

Gosford Hospital Radiographers Roster Update

Dear Member,

The HSU has been contacted by concerned members working in the Medical Imaging Department at Gosford Hospital regarding a proposed roster change. The Union and CCLHD management have been in continuing discussions regarding this matter.

Attached for your reference is the latest email sent to the LHD on the 13th of February, as well as the reply received on the 18th of February.

If you have any questions or concerns, please contact your HSU organiser Matt Ramsay at matthew.ramsay@hsu.asn.au. Members are also reminded that if group meetings are scheduled to discuss rostering, you have the right to contact Matt to seek advice or to have him present for any discussions.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD

From: Matthew Ramsay [<mailto:Matthew.Ramsay@hsu.asn.au>]
Sent: Thursday, 13 February 2020 5:29 PM
To: Katrina Haines (Central Coast LHD)
Cc: [REDACTED]; Greg O'Donohue; Tracey Gaddelin; Rob Sheehy; CCLHD-IndustrialRelations
Subject: Proposed Roster Change in Medical Imaging Department-Gosford Hospital

Dear Katrina,

HSU are once again writing regarding the proposed introduction of a new roster with-in the radiography department of Gosford Hospital. Please see attached documents which I be referring to throughout this email. Firstly, I would like to remind of the HEALTH EMPLOYEES CONDITIONS OF EMPLOYMENT (STATE) AWARD 2019 which clearly states

35. Workforce Review

Any proposal to reorganise a Department or service that will significantly affect employees covered by the Union will be the subject of genuine consultation with the Union.

Firstly, an email attached by the director of Medical Imaging and dated 10th February, in the fourth paragraph states, 'I believe that the current proposal is compliant with the NSW award and the NSW employee conditions of employment documentation, but will send it to the Union for their review after the Radiographers have had their input'.

Three issues with the above statement, firstly genuine consultation is informing/notifying the Union when there is a proposal to re-organise a department, as stated above, CCLHD are already at this stage. Secondly, when re-organising a department or making change, informing the Union is not a tick-a-box exercise. It is allowing the Union the opportunity to properly consult with our members. And lastly, it seems that CCLHD management have been speaking to our members with-out giving our members the opportunity to speak with the HSU to seek advice around this.

Secondly a letter attached by the Director of Medical Imaging, but undated makes numerous references throughout to a proposed roster and a trial period of three months. Yet again the HSU has not received this proposal formally from the CCLHD for our members consideration. And there is also the attached proposed roster, that yet again, HSU has not received any formal communication about.

Thus far, the limited opportunities that HSU have had to speak to affected members, suggests that the majority are not particularly happy with this proposal. And strongly feel that CCLHD has no genuine intentions to hear their thoughts or feedback regarding this.

In summing up, HSU requests the following:

1)A guarantee in writing from CCLHD-in particular Director of Medical Imaging there will be no further discussions on this topic with-out our members having the opportunity to speak with the HSU.

2)A guarantee in writing from CCLHD-in particular Director of Medical Imaging that all information regarding this proposal will be handed over to the HSU with formal documents from the LHD, addressed to the HSU.

3)When the information has been received, CCLHD will give the HSU a sufficient amount of time to consult with members and relay feedback to CCLHD. Possibly through a USCC process.

4) A guarantee in writing that CCLHD will not implement any trails or proposals until all information has been given to HSU, HSU has had the opportunity to respond and seek feedback from our members. And the LHD will take our members concerns seriously and address them accordingly.

HSU requests a response to the above no longer than seven calendar days from today's date. If co-operation and agreements are not forthcoming, HSU will escalate through appropriate channels and seek the assistance of the New South Wales Industrial Relations Commission to assist CCLHD in realising their obligations under the award around genuine consultation.

Kind Regards

Matthew Ramsay

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Subject: FW: Proposed Roster Change in Medical Imaging Department-Gosford Hospital

From: "Katrina Haines (Central Coast LHD)" <Katrina.Haines@health.nsw.gov.au>

Date: 18 February 2020 at 3:58:07 pm AEDT

To: Matthew Ramsay <Matthew.Ramsay@hsu.asn.au>

Cc: [REDACTED], Greg O'Donohue <greg.odonohue@hsu.asn.au>, Tracey Gaddelin <tracey.gaddelin@hsu.asn.au>, Rob Sheehy <rob.sheehy@hsu.asn.au>, CCLHD-IndustrialRelations <CCLHD-IndustrialRelations@health.nsw.gov.au>, [REDACTED]

Subject: RE: Proposed Roster Change in Medical Imaging Department-Gosford Hospital

Hi Matthew,

I would like to inform you that [REDACTED], Medical Imaging Director has provided the Senior Radiographers with a proposed change to their roster and as you are aware he is currently seeking feedback to improve this roster before submitting any formal proposal to the HSU. As previously stated, CCLHD are still in the early stages of investigating a suitable alternative roster that focusses on improved well-being and work-time training for our Radiography staff. At this stage there is no final proposal and hence no formal consultation has started.

I realise that the documentation you have received may indicate that we are further down the road than we actually are and [REDACTED] has acknowledge that the wording of 'proposal' and 'consultation' in the letter to staff may have been misleading. As mentioned, we are currently looking at a change in a Roster Model and seeking feedback prior to progressing to a final proposal and consultation. For some time now, Management have been working with our Senior Radiographers to investigate suitable options. One of the options (roster 1 & 2 in your attachments) shows some promise but has not yet been discussed with the bulk of our Radiographers. We need to listen to our Radiographers ideas and preferences before we can arrive at a proposal for formal consultation.

I realise that some of your members may have expressed concerns. It is relevant to note that the Radiographers themselves have initiated the current investigation work which has been supported by our Managers. CCLHD will consult with the HSU all Senior staff have been encouraged to seek support of their Union at any stage. We intend to make the same offer to the core Radiographer group when we do meet shortly.

I understand the obligations of the Award and when we are ready to have genuine consultation with the HSU, relevant information, notification and reasonable timeframes will be provided to allow the Union the opportunity to properly consult with their members. At this time, the Union may request to hold a USCC in relation to this matter.

I can confirm that the District will not implement any significant roster changes or trial period without appropriate consultation taking place.

I trust that this information may help clarify your concerns, this matter has not yet progressed to the point of a proposal. If and when it does, we will involve all stakeholders, including the Union, in appropriate consultation. Please feel free to phone and discuss any concerns you may have.

Katrina Haines
HR Business Partner | **Workforce & Culture**
PO Box 361, Gosford Hospital, NSW, 2250