

HSU FACTSHEET FOR DISABILITY WORKERS UNDER THE SCHADS AWARD

The Health Services Union (HSU) is the union for disability workers. The HSU provides information, support, advice, and representation to members working in Disability to ensure your rights at work are being met.

Consultation about major workplace change

Q. Does my employer have to consult with me about major changes in my workplace?

A. Yes. If your employer makes a definite decision to make major changes in program, organisation, structure or technology that are likely to have significant effects on employees such as:

- termination of employment; or
- major changes in the composition, operation or size of the employer's workforce or in the skills required; or
- loss of, or reduction in, job or promotion opportunities; or
- loss of, or reduction in, job tenure; or
- alteration of hours of work; or
- the need for employees to be retrained or transferred to other work or locations; or
- job restructuring.

then your employer must:

- Notify all employees who may be affected by the changes, and their representatives (including the HSU) of the proposed changes
- Provide in writing to the affected employees and their representatives (including the HSU) all relevant information about the changes
- Commence discussions, as soon as practicable after a definite decision has been made, with affected employees and their representatives (including the HSU):
 - the introduction of the changes; and
 - their likely effect on employees; and measures to avoid or reduce the adverse effects of the changes on employees.
- Promptly consider any matters raised by the employees or their representatives about the changes in the course of the discussion.



Your Rights

Your Award and the National Employment Standards outline your rights and entitlements as an employee. If you think your rights at work are not being met, you need to raise this with your HSU Delegate or contact HSU Member Services on [1300 478 679](tel:1300478679).

If you have any questions or need further information about any of the above, or any other individual workplace matter, please contact HSU Member Services on [1300 478 679](tel:1300478679).

**The HSU is the Union for Disability Workers
If you're not a member of the HSU,
you can join online at**

www.hsu.asn.au/join or call 1300 478 679

Phone: 1300 478 679 Fax: 1300 329 478 Email: info@hsu.asn.au

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