

Mr Gerard Hayes
General Secretary
Health Services Union NSW/ACT/QLD

HD24/32273-001

22 October 2024

By email: secretary@hsu.asn.au

Cessation of payment of refuse allowance for ineligible staff

Dear Gerard,

We wish to inform you that HealthShare NSW (HSNSW) recently conducted a review of allowances paid to staff, which identified that the refuse allowance, as provided under clause 12(iv) of the *Health Employees (Conditions of Employment) Award 2023*, has been incorrectly paid to staff who are ineligible to receive it.


The refuse allowance of is only applicable under specific circumstances, such as when an incinerator is present on-site and used by an employee, or when an employee, whose primary duties do not include cleaning, is instructed to carry out refuse disposal tasks.

As a result of this review, HSNSW will discontinue the payment of the refuse allowance to ineligible staff effective from 02/12/2024. Employees who have received this allowance incorrectly in the past will not be required to repay any overpaid amounts.

All affected staff will be informed and provided the opportunity for consultation prior to this date.

For any further information, or for consultation regarding the refuse allowance, please contact Associate Director, Service Delivery, Patient Services and Planning at Joel.Bardsley@health.nsw.gov.au.

Sincerely,



Wendy Hughes
Chief Executive