

Staff shortages at St Joseph's

Dear Member,

Members at St Joseph's will have noticed staff shortages that occurred over the December-January period. Members contacted the HSU two weeks ago, reporting fatigue from doing extra shifts and working short. Members also provided the HSU with screenshots of text messages to staff that showed there were certainly an unusually high number of shifts unfilled.

HSU called a meeting with local management and human resources, which was held yesterday. Management did not deny they were short staffed and supplied the following explanations for the unusually high staff absence over the December-January period.

- Several care staff were registered nurses in training. These care staff graduated late last year and subsequently found work as registered nurses.
- Around ten staff left throughout the two months.
- Several staff had planned personal time off.
- Casual staff were converted to permanent, leaving the casual workforce short.

At yesterday's meeting, the HSU sought to see what St Joseph's response was to this shortage and what they had planned to avoid this happening again. St Joseph's confirmed they have recruited five staff, with another five being interviewed at the moment. They also gave assurances that new staff would be recruited as they are needed to fill any gaps. As for avoiding similar circumstances happening again, St Joseph's are investigating possible partnerships with local RTOs in the area into the future.

Your local HSU official visited with members and staff after the meeting. Members spoke about several local shortages that we will be raising on their behalf. HSU will continue to work with members and management to resolve these issues. Should you have more issues, please contact local organiser at kirk.rostock@hsu.asn.au.

This is yet another example of HSU members working collectively with local officials and management to resolve workplace issues. If you are not already a member of the HSU you are strongly encouraged to join and support other members in your workplace. Your workplace rights are your responsibility. You can join online at www.hsu.asn.au/join or alternatively call the Union on 1300 478 679.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD