

**Private & Confidential**

3 December 2021

Mr Gerrard Hayes  
Health Services Union  
L2/109 Pitt Street  
SYDNEY NSW 1215

Attention: Tracey Gaddelin – Organiser

Via email: [Tracey.Gaddelin@hsu.asn.au](mailto:Tracey.Gaddelin@hsu.asn.au) and [secretary@hsu.asn.au](mailto:secretary@hsu.asn.au)

Dear Mr Hayes,

**Re: New Maitland Hospital (NMH) – Proposed Security & Wardsperson Model**

By way of background, in February 2021 the Anderson Report, was released which reviewed security services in NSW public hospitals and recommended that the security function within Local Health Districts should be transferred back to them for day to day management from HealthShare NSW.

A Joint USCC process has been established between the Health Services Union, HealthShare NSW and Hunter New England Local Health District (the District) to oversee the transition of Security and Wardspersons at The Maitland Hospital which will take effect from Monday 20<sup>th</sup> December 2021.

While Security and Wardspersons will transition back to the District, no management position from Healthshare NSW will be transferred in this arrangement. The District is currently reviewing the management support for this service, noting that 1.0 FTE funding at the rate of General Administration – Grade 5 has been secured from HealthShareNSW, it is yet to be determined how this resource will be best utilised to support this service.

The staffing profile that will transition from Healthshare NSW to Maitland Hospital is as follows:

**Maitland Hospital: Current Staffing Profile**

Classification	Current FTE
Security Officer	1.8
Wardsperson	4.4
Health & Security Assistants (HSA)	10.8
<b>TOTAL FTE</b>	<b>17.0</b>

## New Maitland Hospital

The new Maitland Hospital has been constructed and is due to open in early January 2022 on a “same level transfer” principle.

It is proposed that when staff transition to the new facility, the current model of using predominately the hybrid Health & Security Assistants classification to provide security and portering services will be replaced with a new model that will use the distinct classifications of Security Officer or Wardsperson for this purpose.

The proposed staffing profile for the New Maitland Hospital is:

Classification	Current FTE
Security Officer	7.1
Wardsperson	12.3
Health & Security Assistants (HSA)	0
<b>TOTAL FTE</b>	<b>19.4*</b>

\*This is an enhancement of 1.4 FTE Wardsperson and 1.0FTE for security.

It is acknowledged that there is a difference in salary between these classifications and therefore the District proposes that current staff will maintain their current classifications.

For those staff classified as Health & Security Assistants they will be rostered to either a distinct Security function or Wardsperson function in the roster. They will be used interchangeably in these roles throughout a roster period.

Through natural attrition as Health & Security Assistant positions become vacant over time, the District will then recruit either a Security Officer or a Wardsperson to the roster dependent on the skills required to maintain the model and be remunerated at the classification of either Security Officer or Wardsperson.

I would ask that you provide any response to this proposal by close of business **Friday 10 December 2021**. Your response can be sent to me via email at: [Christine.Osborne@health.nsw.gov.au](mailto:Christine.Osborne@health.nsw.gov.au)

If you have any concerns or questions please do not hesitate to contact me on (02) 4939 2068 or Lynn Hurst, Senior Human Resources Consultant on (02) 4985 3449.

Yours sincerely,



**Christine Osborne**

A/General Manager

Lower Hunter Sector

Hunter New England Local Health District

cc Lynn Hurst, Senior Human Resources Consultant

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Hunter New England  
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