

07 May 2024

Mr. Gerard Hayes
Secretary
Health Services Union
Locked Bag 3 Australia Square NSW 1215

By email: secretary@hsu.asn.au

Proposal for Workforce Change Consultation: Additional Shift Trial including extension of hours at NSW Health Pathology Tweed Heads for Technical Assistants.

Dear Mr. Hayes,

I am writing to formally announce the commencement of the consultation process regarding a proposed workforce change at Tweed Heads within Pre-Analytical.

The proposal entails initiating a trial of three additional shifts within Pre-Analytical at Tweed Heads Laboratory which currently operates 0600 - 2030 on a 7- day rotational roster with the following roster lines:

- 0600-1430 (1st morning shift)
- 0630-1500 (2nd morning shift)
- 0700-1530 (1st day shift)
- 0730-1600 (2nd day shift)
- 0830-1700 (1st Mid shift)
- 0930-1800 (2nd Mid shift)
- 1400-2030 (Late shift)

The proposed trial suggests adding an additional Monday to Friday Late Shift with working hours of 1230-2100 and two additional Mid Shifts on weekends with working hours of 0800-1630.

Currently, the Monday to Friday Late Shift comprises of one staff member after 1800, leading to increase in workload for that individual. The proposed new shift will support ward collections from 1230 to 1700. Then support specimen reception from 1700 until 2100. Furthermore, the two additional weekend Mid Shifts (0800-1630) will support our ward rounds.

This proposed three-month trial aims to address an expected increase in workflow within Pre-Analytical at Tweed Heads Laboratory due the development of the new Tweed Valley Hospital. To strengthen this proposal, NSW Health Pathology is committed to recruiting and training three additional full-time Technical Assistants which are currently advertised.

We firmly believe that the addition of the proposed shifts coupled with the additional full-time employees, will significantly enhance the well-being of our affected employees. This change is expected to bring about improvements in fatigue management, promote a healthier work-life balance, and provide enhanced structure to rostering.

Initial discussions with the Pre-Analytical Staff have shown majority support for commencing this trial. We also seek feedback from the Health Services Union and its members.

The trial is scheduled to commence with the next roster period starting on 27 May 2024. We welcome your thoughts by close of business on 17 May 2024.

Kind regards,



Tarquin Pollock
Associate Director Human Resource Operations, Regional
NSW Health Pathology