

Westmead Maintenance Update

Dear Member,

Westmead maintenance members and HSU representatives have been in regular meetings with WSLHD management regarding the employer's intention to dissolve the longstanding 9-day fortnight roster. It's disappointing that management still wants to proceed with dissolving the 9-day fortnight roster despite not being able to show how it will advantage members or the service.

A roster was provided by the management, claiming that a 19-day month roster would be more beneficial, but the fact it indicated otherwise. Firstly, the span of business hours was reduced and the coverage of employees for each day remained the same irrespective of which roster was in place. This left members bewildered. On numerous occasions, members have requested in-depth details outlining why converting to a 19-day month roster is going to be more beneficial. These details were never provided, which would suggest that management is unable to back up their claims.

It seems that members have also been provided with incorrect information that a 9-day fortnight is not set up by the Award, and is a flexible work arrangement. The fact is any rostering arrangement is provided through the *Health Employees Conditions of Employment (State) Award*, Clause 3 Hours. It's concerning that such misinformation would be provided to members.

HSU members and representatives have scrutinised management's claims of lack of coverage, and it's clear this comes down not to a rostering issue but to a 61% reduction in maintenance staff in the past 25 years. So there it is – the real problem is a reduction in staffing.

HSU maintenance members at Westmead are have endorsed the following resolution:

"If WSLHD do not rescind the intention to proceed with the introduction of the 19-day month roster in writing by 12pm on Tuesday 17 December 2019 the members will take industrial action by walking off the job for the full shift on Wednesday 18 December 2019 at commencement of shift."

An email (attached) has been sent to management to inform them of the above.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD

From: [Craig Faber](#)
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: Changes to 9 day fortnight rostering practice - Asset Maintenance
Date: Thursday, 12 December 2019 5:28:00 PM
Attachments: [Re Notification of removal of 9 day fortnight.msg](#)
[image002.png](#)
[image003.png](#)

Hi Nicole

In response to WSLHD intentions to dissolve the WSLHD asset maintenance management HSU members 9 day fortnight please read below:

1. WSLHD Asset Maintenance Management could not provide any detailed information why the dissolving of the 9 day fortnight would be beneficial to the department. A roster was provided for the 19 day month but this did not indicate that coverage for the 5 working days would be affected if the 9 day fortnight roster arrangement remained. If anything the 9 day fortnight provides better coverage of hours.
2. The problem is a 61% reduction in staff over the past 25 years. It's clearly WSLHD have depleted the maintenance staff at Westmead hospital to chronic low levels. Local delegate Mick Morris can provide these figures.

Understandably the members are very dissatisfied with WSLHD intention to not only dissolve their 9 day fortnight but also depleting their staff numbers which as stated above that's the problem if you want coverage. The 9 day fortnight currently in place is not the problem.

additional information attached

Therefore the Westmead HSU maintenance members have endorsed the following resolution:

"If WSLHD do not rescind the intention to proceed with the introduction of the 19 day month roster in writing by 12pm on Tuesday 17 December 2019 the members will take industrial action by walking off the job for the full shift on Wednesday 18 December 2019 at commencement of shift"

Regards

Craig Faber

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From: [REDACTED]

Sent: Friday, 29 November 2019 11:38 AM

To: Craig Faber <craig.faber@hsu.asn.au>

Subject: Changes to 9 day fortnight rostering practice - Asset Maintenance

Hi Craig,

I refer to the attached letter dated 16th April in regards to the removal of the 9 day fortnight rostering arrangement for HSU employees within Asset Maintenance Management Services.

WSLHD are satisfied we have adequately consulted with both staff and Unions, and as such we will be proceeding with implementing the changes to the roster. The implementation of the 19 day month roster will commence the first roster period after 1 January 2020, all affected employees will be notified accordingly.

As previously indicated, staff that have personal/extenuating reasons for needing additional day off could put in a Flexible Work Practice Application for consideration by their management. Applications are reviewed on individual merit.

Kind Regards

[REDACTED]
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