

NSLHD: Proposed relocation for Dental Assistants

Dear Member,

Attached is correspondence the HSU has received from Northern Sydney Local Health District regarding a proposed relocation for Dental Assistants from Ryde Dental Clinic to Royal North Shore Dental Clinic.

Member feedback requested

The HSU industrial team is currently reviewing the potential impacts of the proposed restructure upon affected employees. We are now seeking feedback, views and comments from our members.

Please review the attached documentation and provide comment and feedback by 4 October 2019. You can submit it by email to denise.oshaughnessy@hsu.asn.au with subject line *Dental Assistants NSLHD*.

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

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD



Mr Gerard Hayes
The General Secretary
Health Services Union
Level 2, 109 Pitt Street
Sydney NSW 2000

Attention: Denise O'Shaughnessy

Dear Mr Hayes,

I write to notify the Association of proposed changes to the work location for 4 Dental Assistants (DA's) currently in Ryde and Royal North Shore.

Ryde Dental Clinic currently has 3 dental chairs which requires 4 DA's to meet clinical need, which includes 1 DA for sterilisation. The current staffing at Ryde Dental clinic is 9 DA's. Royal North Shore (RNS) Dental Clinic has 10 dental chairs which requires 11 DA's, including sterilisation duties. The current staffing for RNS is 5.63 DA's. There is no capacity at Ryde Dental Clinic to increase the number of dental chairs due to the size of the dental space available. Additional DA staffing is required on an ongoing basis at RNS to meet patient demand. Dental Officers and Oral Health Therapists cannot treat patients without the support and assistance of a DA.

As per the Position Description, Dental Assistants (DA's) can be rostered at any clinic within the District. Whilst each DA's location preference is considered and rosters for each clinic generally reflect individual preference, this may not be practical when assessing consumer bookings and variances in volumes.

As per the Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2019 Clause 23 Mobility, Excess Fares and Travelling, sub clause (iii) (b):

The employer shall give the employee reasonable notice of the requirement to report to a new accustomed place of work. For the purpose of this subclause "reasonable notice" shall be one calendar month prior to the date the employee is first required to report to the new accustomed place of work.

The Senior Dental Assistant role is the only vacancy at RNS and was advertised on Friday 6 September 2019. This role does not carry a clinical load and is only clinical in times of unplanned absence by a DA.

An Expression of Interest (EOI) was sent on the 9 August 2016 to all DA's currently on the Ryde roster to express interest in the Royal North Shore (RNS) clinic roster. The EOI indicated that if no applications were received, staff would be directed onto the RNS roster. 1 EOI was received.

In determining the other 3 DA's to be directed onto the RNS roster, Oral Health Executive took into account the DA's individual personal circumstances, including the the DA's home addresses to ensure that the staff are a reasonable travelling distance from RNSH.

It is now proposed to notify these 4 DA's that, effective 21 October 2019, the 4 DA's (3 determined by Director, Oral Health and 1 who volunteered) will be rostered onto the RNS roster.

Northern Sydney Local Health District is located on the traditional lands of the Eora Nation

Should you have any comments or concerns, please contact me on Velda.Sturt@health.nsw.gov.au prior to 18 October 2017.

Yours sincerely,

A handwritten signature in black ink, appearing to be 'V Sturt', with a stylized, sweeping flourish extending to the right.

Velda Sturt
Director Oral Health

Date:

Northern Sydney Local Health District is located on the traditional lands of the Eora Nation

All correspondence to be emailed or sent to:
David Atkins, Executive Director Medical Imaging District Services
Tel 0400 226 765 Email: David.Atkins1@health.nsw.gov.au

Northern Sydney Local Health District
ABN 63 834 171 987