

Liverpool Hospital: Unfair rostering for SSD

Dear Member,

Union members raised concerns in relation to unsafe and unfair rostering practices within the Sterilising Services Department (SSD) at Liverpool Hospital. This led to an impromptu meeting with affected employees, at which time nearly forty people were in attendance. Other matters raised included the desire for affected workers to be a part of a positive workplace, where questions and concerns are taken on board with respect for the knowledge of those who work in the area.

What happened next?

The HSU organised a meeting with management to raise concerns and seek solutions to the concerns raised. Your Union Organiser, along with two workplace representatives, met with management and expressed the concerns of those working in the department. This included issues with rostering, unfair practices, lack of equity and inflexibility. Representatives noted other departments where flexible work practices, in the form of shift swaps, led to better work/life balance and less reliance on personal leave. Access to shift swaps through a formal notification system is a common practice in hospitals across NSW.

What was agreed to?

Management agreed to review the current roster, as well as rostering practices, with a view to seeking resolution for our union members. Representatives acknowledged the employer would need time for this review to take place and were comfortable with a secondary meeting, once this had been achieved. The HSU is awaiting a response from management before reporting back to members in relation to potential changes or options for those affected by the current roster, as access to greater flexibility.

What else was raised?

Representatives, on behalf of members working in the SSD, noted the need for a more positive workplace culture, where concerns raised would be taken into consideration. Hospitals are highly stressed environments and there are ongoing issues around workplace health and safety across all departments. Having the ability to raise issues in an open way is vital if these concerns are to be addressed appropriately and resolved. It is through open dialogue we create spaces where people want to work.

Positive workplaces can be created when our members talk to each other and provide support around proposed changes. Your representatives will feedback updates once we meet again. In the meantime, this is the best opportunity for those not yet members of the HSU to join and become part of the bigger picture, creating change within SSD at Liverpool Hospital.

Encourage your workmates to join online at www.hsu.asn.au/join or phone 1300 478 679.

In unity,

A handwritten signature in black ink, appearing to read 'Gerard Hayes', with a long, sweeping underline.

Gerard Hayes
Secretary, HSU NSW/ACT/QLD