



Our ref: DG9713/24

Ms Shaye Candish
General Secretary
NSW Nurses & Midwives Association
50 O'Dea Avenue
WATERLOO NSW 2017

By email: gensec@nswnma.asn.au

Dear Ms Candish,

Extension of a 12 hour Roster System

Following feedback from employees in a range of working groups, forums and surveys, a recommendation has been made to extend a 12 hour Roster System at Justice Health and Forensic Mental Health Network (Justice Health NSW). I note that a 12 hour Roster System is already in place at Long Bay Hospital.

Various professional and service leads at Justice Health NSW also support the recommendation which is expected to provide enhanced support for high acuity patients and patients with complex needs.

I forward this correspondence to advise of the intention to introduce more widely 12 hour shifts across Justice Health NSW, with implementation planned to commence on Monday 8 April 2024.

In the first instance, it is expected to be progressively implemented at the Forensic Hospital and six 'pilot' sites in custodial environments including.

- Cobham Youth Justice Centre
- Silverwater Women's Correctional Centre
- Mid North Cost Correctional Centre
- Wellington Correctional Centre
- Shortland Correctional Centre and
- Dillwynia Correctional Centre.

The introduction of 12 hour shifts will become part of a "blended" Roster System at Justice Health NSW, that will support other shift durations and rostering patterns as per the NSW Nurses and Midwives Award.

Justice Health NSW expects adoption of this "blended" 12 hour Roster System at the pilot sites to be further extended into other areas, following an evaluation of the initial implementation.

The expected benefits of a 12 hour shift to patients and to our people include:

- Consistency and stability of care
- Reduction in overtime
- Improved flexibility for workers to better balance work/life priorities
- Decreases in handovers to multiple staff (and hence a reduction in errors or inconsistencies)
- Improved focus on fatigue
- Reduced working days.


Justice Health NSW will provide our people with a range of resources to support the implementation and that participation in a 12 hour Roster System is voluntary. A *'Frequently asked questions'* has been developed and is attached herewith. This document makes it clear that alternative shifts will be available for those who do not want to work 12 hour shifts.

Consultation will also occur to ensure individual needs are considered and that safety is given the highest priority.

Justice Health NSW welcomes the opportunity to discuss this change, and to provide opportunities to meet with our people to seek feedback about the proposed changes prior to commencement of implementation.

Should the NSW Nurses and Midwives Association require any further details please contact Mr Richard Perin, Manager Workplace Relations on Ph: 0419 158 139.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'A. Dombkins', followed by a long, horizontal, slightly wavy line that extends to the right.

Anthony Dombkins
Executive Director Nursing, Midwifery and Clinical Governance
14 February 2024