

31 October 2024

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

Dear Gerard

This letter is to advise you that NSW Health Pathology Westmead is proposing changes to the positions responsible for training and supervision, of our Central Specimen Reception (CSR) department, and to the shift arrangements for all Technical Officers including the need to work all shifts.

Central specimen reception (CSR) plays an integral role in the delivery of pathology services. Generally, the CSR department is viewed as an avenue into Pathology and this can perpetuate a cycle of staff turnover, recruitment and requirements for staff training.

An in-depth review of Westmead CSR was completed identifying the requirement to change the way training is delivered in CSR. The current structure includes a dedicated position of Trainer. The proposed recommendations include;

1. The deletion of the 1FTE HSM1 dedicated CSR Trainer position
2. Increase of 2FTE in Technical Officer positions
3. The existing 3FTE Technical Officers to participate in all shifts

The proposed recommendations provide an opportunity to increase supervision and training with the additional Technical Officers in our CSR department. This additional 2FTE will increase the total of Technical Officers to 5FTE which we deem adequate to ensure the team are supported with ongoing training and supervision. To ensure supervision and training is to be provided to all staff, on all shifts in a 24/7 Laboratory, it is anticipated that all 5FTE Technical Officers will participate in all shifts.

The following will be undertaken to facilitate this change:

- Consultation has commenced and is ongoing with staff regarding the changes to rostering and new operational requirements.
- Consultation with the impacted staff member has commenced, and the staff member has been notified of the impact on the position held.
- A revision of the rostering requirements of the Technical Officers, to accommodate the service needs and changes. A direction to the Technical Officers of the requirement to participate in all shifts.

After appropriate consultation has been undertaken it is intended that these changes will occur effective from 2 December 2024.

If you have any queries please feel free to contact me on (02) 8890 9665.

Yours sincerely,



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