

Hi All

As previously discusses in general staff meetings and sent out via email, there was a proposal to change the current 7on/7off 11:00-22:00hrs evening shift to follow the pattern of the day shift 2on/2off, 3on/3off the hours would remain 11:00-22:00hrs.

This came from informal discussions with some staff members who mentioned that the evening shift was becoming increasingly stressful especially if the week had a lot of staff shortages or instrument breakdowns. The change would also be inline with the CHS Policy Fatigue Management Policy DGD18-007 and CHS Managing Fatigue Procedure CHS23/306.

I have included a snapshot below of the new proposal below.

The next step in the process is staff consultation, I have compiled a short survey monkey to gather everyone's thoughts and other ideas before we take this proposal to a vote. Please follow the link below to answer the four short questions, please let me know if you have any issues accessing the survey. I will leave the survey open until COB 1/8/2024 to allow all staff to complete.

<https://www.surveymonkey.com/r/G93P7XG>

I have also cc'd in union reps is any wishes to contact them to discuss the proposed changes and Ashish Godara from CHS People and Culture, and additional questions please let me know.

	Week	Day	Work Start	Work End	Unpaid Break Start	Unpaid Break End	Cross midnight	Time hh:mm	Time decimal
Pay Week	Week 1	<b>Thursday</b>	<b>11:00</b>	<b>22:00</b>	<b>13:00</b>	<b>13:30</b>	<b>N</b>	<b>10:30</b>	<b>10.50</b>
	42.00	Friday	11:00	22:00	13:00	13:30	N	10:30	10.50
		Saturday					N	0:00	0.00
		Sunday					N	0:00	0.00
		Monday					N	0:00	0.00
		Tuesday	11:00	22:00	13:00	13:30	N	10:30	10.50
		Wednesday	11:00	22:00	13:00	13:30	N	10:30	10.50
Non-pay week	Week 2	Thursday					N	0:00	0.00
	31.50	Friday					N	0:00	0.00
		Saturday	11:00	22:00	13:00	13:30	N	10:30	10.50
		Sunday	11:00	22:00	13:00	13:30	N	10:30	10.50
		Monday	11:00	22:00	13:00	13:30	N	10:30	10.50
		Tuesday					N	0:00	0.00
		Wednesday					N	0:00	0.00

Survey Monkey questions:

## Employee Feedback on Shift Proposal

### 1. How do you feel about the new evening shift proposal?

Very favorable

Somewhat favorable

Neutral

Somewhat unfavorable

Very unfavorable

2. What specific aspects of the new shift proposal do you like or dislike?

3. What, if any, improvements would you suggest for the current evening shift?

4. Are you currently participating in the shift roster

Yes

No

Done

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