

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

Attention: Ms Kate Hall @ Kate.Hall@hsu.asu.au

Dear Mr Hayes,

The purpose of this letter is to advise that The Children's Hospital at Westmead (CHW) Physiotherapy Department has implemented a revised roster for the winter period that is the period from 1 July 2024 through to 31 October 2024,

This temporary change to rostering patterns means that staff members will be rostered to both a Saturday and Sunday of the same weekend and will have two alternate days off in the adjacent week(s). During the July to October period, each staff member will only be required to work one weekend, with the option to use shift swaps as needed. The change is within the accountabilities of the existing Position Descriptions.

During this time, staff members will not be at a disadvantage in terms of accruing leave and public holiday credits.

This change will support the maintenance of our staff members' health and well-being, as well as effectively managing excessive overtime hours.

CHW Physiotherapy have been provided a temporary additional full time Physiotherapist commencing in July 2024. The utilisation of this resource enables a stronger emphasis on enhancing the continuity of care for patients, streamlining handover processes for improved efficiency, and ensuring a fair distribution of weekend shifts among team members.

The CHW Physiotherapy staff have been advised of the change. The management team will be actively communicating and monitoring the above on implementation and during the noted period.

To provide further context, CHW Physiotherapy are reviewing rostering patterns to ensure the physiotherapy workforce is optimally aligned and appropriately staffed to deliver best possible care at all times in a safe and sustainable manner. Physiotherapy provides a 24/7 service, 365 days of the year. Physiotherapy staffing is rostered on an historical model focused on Monday to Friday business hours (8am-5pm). After hours services are staffed with a limited number of Physiotherapists.

The service requires a staffing roster that safely and sustainably meets the critical and complex demands of a tertiary paediatric hospital. Without a review of current staffing models patient care may be compromised and staff retention, job satisfaction, fatigue, and morale suffers.

Should you wish to discuss this further please contact Clare Klimes at Clare.Klimes@health.nsw.gov.au. Alternatively, Mr David Attard, Principal Business Partner is also available at David.Attard@health.nsw.gov.au

Yours sincerely



Clare Klimes
Director Allied Health
The Children's Hospital at Westmead

28 June 2024

CC. David Attard, Principal Business Partner
Johanna Newsom, Acting Head of Department Physiotherapy
Kerry West, Head of Department Physiotherapy