

Meetings re Wardspersons Classification Structure Claim

Dear Member,

As you will be aware, we have been negotiating with the Canberra Health Service (CHS) in relation to our claim for a new classification structure for wardspersons as part of bargaining for a new *ACT Public Sector Support Services Enterprise Agreement*.

The CHS put an offer on the table, offering both short term upgrades and long-term commitments to reviewing the new classification structure for wardspersons that we had proposed. However, their letter dated 19 October 2018 lacked clarity on the offer.

We have now received further correspondence from CHS, attached, which sets out the offer more clearly.

Members have been released from duty to attend the following meetings:

2pm Tuesday 20 November 2018
Level 1, Food Services Court yard, Building 1

2pm Thursday 22 November 2018
Level 1, Food Services Court yard, Building 1

Night shift: TBA

At these meetings the offer will be discussed and a vote will be held.

Please make every effort to attend one of the meetings. If you cannot attend and you wish to express a view or you have any questions please contact HSU Industrial Officer, Julie Gordon, on julie.gordon@hsu.asn.au or 1300 478 679.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD



ACT
Government

**Canberra Health
Services**

Mr Gerard Hayes
Secretary
Health Services Union
Level 2, 109 Pitt Street
SYDNEY NSW 2000

Dear Mr Hayes

Wardsperson Classification structure claim – without prejudice

Canberra Health Service recognises that the Health Services Union (HSU) has submitted a claim for a new wardsperson classification structure, separate to the HSO Structure and entitled 'Clinical Support Officers', to reflect the complexity of the work performed in this position.

In settlement of the HSU claim, in the short term the CHS offers the following:

1. Change the entry level from HSO2 to HSO3 for wardsperson in part S of the ACT Public Sector Support Services Enterprise Agreement (the Agreement), to recognise that this is now the entry point for new employees.
2. Employees can progress from HSO3 to HSO4 once they have achieved core competencies.
3. Review all current HSO4 positions and upgrade them to HSO5 (ie Theatres).
4. Upgrade Mental Health Wardsperson positions in the Adult Mental Health Unit and the Emergency Department De-Escalation Unit to HSO5. Other employees who are required to "special" a patient for more than 50 per cent of a shift will receive higher duties allowance for that shift.

In the longer term, after the approval of the Agreement, CHS commits to working with the HSU and other Unions to review the proposed Clinical Support officer classification structure, both in terms of its duties and grading levels as well as the proposed supervisory structure. CHS commits to establish a joint working party with the HSU to complete this work within six months of the approval of the Agreement. This commitment will be reflected in Part 5 of the Agreement.



Janine Hammat
Executive Director
People and Culture, Canberra Health Services

15 November 2018