

WSLHD Response to HSU re Westmead Hospital Redevelopment

Dear Member,

You will recall that the HSU recently wrote to the Chief Executive of Western Sydney Local Health District (WSLHD) requesting they negotiate with HSU members about what staff amenities will be provided as part of the redeveloped Westmead Hospital.

After some reminders, the Chief Executive has now provided a reply (attached). In short, the letter details that WSLHD has held consultation meetings and sought feedback from different groups, as well as underlining the District's intention to comply with Award requirements.

The only problem is that consultation is not the same thing as negotiation. Under the Award, negotiations are required when it comes to staff amenities. In addition, while the Award sets out the minimum requirement for staffing amenities, we want an opportunity to improve these through negotiations.

When there is negotiation, everyone involved are equals and have equal input in any decisions and outcomes. This doesn't always mean we get 100% of what we want, but at least we are equals. In contrast, consultation only requires management to listen to staff concerns, but ultimately they do not have to make any changes.

We are now seeking an urgent disputes meeting with Westmead Hospital and WSLHD to work out a way forward, as there is now only a short period of time until the new facility is opened. We want to ensure that at the very least, members have the correct staff amenities in place as outlined in the Award.

If you want any more information or have any concerns relating to either the current or proposed staff amenities, please contact your HSU Organiser Brendan Roberts via email brendan.roberts@hsu.asu.au or 0425 181 361.

If you or any of your colleagues are not currently HSU members, now is the time. Join online at www.hsu.asn.au/join or over the phone on 1300 478 679.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD



Mr Gerard Hayes
Secretary
Health Service Union NSW/ACT/QLD
Locked Bag 3
Australia Square NSW 1215

Attention: Craig Faber, Organiser HSU NSW/ACT/QLD craig.faber@hsu.asn.au

Dear Mr Hayes

Re: Staff Amenities at Westmead Hospital

We refer to the above matter and thank you for your correspondence dated 15 November 2019.

Western Sydney Local Health District (WSLHD) is keen to ensure that matters raised by employees and members of the Health Services Union (HSU) are appropriately considered, consistent with our obligations under the Health Employees Conditions Of Employment (State) Award 2019, Hospital Scientists (State) Award 2019, Public Hospitals (Professional And Associated Staff) Conditions Of Employment (State) Award 2019, NSW Health Policy and workplace legislation.

I am pleased to confirm that significant discussion involving more than 2,000 WSLHD staff in 1,189 consultation sessions has occurred in the five years from 2014, both in respect of the proposed business case and the physical and operational designs for the new facility. The consultation has involved staff from a representative sample of clinical and non-clinical disciplines.

I note WSLHD has enjoyed a meaningful dialog with the HSU over many years. This is greatly valued and I take this opportunity to thank you for your constructive contributions. Whilst at present we are not in receipt of any correspondence detailing specific concerns or issues regarding the development of Westmead Hospital, we welcome further consultation with the HSU and our staff.

If you would like to progress this matter, we would request that the HSU particularise the nature of any questions or issues you would like WSLHD to consider, and present any other relevant information gathered by the HSU in support of member concerns.

Thank you again for raising your concerns in relation to this matter. Should you wish to discuss your concerns in more detail please contact Luci Caswell, Director People and Culture WSLHD via email: luci.caswell@health.nsw.gov.au.

Yours sincerely

Graeme Loy
Chief Executive

Date: 18-12-19