

## Unfair warnings for leave at Canterbury Hospital

Dear Member,

A number of HSU members at Canterbury Hospital have recently approached the Union with respect to warnings they were issued in 2018 and 2019 with respect to allegations of taking excessive sick leave. The HSU views these warnings as unfair. It has been reported that the warnings do not comply with NSW Health Policy in significant respects, including:

1. There was no consideration of non-disciplinary measures prior to the issuing of the warnings;
2. They included absences which were supported by medical certificates;
3. Employees were not provided with procedural fairness and were not given an opportunity to respond to the allegations;
4. There was no consideration for the reason sick leave was taken.

If you received a warning for excessive sick leave in 2018 or 2019, it is likely that the warning did not comply with policy and should never have been issued. Canterbury Hospital management does not have a system in place to review all warnings issued incorrectly during 2018 and 2019. The only way to have your warning is to take action. If you believe you received a warning that did not comply with policy, email a copy of your warning letter to [luke.maroney@hsu.asn.au](mailto:luke.maroney@hsu.asn.au) with the subject line *Canterbury Hospital's Unfair Warnings* so that the HSU can take action on your behalf.

It's crucial to stick together and support each other. Those who are not members of the HSU are encouraged to join now. It's only through collective action that we can hold management to account. Join at [www.hsu.asn.au/join](http://www.hsu.asn.au/join) or by calling your Union on 1300 478 679.

In unity,



Gerard Hayes  
Secretary, HSU NSW/ACT/QLD