

## Bethshan: Roster Change & Annual Leave

Dear Member,

Please find below an update of current issues at your workplace.

- **Roster Change**

- On Friday 24 August, HSU was notified of an upcoming roster change.
- The new roster is aimed to increase to 44 hours of care per fortnight.
- Bethshan has advised HSU there will be no reduction in staff's contracted hours.
- Despite this, Bethshan has acknowledged that there are a number of staff working well above their contracted hours.
- Bethshan has agreed to update existing contracts for permanent staff who are working above their contracted hours.
- No implementation date has been confirmed yet. Bethshan anticipate it may happen mid-September.
- In order to minimise impact, permanent part timers will be given preference of shifts over casual staff.
- Bethshan will produce a draft roster over the next few weeks. Staff will be consulted about the upcoming change.
- For those individuals who have been impacted, financially disadvantaged or have other inquiries, please contact HSU Organiser Andrew Tran (email [andrew.tran@hsu.asn.au](mailto:andrew.tran@hsu.asn.au), mobile 0417 115 622).

- **Annual Leave**

- On Wednesday 15 September, members raised concerns around the processing of annual leave applications.
- To clarify, annual leave requests should take a maximum of 1 week to be approved or rejected by Bethshan. Bethshan have stated that some leave applications were approved within 24 hours.
- There is no restriction on notice for annual leave requests. Some members were under the impression they need to give months of notice before an application could be granted. Bethshan ask that staff make an application as soon as they decide they wish to take annual leave.
- Only those wishing to take annual leave during Christmas or Easter should apply for leave years ahead. Bethshan will decide who can take annual leave. The calendar for annual leave requests is 2 years ahead.
- For further information, contact Andrew Tran as per above.

**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](http://www.hsu.asn.au/join) or call 1300 HSU NSW 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,

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

Gerard Hayes  
Secretary, HSU NSW/ACT/QLD