healthscope representatives will also be involved in necessary follow up consultations with all employees and their representatives. We would anticipate that there will be various discussions over coming days.

Measures to Avert and Mitigate Adverse Effects

Healthscope is aware of the impact of these changes on our employees.

The redeployment period will operate until 8 June 2018. Employment will not be terminated prior to the exploration of redeployment.

During the redeployment period, Healthscope will attempt to identify suitable alternative roles. The employee will also be given a list of current vacancies within the wider Healthscope business and employees will be encouraged to identify potential redeployment opportunities.

Where a suitable role is identified, then Healthscope will work with the employee in an attempt to secure the alternative role.

Possible Termination of Employment

Where an employee has not found a suitable alternative role within our business, then we will again meet with employees on 8 June 2018. A support person may be present should the employee wish.

At the meeting we will discuss redeployment efforts and any other matters the employees may wish to raise.

If redeployment has been unsuccessful and there are no other viable alternatives, then it is likely that a decision will be made to end the employment relationship at this time.

In the event that termination of employment arises, then employees will be paid all entitlements promptly.

Healthscope regrets the need for the changes outlined above. Whilst these changes are necessary, we will work with the employee and their representative to minimise the impact of these changes. To this end, we are able to consult further with HSU regarding relevant matters.

If you have any questions about the content of this letter or wish to discuss any matter, then please contact Paul Darcy (02) 9650 4704.

Yours sincerely,

Chad

Chad Issa

Workplace Relations Manager

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