

Gerard Hayes
Secretary
Health Services Union
Level 2, 109 Pitt Street
SYDNEY NSW 2500

By email: secretary@hsu.asn.au

After Hours Crisis On Call Social Work Roster

Dear Mr Hayes

I am writing to advise you of the proposed changes to the After Hours Crisis On Call Social Work roster, which has the potential to affect your members. This change proposal is required following a review of the previous Senior Consultation / Backup On Call roster. Following an extensive review, it was determined that the Senior Consultation / Backup On Call roster was not a sustainable option due to the functions being performed not meeting the requirements of Section 8B of the *Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award*.

As a consequence of this proposal, in accordance with Section 35 of the *Health Employee's Conditions of Employment (State) Award*, consultation has occurred with all hospital Social Workers and Social Workers participating in the on call roster in the District. Meetings were held (via Teams) where all Social Workers were invited to hear the reasons for the proposed change and to ask questions. These meetings were held on 1 August 2024 and 15 August 2024. Communication has been open and ongoing with Nicholas Haughain, Organiser and Greg O'Donohue, Industrial Officer during this period of time. Nicholas was also present at the meeting with staff on 1 August 2024.

It is the District's intention to proceed with a trial of the new roster from Monday 11 November 2024 until Sunday 8 December 2024. During this time additional support will be provided to staff through the availability of the Social Work Director after hours and any issues/concerns that are raised during this time will be documented and reviewed accordingly. Attached to this correspondence is a copy of the Feedback and Actions which have occurred to date along with the draft procedure for the proposed After Hours Crisis On Call Social Work roster. These documents were provided to staff for their information and feedback on 17 September 2024.

In accordance with the consultative provisions of the Award, you are invited to provide any comments regarding the proposed changes by 27 October 2024. Alternatively, if you have any queries regarding this notification, please contact Mr Benjamin Birrell, Social Work Director, via email benjamin.birrell@health.nsw.gov.au or on 0421 610 258.

Yours sincerely



Allison Ferguson
Executive Director Allied Health

Date: 27/09/2024

cc. Nicholas Haughain nicholas.haughain@hsu.asn.au & Greg O'Donohue greg.odonohue@hsu.asn.au