

Strathfield Private Hospital Roster Review

Dear Member,

Strathfield Private Hospital Management have written to the HSU to advise that they are undertaking a Roster Review within Environmental Services. Please see attached correspondence.

Your Organiser Gail Owens will be on site 24th April 2019 to discuss any concerns you may have.

Gail can be contacted by email at gail.owens@hsu.asn.au. Please use subject line *Strathfield Private Hospital*.

Not a member of the HSU? Now is time to join and have your say! You can join online at www.hsu.asn.au 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 to protect and improve your working life.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD

CHANGE IMPACT STATEMENT

Organisation: (if applicable)	Strathfield Private Hospital
DEPARTMENT: (if applicable)	Environmental Services
PROGRAM: (if applicable)	NA

1. Brief Description Of Change Proposal

Requirement to make shift pattern alterations as per the needs of the business, No redundancy involved.

2. Current Situation

The current roster template has been in place for many years. As the hospital has evolved working practices have changed. Shift lengths are currently of 7 - 8 hours duration with fixed start and finish times.

There is now a need to re-engineer the Environmental Services roster to meet the current and future needs of the business.

3. Proposed Situation

Introduction of variable shift lengths but no less than 6 hours and no longer than 10hrs duration. Twelve hour shift lengths will be considered where mutually agreeable. All duties will remain within the Environmental Services team and within current common practice within a hospital setting.

4. Benefits and Cost Savings Of Proposed Change (if appropriate).

Increased flexibility to appropriately align shifts and shift lengths with current workload requirements.

5. Effects Of Change Proposal On Staff In Your Department

Strathfield Private Hospital is committed to ensuring that no-one has their contracted hours decreased however shift times and patterns will change.

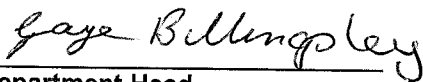
6. Will Staff Have To Be Retrained to Achieve Proposal?
Some staff will be performing cleaning in areas of the hospital that have not worked in before, however full training by the manager will occur.

7. Measures To Mitigate Effects On Staff
A formal consultation process will commence from 8 April 2019. This will comprise staff forums, written correspondence and meeting with employees on an individual basis to discuss the planned changes, give appropriate notice and try and accommodate individual requests where possible.

8. Effects Of Proposal On Services/Staff In Other Departments
Improvement in the service provided by the Environmental Services department. The service will be structured around the current and future needs of the business.

9. Timeframe and Dates For Proposed Change
Consultation will commence from 8 April 2019. All changes to be implemented by 13 May 2019

10. Details Of Staff/Union Consultations Conducted To Date (if any)
All unions to be advised of the proposed changes:
HSUA



Department Head
Gaye Billingsley, Environmental Services Manager

Date: 5 April 2019



CEO / Director of Clinical Services
Sally Cameron

Date: 5 April 2019

Contact Telephone Number For Enquiries On The Statement: 9745 7801