

Members feeling the pressure of increased workloads

Dear Member,

Are you finding work harder, feeling like workload pressures are ever increasing, with no relief in sight?

Do you feel obligated to miss breaks or pressured to stay back because you can't complete your work within your shift?

We know why, thanks to the fantastic responses to our member survey (there is still time to complete it if you haven't already at <https://www.surveymonkey.com/r/cclhd-2019>).

To date, members have told us there appear to be many vacant roles right across CCLHD, many of these remaining unfilled for months and in some cases years. So far, we have been provided with information suggesting at **least 45 jobs remain vacant and unfilled**, despite Central Coast telling us jobs are currently being filled or recruited too.

As we have previously informed members, CCLHD has a new Committee which now adjudicates on vacant roles to be advertised, with only Environmental Department jobs being considered 'frontline' and therefore exempt.

What you are also telling us is that you are picking up the burden while jobs remain unfilled, with **31%** of people telling us they are 'never' or 'only sometimes' able to complete their duties within their shifts, and over **36%** saying they are 'never' or 'only sometimes' able to take their Award-entitled breaks.

Outrageously, over **71%** of respondents to date say they have undertaken extra duties to cover for leave or vacant roles.

On top of what members have already told us, we are now aware that since the opening of the redeveloped Gosford Hospital **there has been an increase of 13% in activity**, with the Hospital utilising its 'surge bed' capacity on an almost daily basis.

This means an increase to workloads for every employee, as these beds are outside of any staffing establishment or funding. Putting it simply, staff are expected to do more with the same number of staff.

Now is the time to stand up and say this can no longer continue. Over **54%** of survey respondents told us they have considered resigning from Central Coast LHD over the last 12 months, many sighting increased workloads and pressures as the reason.

The message we wish to convey to members is **make sure you insist on all of your Award entitlements**. Take all your breaks, don't work through them. If you need to start

early or finish late, seek approval for overtime. If it isn't approved by your manager, simply hand over any unfinished work and sign off at your rostered finish time.

CCLHD and the NSW Government cannot continue to expect our members to take the brunt of their funding cuts. Something's got to give.

We will continue to oppose any further cuts to staffing or Health funding.

Your local HSU Organiser Brendan Roberts can be contacted via email brendan.roberts@hsu.asn.au or 0425 181 361 if you need any more information.

Not a member? Now is the time to join! The more members in our Union, the greater our strength to create change. Joining is easy – head online to www.hsu.asn.au/join or call 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