

WSLHD Asset Maintenance Restructure: Feedback Required

Dear Member,

As you may be aware, in 2017 the HSU – along with the Skilled Trades Unions – notified the Western Sydney Local Health District of a dispute regarding a proposed restructure of Asset Maintenance. The proposed restructure, if it had proceeded, would have led to the outsourcing of numerous maintenance positions. Gardeners were under particular threat in the LHD's original plans, as they proposed to delete all Gardening positions across the LHD and replace them with contractors.

In March 2017 the HSU and the Skilled Trades Unions listed our dispute in the NSW IRC before Commissioner Stanton, who has presided over the matter since. Based on the strong arguments presented by the HSU and the other Union parties, the employer went back to the drawing board and amended their plans. With the assistance of the Commission, the employer has agreed to retain all maintenance positions and has in fact increased staffing levels across the Maintenance Unit. One pressing issue that called for the Commission's attention was the need to align positions with relevant award classifications. This was seen as an historic problem that needed to be addressed.

The material relating to the proposed organisational structure, which is linked in the attached document, has been presented in the NSW IRC in the last report back on 28 March 2018 before Commissioner Stanton. Under the new proposed structure, all classifications will be maintained in-house and there will be no move to remove members' roles from public health. This has been a great win by all unions involved in this dispute.

Member feedback requested

The HSU industrial team is currently reviewing the potential impacts of the *new* proposed restructure upon affected employees. We are now seeking feedback, views and comments from our members.

If you are working in maintenance, please review the documentation and provide comment and feedback by close of business 4 September 2018. You can submit it by email to tom.stevanja@hsu.asn.au with subject line *WSLHD Maintenance*.

The attached material contains extensive information regarding position descriptions and organisational structures. It has been proposed that there will a

USCC (Union-Specific Consultative Committee) called to discuss the attached material. The HSU, along with all the skills trade unions, will be reporting back to the NSW IRC on 10 October 2018.

Please distribute this newsletter to your work colleagues for their information and comments.

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 HSU NSW and join over the phone.

A union's effectiveness and negotiation power depends upon 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

ATTACHMENTS

[Restructure Consultation Letter](#)

Charts

[WSLHD Asset Maintenance CURRENT Structure](#)

[WSLHD Asset Maintenance PROPOSED Structure](#)

Draft Position Descriptions

[AFM Online Administrator](#)

[Assistant Manager District Maintenance](#)

[Contract Specialist](#)

[Contracts and Compliance Manager](#)

[District Fire Manager](#)

[Gardener](#)

[Handyman](#)

[Maintenance Manager Project Interface](#)

[Maintenance Manager](#)

[Manager Asset Services](#)

[Preventative Maintenance Manager](#)

[Project Manager – Redevelopment Interface – Westmead](#)

[Sweeper](#)

[Technical Documents Officer](#)

[Works Coordination Officer](#)

[Works Coordination Team Leader](#)