

## Lismore Base Hospital Security Win

Dear Member,

The HSU received a letter of offer on Wednesday 12 December to increase security at Lismore Base Hospital (please see attached).

As a result of the action you have taken Lismore Base Hospital now will have the following security coverage:

	Hospital	Emergency	Mental Health
Morning	2 Security Guards	2 HSAs	1 HSA
Afternoon	2 Security Guards	2 HSAs	1 HSA
Night	2 Security Guards	2 HSAs	1 Security Guard

Your HSU sub branch met on Thursday 13 December and resolved to accept the offer and drop the work bans that were in place.

The action of HSU members in protesting the lack of security over the past 3 weeks has been outstanding. You stood out the front of the hospital, you raised the issue with politicians, and you won.

A union that fight together, wins together.

Well done!

In unity,



Gerard Hayes  
Secretary, HSU NSW/ACT/QLD



12 December 2018

Mr Gerard Hayes  
Secretary  
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Dear Mr Hayes

**Lismore Base Hospital Branch of the Health Services Union Resolution**

I refer to my discussions and correspondence with Mr Peter Kelly in relation to security services at Lismore Base Hospital.

Following those discussions, I propose the following temporary 24/7 security staffing profile to take effect on 24 December 2018:

Staff Description	Morning shift	Evening shift	Night shift	Total
Security Officers (Facility including Mental Health and ED)	2	2	2 + 1 Mental Health	7
Senior Security Officer (Facility including Mental Health and ED)	1 - 3 days week	-	-	24hrs week
Health & Security Assistant (Facility and ED)	2 + support from facility HSA staff	2 + support from facility HSA staff	2 + support from facility HSA staff	6 plus facility HSA staff.
Health & Security Assistant (Mental Health)	1 (32hrs week) – cleaning shift	1 (to replace cleaning shift)	-	

The Security Officer evening shift currently dedicated to Mental Health will be used to fill the Security Officer evening shift for the facility and replaced with a HSA in Mental Health. A further evaluation of the security service model and staffing arrangements at Lismore Base Hospital will be conducted when the Anderson and NNSWLHD reviews are finalised. The HSU will be contacted to participate in the consultation phase of the internal review in early 2019.

The viability of transitioning cleaning roles to Health & Security Assistants in Mental Health will be considered as part of the NNSWLHD Security Review. Additionally, the role description of Security Officers at Lismore Base Hospital will be reviewed to ensure that the duties and responsibilities reflect security service for the campus.

Unless there are any further queries, the proposed staffing profile will be implemented on 24 December 2018. This is to allow Facility Management adequate time to source staffing resources to fill the additional shifts.

This proposal is made on the basis that any existing industrial work bans are immediately lifted, and any further related work bans are not implemented during this interim period.

Please do not hesitate to contact Ms Julie Gallagher, Acting Director of Workforce on 0428 425 565 or email: [julie.gallagher@health.nsw.gov.au](mailto:julie.gallagher@health.nsw.gov.au) if you have any concerns or queries.

Yours sincerely

A handwritten signature in black ink, appearing to be 'W. Jones', written over a horizontal line.

Wayne Jones  
Chief Executive