

Mr Gerard Hayes
Secretary
Health Services Union

By email: secretary@hsu.asn.au
Cc to roi.rav@hsu.asn.au

Proposed Change to current practice of Health and Security Assistants (HASA) at Shellharbour Hospital, Mental Health Units

Dear Mr Hayes

I am writing to advise you of a request which would result in a change to the current practice of the HASA roles employed to assist the Mental Health Service (MHS) at Shellharbour Hospital (SHH) within the Illawarra Shoalhaven Local Health District (ISLHD).

The Model of Care for the Adolescent Inpatient Mental Health Unit (AIMHU) has recently been revised and published that brings the AIMHU in-line with state-wide requirements for Child and Adolescent Mental Health (CAMHS) Units and now includes the Unit taking admissions directly from Emergency Departments.

Following consultation with Nursing Staff it was noted that the HASA from Mirrabook and Mental Health Rehabilitation Unit do not currently undertake rounding to the AIMHU.

AIMHU staff noted that adjustments to the AIMHU Model of Care (MOC) could result in increased risk of potential aggression from Consumers and that the Unit would benefit from regular rounding of HASA. We are therefore requesting that HASA's employed to assist the MHS, establish regular rounding to the AIMHU with (at minimum) rounding once every 3-hours for each 12-hour shift. This approach would ensure AIMHU has a periodic HASA presence on the Unit, while avoiding a constant presence, which is empirically recognised as not being therapeutic for adolescent Consumers.

ISLHD is committed to approaching this process transparently and collaboratively. In line with the Industrial Consultative Arrangements policy, we invite you to provide any comments regarding the proposed changes within two weeks of the date of this letter and confirm no changes to current practice in relation to the above will be requested until consultation occurs.

Alternatively, if you would like to arrange a meeting to discuss or have any queries regarding this notification, please contact me via email at kylie.harper@health.nsw.gov.au or Alison Gal on alison.gal@health.nsw.gov.au

Sincerely,



Kylie Harper
Facility Support Manager

Illawarra Hospitals Group

Date: 1 April 2026



Alison Gal
Operations Manager – Shellharbour
and Shoalhaven Inpatients

Mental Health Service

Date: 1 April 2026