
From: Goran Saveski (HealthShare NSW) [REDACTED]
Sent: Monday, 19 April 2021 2:27 PM
To: Tracey Gaddelin <tracey.gaddelin@hsu.asn.au>; David Braithwaite (HealthShare NSW) <David.Braithwaite@health.nsw.gov.au>
Cc: Edmund Fry <Edmund.Fry@hsu.asn.au>; Kevin Prasad (HealthShare NSW) <Kevin.Prasad@health.nsw.gov.au>
Subject: RE: Allocation of Uniform - Renewal under Fair Wear and Tear

Good afternoon Tracey,

Please find the requested responses within 5 working days below and my apologies for the delayed response as I was on pre-arranged leave last week.

It has been brought to the attention of the HSU by some members at Newcastle Linen that they have recently requested as part of their uniform renewal under fair wear and tear new outerwear. When members have submitted their order requests for outerwear they have ordered as per the allocation guide in the uniform catalogue for patient Support Services (pg 42-pg 46).

- Uniform range is based on a state wide level and we take the award the employee is paid under to determine the uniform the employees see when they log in. As majority of our staff are paid as a HAG this is the same award paid to employees with in a hospital setting for food and linen.
- *PLEASE NOTE: Additional items and categories have been added under Fair Wear and Tear. These are based on approval by the manager of the employee and the role they are performing i.e. outside, wet weather.*

The HSU has been advised that members are being told that the only outerwear item they can request is the Half Zip, Two-Tone Jacket (70.3.0200) which is part of the uniform allocation for a Painters and Signwriters. When reviewing the Roles by Workstream pdf on page 2 staff who work in linen are classified under Patient Support Services and are not classified under the Painters workstream. Can you please advise the HSU why our members are not able to order under their correct classification for Patient Support Services.

- I am not sure where the comment came from or who has advised staff and subsequently HSU that the only outerwear item they can request is the Half Zip, Two-Tone Jacket (70.3.0200), which is not the case as staff are able to order additional items and categories which have been added under Fair Wear and Tear. These are based on approval by the manager of the employee and the role they are performing i.e. outside, wet weather.
- Staff who order a wet weather jacket and perform outside work, or work in wet weather conditions, have the jackets approved (examples are our traffic controllers, truck drivers or staff who are required to perform tasks outside of the undercover factory settings).
- Staff who work in the factory are encouraged to order their uniform renewal under fair wear and tear new outerwear allocation such as Knitted Vest (42.3.0200), V Neck Pullover (40.3.0200) and Half Zip, Two Tone Jacket (73.3.0200). Please note all of this options are available to staff in the uniform ordering system.

Members have told me that the reasons is because the two tone jacket it is Hi-vis. I would like clarification around this reasoning as you are well aware that staff/members do not regularly wear a jumper while working at a station and are not required to wear hi-vis vest over their sage coloured shirts.

- Tracey, once again I am not sure where the comment came from or who has advised staff and subsequently HSU in terms that reason is because the Half Zip, Two Tone Jacket is Hi-Visibility. I agree with your clarification that staff do not regularly wear a jumper while working and are not required to wear hi-vis vest over their shirts or uniform.

In summary, I am not sure where the confusion has come from as staff are not limited to Half Zip, Two-Tone Jacket (70.3.0200) and can continue to request renewal under fair wear and tear new outerwear in terms of vest, pullover or jacket and these are to be approved relevant to the role that the staff member performs *i.e. outside, wet weather or work inside the factory.*

Thank you for your support.



WE THINK WORK LIVE - SAFE

Goran Saveski

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FS 631924

From: Tracey Gaddelin [<mailto:tracey.gaddelin@hsu.asn.au>]

Sent: Tuesday, 13 April 2021 4:20 PM

To:

[Redacted]

Edmund Fry

<Edmund.Fry@hsu.asn.au>

Subject: Allocation of Uniform - Renewal under Fair Wear and Tear

Good afternoon Goran,

I am contacting you for some clarification regarding uniform renewals in particular outerwear items.

It has been brought to the attention of the HSU by some members at Newcastle Linen that they have recently requested as part of their uniform renewal under fair wear and tear new outerwear. When members have submitted their order requests for outerwear they have ordered as per the allocation guide in the uniform catalogue for patient Support Services (pg 42-pg 46). The HSU has been advised that members are being told that the only outerwear item they can request is the Half Zip, Two-Tone Jacket (70.3.0200) which is part of the uniform allocation for a Painters and Signwriters.

When reviewing the Roles by Workstream pdf on page 2 staff who work in linen are classified under Patient Support Services and are not classified under the Painters workstream. Can you please advise the HSU why our members are not able to order under their correct classification for Patient Support Services.

Members have told me that the reasons is because the two tone jacket it is Hi-vis. I would like clarification around this reasoning as you are well aware that staff/members do not regularly wear a jumper while working at a station and are not required to wear hi-vis vest over their sage coloured shirts.

Can you please provide a written response within 5 working days.

Kind regards
Tracey

Tracey Gaddelin
Organiser HSU NSW/ACT/QLD

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Sydney NSW 2000

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