

**STRICTLY PRIVATE AND CONFIDENTIAL**



**Health**  
Western Sydney  
Local Health District

Michael Kerley & Melissa Kelly  
Health Services Union

By email: [michael.kerley@hsu.asn.au](mailto:michael.kerley@hsu.asn.au); [melissa.kelly@hsu.asn.au](mailto:melissa.kelly@hsu.asn.au)

Dear Mr Kerley & Ms Kelly,

**Re: Security Rosters – Blacktown Hospital**

I write to advise you of the proposed changes in the Security Roster within Blacktown Hospital.

There have been identified a number of means of improving the Blacktown Hospital Security Roster. The current needs of the facility will be better served by addressing those opportunities to support the workflow of the security department. It has been recognised that there is imbalance in the workload experienced by Security Officers working in the Emergency Department security office in comparison to the Security Officers based in the main security office. For the facility to provide the safest and fairest workplace for security officers and best patient experience, this imbalance needs to be addressed.

Given the above, the following changes are proposed:

1. As of the 21 October 2024 the new security roster will come into effect.
2. Alignment of the roster to have all security officers (excluding Seniors) into the same roster pattern.
3. Security officers will rotate throughout their shifts through all facilities in Blacktown Hospital. This includes all Hospital Blocks (A, B, C), Emergency Department, and all other areas within the campus.
4. The introduction of a rotating duties pattern across Blacktown Hospital will result in each Officer undertaking a minimum of 3 hours per shift in the Emergency Department. This ensures an equitable share of workload for each shift and provides officers with a more holistic appreciation for the entire operation of the facility.

It is considered that this realignment will provide the following benefits:

- Equitable workload for the Blacktown Security Staff
- Improved fatigue management
- Improving the skillset and knowledge base for officers
- Improved patient experience

A copy of the proposed roster for implementation is attached for your information.

Blacktown & Mount Druitt Hospital management are commencing a 2-week consultation period from Monday 9 September - 20 September 2024 with the Blacktown & Mount Druitt Hospital Security staff. During this time staff are invited to provide written feedback, and face-to-face sessions will be held to answer any questions arising during this time.

If you have any questions or wish to discuss this matter further, please contact Jackie van der Hout, A/Corporate Services Manager Blacktown & Mount Druitt Hospitals on 0428 967 291 or via [jackie.vanderhout@health.nsw.gov.au](mailto:jackie.vanderhout@health.nsw.gov.au)

Yours sincerely,

Brad Ceely

**General Manager Blacktown & Mount Druitt Hospitals**

Date:

9.9.24