

26 February 2026

Mr Gerard Hayes
Health Services Union
Level 2, 109 Pitt Street
Sydney NSW 2000

Dear Gerard,

NSW Health Pathology – Amendment to Shift Times, Nepean Blue Mountains Laboratories.

This letter is to advise you that NSW Health Pathology is proposing changes to current shift times within our Blue Mountains Laboratory.

We consider this change to facilitate 10-hour breaks for staff including ensuring an additional 10-hour sleep break is provided for staff where their RDO is preceded by afternoon or night shift:

- The Blue Mountains roster is proposed to amend the existing 1x 08.00–16.30 to 1x 08.30–17.00, Monday to Friday and the 1x 16.00–00.30 to 1x 17.00–01.30, Monday–Friday. The weekend shifts will remain unchanged.

Our proposal in line with the Health Employees' Condition of Employment State Award is to change the shift start and end times.

After appropriate consultation with our team members has been undertaken, it is intended that these changes will occur effectively from **20 April 2026**.

The following will be undertaken to facilitate this change:

- Consultation has commenced and is ongoing with staff regarding the changes to rostering and new operational requirements
- A revision of the rostering requirements to accommodate the service needs and changes

Should you have any questions in relation to these changes, please do not hesitate to contact me.

Yours sincerely,



Stephen Parker
Senior Operations Manager – NBMLHD
NSW Health Pathology