

13 March 2026

Mr Gerard Hayes
Health Services Union
Level 2, 109 Pitt Street
Sydney NSW 2000
Delivery via email: secretary@hsu.asn.au

Dear Mr Hayes,

NSW Health Pathology – Proposed Trial of Shift Change for Bega Laboratory Technical Assistants

NSW Health Pathology is writing to advise of its intent to introduce a trial of an earlier shift start time for Technical Assistants within the pre-analytical area at the Bega Laboratory, subject to a two-week consultation period with the Health Services Union.

The proposed trial has arisen following staff feedback and operational review and is intended to better support early morning workload demands, including the processing of overnight and early morning work received from the hospital.

The proposed trial would involve six permanent Technical Assistants and would operate as follows:

- Current shift: 07:00–15:30 (30-minute unpaid meal break)
- Proposed shift: 06:30–15:00 (30-minute unpaid meal break)
- Days: Monday to Friday only

Under the proposed arrangement, Technical Assistants would assist with laboratory processing from 6:30am to 7:00am, prior to commencing ward rounds at 7:00am, consistent with existing duties associated with the current shift.

Preliminary consultation has been undertaken with the affected staff, with all impacted employees indicating support for a trial of the proposed arrangement.

Subject to the completion of consultation with the HSU and consideration of any feedback received, NSW Health Pathology proposes that the trial commence from the next available roster period, anticipated to be 13 April 2026, and run for a period of three months, after which the arrangement would be reviewed.

I would like to confirm that this proposal does not impact Technical Officers or Scientific Officers, who will remain unaffected.

We welcome any feedback, concerns, or matters you wish to raise in relation to this proposal and would appreciate your response by close of business on 27 March 2026, to allow sufficient time to consider feedback prior to any implementation decision.

Should you wish to discuss the proposal further, please contact me at Tarquin.Pollock@health.nsw.gov.au



Yours sincerely,

A handwritten signature in grey ink, appearing to read "Tarquin Pollock".

Tarquin Pollock
Associate Director Human Resources Operations – Regional
NSW Health Pathology