

Fairfield Hospital Cleaning Review

Dear Member,

General Services at Fairfield Hospital have faced ongoing issues around rostering, with workers expressing concerns about unfair rostering practices. The HSU raised these issues via a series of member meetings, at which time it was agreed action was required.

Your management team have finally listened and a series of meetings were held, where issues were raised. These included:

- Unequal allocation of weekend shifts creating financial disadvantage for those working on lines with more day shifts.
- Roster patterns where workers were on cycles longer than six days, creating additional strain.
- Working across the entire hospital rather than attached to wards. With no accountability when areas were left undone due to staffing numbers or excess workload, the department was becoming increasingly agitated.

Management took these concerns on board, advocated for by a core group of representatives who actually perform the tasks being discussed. Management provided solutions to address the concerns and returned to our next meeting with a draft roster for potential implementation. In addition, members have been providing feedback to management, which has been taken on board as follows:

Current: Cleaner not attached to ward and required to work across various areas.

Proposed: Cleaner attached to a specific area for a period of one month.

Potential: Cleaner attached to a specific area for a period of three months.

At this stage it has been proposed to implement the roster based on the 1-month cycle. Doing so allows for it to be trialled, with a view to making changes to the length of time after review of the trial at the end of February 2020. The one-month roster pattern has been costed by your employer and provides greater equity to workers sooner rather than later.

The HSU has made it clear this is a trial only and that feedback will be obtained throughout and at the end of the review in February 2020. Most importantly, the new roster will provide greater access to shifts that attract penalties and will ensure our members are not financially disadvantaged.

Do you know anyone who is not yet a member of the HSU? Positive workplace change such as this can only be achieved with union strength. When we all stand together, we can make changes that might have seemed impossible before.

Encourage your workmates to join at www.hsu.asn.au/join or by calling the union on 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