

Prince of Wales Private Hospital Workplace Change

Dear Member,

Attached is correspondence received by the HSU, formally notifying of a proposed workplace change at Prince of Wales Private Hospital.

Please distribute this newsletter and attachment to your workmates for their information and comments.

The best way to constructively deal with these kinds of proposals is by considering the concerns of the group and agreeing on a way forward, and then presenting that united position to management.

Your HSU organiser, Peter Mason, is available to facilitate this process. Please refer your comments and or questions by email to peter.mason@hsu.asn.au using subject line *Prince of Wales Private Workplace Change*.

If you know someone who is not yet a member of the HSU, encourage them to join and make their voice stronger in the workplace. A union like the HSU is made stronger by its members, and our ability to campaign on issues and create change in the workplace is directly linked to our strength in numbers.

Your workmates can join by visiting www.hsu.asn.au/join or calling the Union on 1300 478 679.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD



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Mr Peter Mason
Organiser
Health Services Union
Level 2, 109 Pitt Street
Sydney, NSW, 2000

By email: peter.mason@hsu.asn.au

Dear Peter,

Notification of Workplace Change – Prince of Wales Private Hospital

As discussed, I refer to organisational changes at Prince of Wales Private Hospital (**Prince of Wales**).

Background to Change and Effect on Employees

Prince of Wales has made a definite decision to change its business operations.

It is important to note that Prince of Wales do not foreshadow any loss in casual hours as a result of the workplace change.

Department	Decision	Effect on Employees	Measures to Mitigate Effects
Theatre Cleaners – night shift	A decision has been made that Prince of Wales no longer requires these roles due to outsourcing this work. This change is due to take effect as of 6 May 2019	The change affects 6 casual employees.	Prince of Wales has been able to identify alternative shifts within its operations, to offer the affected casual employees to minimise hours lost. A new Delivery Suite cleaner role has been created and will be offered with the appropriate training.

Employee Notification, Information and Consultation

Healthscope will be meeting with the staff members on 08 April 2019 from 7am.

The meeting will include information related to the reason for the change, the impact of the change and efforts to mitigate the impact of the change.

At the end of the meeting, staff members will be provided with relevant correspondence.

We also propose to have follow-up consultations as necessary.

You or another representative from HSU are welcome to be involved in discussions and consultations.

Healthscope representatives will also be involved in necessary follow up consultations with all employees and their representatives. We would anticipate that there will be various discussions over coming days.

Measures to Avert and Mitigate Adverse Effects

Healthscope is aware of the impact of these changes on our employees.

In an attempt to mitigate the changes to the casual employees, Healthscope has provided a draft roster to the affected casual employees (commencing 6 May 2019) which offers alternative shifts to these casual employees. Prior to the roster being finalized, we will engage with any individuals who raise concern with the proposed roster and hold discussions with those in an effort to minimize change.

Healthscope regrets the need for the change outlined above. Whilst these changes are necessary, we will work with the casual employees and their representative to minimize the impact of these changes. To this end, we are able to consult further with HSU regarding relevant matters.

If you have any questions about the content of this letter or wish to discuss any matter, then please contact Nerida Russell Green (02) 9650 4704.

Yours sincerely,



Chad Issa

Workplace Relations Manager