

**Northern NSW
Local Health District
Date: 6/11/2024**



Silas Warren Hendrickx
60 Hunter Street
Lismore Base Hospital – Tallowood Mental Health Unit, Lismore NSW, 2480

To the HSU secretary at: secretary@hsu.asn.au

Dear Secretary,

I'm writing to inform you of proposed changes to the shift times for Health and Security Assistant staff working in the Tallowood Mental Health Inpatient Unit.

The HSA role in Tallowood is a relatively new role, having been established and recruited to earlier in the year. Since establishment they have been an incredibly beneficial asset to the Tallowood team.

In an effort to better integrate the HSA's into the clinical workflow, this proposal aims to alter the current HSA shift times to align with the nursing staff shift times.

The current shift structure is as follows:

AM – 06:00 – 14:30

PM – 14:00 – 22:30

Night – 22:00 – 16:30

The proposed shift structure will look like:

AM – 07:00 – 15:30

PM – 13:30 – 22:00

Night – 21:30 – 07:30

Some benefits for the people this change will impact, as well as the organisation include:

- Better integration of the HSA staff into the nursing/care team, including the ability for HSA staff to attend ward handover to better understand safety and security risks on the ward.
- Enable a longer HSA handover period between 1330-1530. This period between education and handover is statistically where most of our incidents occur based on our IIMS data.
- Enable HSA's to attend education in-services relevant to their scope of practice.
- Reduce the number of night shifts each individual HSA has to work to support better fatigue management.

Sincerely,

SILAS WARREN HENDRICKX
A/NUM3

Signed:

A handwritten signature in black ink, appearing to be "Silas Warren Hendrickx", written over a light blue horizontal line.

Northern NSW Local Health District - Mental Health, Alcohol and Other Drugs

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