

Ref: T26/13234

Mr. Gerard Hayes  
State Secretary  
[secretary@hsu.asn.au](mailto:secretary@hsu.asn.au)  
Health Services Union (NSW/ACT/QLD Branch)  
Locked Bag 3  
Australia Square NSW 1215

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**Re: Consultation on Proposed Redesign of the St George Hospital Sleep Laboratory Roster**

Dear Mr. Hayes

I am writing to formally advise the Health Services Union of a proposed redesign of the St George Hospital Sleep Laboratory roster, and the intent to commence consultation with staff who may be impacted by these changes.

Following a comprehensive review of the current rostering model, several significant limitations have been identified that are affecting the delivery of clinical services, contributing to misalignment with the service's allocated budget, and elevating risks to staff wellbeing. Key concerns associated with the current roster structure include:

- Insufficient hours allocated to sleep study reporting
- Limited capacity to provide consistent study supervision
- Insufficient resources to conduct specialised sleep studies in line with service demand
- Inability to complete equipment verification, calibration, and proficiency testing
- Reduced ability to meet routine governance requirements, including auditing
- Challenges in maintaining compliance with mandatory training
- Award-required meal break compliance resulting in staff working in isolation
- Staff working in isolation during periods of planned or unplanned leave
- Service closures necessitated by insufficient staffing during leave periods

The current distribution of hours and the structure of shifts do not provide adequate day-shift coverage to support essential service functions, nor do they allow for consistent and safe night-shift staffing.

With the relocation of the Sleep Laboratory service to a larger purpose-built space as part of Stage 3 Redevelopment at St George Hospital in April 2026, combined with recent enhancements to the nursing establishment, provides an opportunity to implement a roster model that better aligns with service needs, operates sustainably within budget, and supports the wellbeing of staff.

To address the identified challenges, the following changes are proposed:

1. **Reduction in nights of operation** from six to four per week, with three staff rostered on each night. This will support stable night-shift coverage while maintaining current service activity levels.
2. **Standardisation of night-shift duration** to 12-hour shifts with a 30-minute unpaid meal break, consistent with organisational rostering practices and designed to support fatigue management. Increasing staffing levels on night duty aims to significantly reduce instances of staff working in isolation during planned or unplanned leave.
3. **Scheduled specialised sleep studies conducted once per week**, with two personnel dedicated to supervision, enabling up to four studies per week.
4. **Reallocation of remaining rostered hours to day shifts**, supporting essential governance and operational functions. To enable this, Scientific Officers may be rostered to a combination of day and night shifts, with reasonable efforts made to ensure transparent, equitable shift distribution through consultation with affected staff.

A proposed roster has been developed for consideration and is included as part of this correspondence. We invite the Association to provide written feedback on any aspect of the proposal. The consultation period is now open for two weeks, and we request that feedback be submitted to [SESLHD-STG-DivMedicineCancerEA@health.nsw.gov.au](mailto:SESLHD-STG-DivMedicineCancerEA@health.nsw.gov.au) by Friday 3 April 2026.

All feedback will be treated confidentially and considered carefully before final decisions are made. Correspondence regarding this proposal is being sent concurrently to the NSW Nurses and Midwives' Association.

If you require further clarification, please contact Ms. Megan Higgs, Divisional Executive Support Manager, at [Megan.Higgs@health.nsw.gov.au](mailto:Megan.Higgs@health.nsw.gov.au).

Thank you for your engagement and collaboration throughout this consultation process.

Yours sincerely,



**Lorena Matthews**

Divisional Director, Medicine and Cancer  
South Eastern Sydney Local Health District

Date: 20 March 2026

CC: Megan Higgs, Divisional Executive Support Manager  
Collette Ide, HR Business Partner  
Melissa Kelly, Organiser Public Health Metropolitan Area

Encl. Roster Model Options