

NNSWLHD Uniform Policy Update

Dear Member,

The HSU recently went to the Industrial Relations Commission to get the Laundry Allowance paid for the final group, mainly being those employed in Allied Health. The LHD stopped processing the backpay due to concerns about the new Uniform Policy raised by the HSU after members objected to not being able to opt out of wearing a uniform, both for safety and clinical reasons.

To ensure members' concerns are address, the HSU has drafted two clauses for the uniform policy below.

Work Health and Safety

When an employee holds a legitimate work health and safety (WHS) concern about wearing a uniform they should follow the below process:

- *Raise the concern with their manager*
- *The manager will complete a risk assessment (as per Risk management policy) with the worker*
- *If found to be appropriate, the worker will not have to wear the uniform while performing work with the heightened risk.*
- *If there the worker and manager disagree on the level of risk, it will be escalated to the district health and safety manager for review.*

For example, a community health worker has to go from their primary workplace to a patient's home. The worker feels there is a heightened risk in wearing the uniform in the community. The worker and manager conduct the risk assessment and determine there is a heightened risk. The worker then removes the uniform for the period they are working at the site.

Clinical Issues

If an employee in a clinical role believes the wearing of a uniform with impact their service delivery to patients, they can apply to their manager to be exempt from the policy.

If the employee and manager cannot agree on whether or not the wearing of a uniform is appropriate, the matter will be escalated through the dispute resolution procedure.

The HSU is seeking feedback on these draft clauses. Please email your feedback to peter.kelly@hsu.asn.au by 5pm Friday May 24.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD