

18 December 2025

Mr Gerard Hayes
Secretary Health Service Union
Locked Bag 3 AUSTRALIA SQUARE
NSW 1215
Email: secretary@hsu.asn.au

Advice on Perioperative Services Changes

Dear Mr. Hayes,

I am writing to advise you that, in response to staff feedback and consultation regarding current rostering practices, we are proposing to undertake a roster trial within the Central Sterilising Services Department (CSSD) at Port Macquarie Base Hospital (PMBH).

Staff consultation has already been undertaken through a range of mechanisms, including feedback provided by staff and review of current rostering practices. This feedback has informed the development of the proposed roster trial.

The proposed trial aims to review and refine staffing arrangements to ensure they continue to provide safe, efficient, and appropriate coverage for the range of clinical activities undertaken across our perioperative services, while responding to the issues raised by staff.

The key objectives of the proposed roster trial are to:

- Review and evaluate staffing coverage in relation to current and anticipated activity levels
- Assess how existing and emerging roles and responsibilities align with service and operational needs
- Pilot the introduction of a new role focused on the management of sterile stock and loan equipment

Subject to ongoing consultation and feedback, the trial is proposed to commence on 16 February 2026 and run for a period of six months. Staff will continue to be engaged throughout the consultation period and the trial itself, with opportunities for feedback, review, and refinement.

We are committed to working collaboratively with staff and the Health Services Union (HSU) throughout this process and to ensuring consultation remains open, transparent, and meaningful.

We welcome any questions, feedback, or requests for further information and would be pleased to arrange a meeting to discuss the proposal in more detail.

Should you require any further information or wish to discuss further, please contact my office on telephone 0437546608 or via email at lisa.bemmann@health.nsw.gov.au.

Yours sincerely,

A handwritten signature in black ink, appearing to read "lbemmann".

Lisa Bemmann
Deputy Director of Nursing and Midwifery

CC: Michael.kearns@hsu.asn.au