



**Brendan Roberts**

Organiser, Public Health Division  
HSU NSW/ACT/QLD  
Level 2, 109 Pitt Street  
Sydney NSW 2000

Email: [Brendan.roberts@hsu.asn.au](mailto:Brendan.roberts@hsu.asn.au)

Dear Brendan,

**Re: COVID-19 Response – Redeployment of Oral Health Staff**

Western Sydney Local Health District (WSLHD) is at the frontline of the NSW Government's response to the COVID-19 pandemic and at present, the outbreak in the Sydney's west. As you will be aware, COVID-19 is resulting in changes in the way services are delivered and the demand for health services throughout WSLHD.

**Reduction in Oral Health Services**

WSLHD has temporarily scaled back Oral Health services in order to comply with Public Health advice and advice from the Commonwealth Department of Health. This measure has been taken to ensure the wellbeing of patients, employees and the community.

The Oral Health service will continue to provide treat emergency and urgent patients during this time with the increased screening and personal protective equipment to reduce risks associated with COVID-19.

**Staff Impact**

WSLHD cannot offer full time ongoing duties for most employees within Oral Health whilst the service works on reduced services. We do not intend to stand down employees that can be engaged in meaningful work.

Given the above, we have determined to redeploy employees to duties necessary for the response to the Coronavirus Pandemic. We advise as follows:

1. No employees will lose their jobs.
2. Employees will be redeployed to alternative duties after appropriate assessment of work capacity, employee skills, credentials (where relevant), vaccination status and risk.
3. Salaries and wages will be maintained at the substantive level for the period of the redeployment. Employees directed to complete work at a higher classification will be paid at the appropriate Award rate for the work performed.
4. Employees will be provided with structured induction, training and relevant support and supervision to integrate them into their temporary work units.
5. Employees will be provided with and trained in the use of the PPE required to be used in their temporary work units.
6. The above arrangements will be regularly reviewed.

It is evident that employee duties, reporting lines and locations will change as a consequence of the above. Our intention is to redeploy employees to locations and roles as near as possible to current arrangements.

An overview of staff within Health Services Union (HSU) coverage is included in **Appendix 1**.



## Consultation

We have advised employees of the reduction in services since 28<sup>th</sup> June 2021. We have continue to inform employees on the changes to the service on 12<sup>th</sup> July 2021 and 17<sup>th</sup> August 2021, along with daily covid huddles with all management teams. We have discussed individual redeployments with employees on each occasion and offered preference where possible.

Please be assured that WSLHD remains committed to engage productively with the HSU and our employees in a manner consistent with the *Health Employees Conditions of Employment (State) Award* and the *Industrial Consultative Arrangements in the NSW Health Service Policy Directive PD2019\_059* to the fullest extent possible in the circumstances.

We invite consultation with HSU about the next steps and will advise you when alternative duties are identified and this matter progresses.

If you have any questions or wish to discuss this matter further, please contact Hayley Cadman, Director Human Resources on 0458 979 411 or at [Hayley.cadman@health.nsw.gov.au](mailto:Hayley.cadman@health.nsw.gov.au)

We thank you for your support in enabling us to continue operations and maintain the wellbeing of our frontline workers, clients and the broader public.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Brad Ceely'.

**Brad Ceely**  
General Manager, Oral Health

Date: 18<sup>th</sup> August 2021

### Appendix 1

FTE	Position	Location
0.89	Dental Assistant Gde 1	Outreach Vaccination Program
1	Dental Assistant Gde 2	Outreach Vaccination Program
1	Dental Officer Lvl 1	Outreach Vaccination Program
2.42	Dental Officer Lvl 2	Outreach Vaccination Program
1	Dental Officer Lvl 3	Outreach Vaccination Program
2	Dental Officer Lvl 4	Outreach Vaccination Program
2.28	Dental Specialist	Outreach Vaccination Program
1	Admin Officer	Blacktown Hospital – GM Office Accreditation Program
0.89	Dental Assistant Grade 1	Dermatology Dept. Westmead Hospital
2.63	Dental Technician Lvl 1	Emergency Dept. Westmead Hospital
1	Dental Technician Lvl 3	Emergency Dept. Westmead Hospital
0.45	Dental Officer Lvl 2	Emergency Dept. Westmead Hospital
1	Dental Assistant Gde 1	Emergency Dept. Westmead Hospital
0.89	Dental Assistant Gde 2	Emergency Dept. Westmead Hospital
1	Oral Health Therapist	PHU Contact Case Tracing
1	Admin Officer	PHU Contact Case Tracing
0.84	Health Manager Lvl 1	PHU Contact Case Tracing
2.67	Dental Assistant Gde 1	Qudos Vax Hub
2.16	Dental Assistant Gde 2	Qudos Vax Hub
3	Oral Health Therapists Lvl 1	Vaccination Hub
1	Dental Officer Lvl 3	Vaccination Hub
3	Dental Assistant Gde 1	Screening Station, BLKMTD
2	Dental Assistant Gde 2	Screening Station, BLKMTD
2.45	Dental Assistant Gde 1	Screening Station, WMD
8.6	Dental Assistant Gde 1	Staff Surveillance Swab Clinic
2	Dental Assistant Gde 2	Staff Surveillance Swab Clinic
2.2	Dental Assistant Gde 3	Staff Surveillance Swab Clinic
0.2	Dental Officer Lvl 1	Staff Surveillance Swab Clinic
1.82	Dental Officer Lvl 2	Staff Surveillance Swab Clinic
4.48	Dental Officer Lvl 3	Staff Surveillance Swab Clinic



1.4	Dental Officer Lvl 4	Staff Surveillance Swab Clinic
0.4	Dental Specialist	Staff Surveillance Swab Clinic
0.67	Dental Prosthetist Lvl 3	Staff Surveillance Swab Clinic
4	Admin Officer Lvl 2	Staff Surveillance Swab Clinic
1	Admin Officer Lvl 4	Staff Surveillance Swab Clinic
2	Oral Health Therapist Lvl 1	Visitor Exemptions
0.63	Dental Assistant Gde 2	Westmeadow Childcare Centre, WMD
4	Dental Officer Lvl 1	InTouch Covid Care, ICH
5.67	Dental Officer Lvl 2	InTouch Covid Care, ICH
2.11	Dental Officer Lvl 3	InTouch Covid Care, ICH
6.64	Dental Specialist	InTouch Covid Care, ICH