

12 February 2026

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

Dear Gerard

I am writing to you in relation to the current consultation regarding roster changes at the NSWHP Cytology Laboratory at St George Hospital.

The roster changes follow recent discussions in fairness and equity of rostering.

The current roster involves 3 staff who rotate through 3 shifts – 8.00am, 8.30am and 9.30am starts. These shifts are rostered for 1 week at a time. Example below.

FEBRUARY 2026																											
NAME	2	3	4	5	6		9	10	11	12	13		16	17	18	19	20		23	24	25	26	27				
	Mon	Tue	Wed	Thu	Fri		Mon	Tue	Wed	Thu	Fri		Mon	Tue	Wed	Thu	Fri		Mon	Tue	Wed	Thu	Fri				
Staff 1	ADO	9.30	9.30	9.30	9.30		8.00	8.00	8.00	8.00	8.00		8.30	8.30	9.30	9.30	9.30		9.30	9.30	9.30	9.30	9.30				
Staff 2	8.00	8.00	8.00	8.00	8.00		9.30	9.30	8.30	8.30	8.30		9.30	9.30	L	L	L		ADO	8.00	8.00	8.00	8.00				
Staff 3	9.30	8.30	8.30	8.30	8.30		ADO	L	9.30	9.30	9.30		8.00	8.00	8.00	8.00	8.00		8.00	8.30	8.30	8.30	8.30				

In the current situation if a staff member takes their leave during the week where they start at 9.30am, on their return from leave they are required to work the 9.30am shift.

While this process was designed to create a balance in staff having to undertake the 9.30am start time, it has been found that this has not occurred and one staff member tends to work the 9.30am start time a lot more than others.

The proposed change will be that staff do a gradual increase daily in their shifts starts. For example:

MARCH 2026 – APPROXIMATE TRIAL END 31 ST																											
NAME	2	3	4	5	6		9	10	11	12	13		16	17	18	19	20		23	24	25	26	27				
	Mon	Tue	Wed	Thu	Fri		Mon	Tue	Wed	Thu	Fri		Mon	Tue	Wed	Thu	Fri		Mon	Tue	Wed	Thu	Fri				
Staff 1	ADO	8.30	9.30	8.00	8.30		9.30	8.00	9:30 8.30	9.30	9:30 8.00		8.30	9.30	8.00	8.30	9.30		8.00	8.30	9.30	8.00	8.30				
Staff 2	8.00 8.30	9.30	8.00	8.30	9.30		L 8.00	L 8.30	L 9.30	L 8.00	L 8.30		9.30	8.00	8.30	9.30	8.00		ADO	9.30	8.00	8.30	9.30				
Staff 3	9.30	8.00	8.30	9.30	8.00		8 8.30	9.30	8.00	8 8.30	L 9.30		8.00	8.30	9.30	8.00	8.30		9.30	8.00	8.30	9.30	8.00				

Consultation process

Consultation with staff has commenced and the expectation is that the trial for the new roster will commence from 25 February 2026.

Staff will also be invited to provide feedback via email or face-to-face.

Once all feedback is received the Laboratory Manager will review this and amend if required.

If you have any queries please feel free to contact me.

Yours sincerely



Siobhan Cunliffe
Associate Director of HR Metropolitan
NSW Health Pathology East/South