

29 April 2024

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

BY EMAIL: secretary@hsu.asn.au

Dear Mr Hayes

RE: Grandfathering Couriers classified Technical Assistant within NSW Health Pathology

Historically, and due to an evolution from various Area Health Services (AHS) and Local Health Districts (LHD) based public pathology organisations, NSW Health Pathology (NSWHP) courier roles varied depending on location and the specific operational requirements of each region driven by AHS/ LHD boundaries. This has resulted in some courier positions being classified as Motor Vehicle Drivers (MVD) and others as Technical Assistants (TAs).

The NSWHP Couriers who were classified as TAs, performed beyond the transportation of samples and underwent more rigorous training and maintained proficiency in specimen identification. These Couriers were called upon to perform additional specimen-related tasks such as packing, patient detail verification, sample triage, scanning, specimen ID, and labelling.

However, as our operational processes has evolved, these additional duties performed by these employees classified as TAs are becoming less frequent and will not to be required as we transition to Epic as our state-wide Laboratory Information System. Moving forward, we will engage all new Couriers as per the appropriate classification i.e. Motor Vehicle Driver.

As it stands, it is proposed that the current couriers classified as TAs will be grandfathered on their current remuneration as per the Award. The only change to existing couriers within some regions will be with respect to the uniforms. Couriers classified as TAs currently wear a teal coloured NSW Health Pathology polo and the MVDs currently wear a variety of different coloured NSW Health polos dependent on location. We understand through initial consultation with couriers that the teal coloured NSW Pathology polo is the preferred colour of uniform, and we'll consult with HealthShare regarding an opportunity of this colour for all NSWHP Couriers. If there is a requirement for change of colour of uniform this will not be at the cost of our Couriers.

NSWHP will consult with staff in relation to the change. If you have any queries please feel free to contact me.

Sincerely

Deanna Paulin

Dr Deanna Paulin

Director People and Culture

NSW Health Pathology