



**Australian Foundation  
for Disability**  
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**Private and confidential**

22 August 2023

Emmett Gray  
Aged Care Organiser  
Health Services Union  
Level 2, 109 Pitt St Sydney  
NSW 2000  
By Email: [Emmett.gray@hsu.asn.au](mailto:Emmett.gray@hsu.asn.au)

Dear Mr. Gray

### **Australian Foundation for Disability (Afford) – Major Workplace Change**

Over the past 12 months, Afford has been undergoing a transformation. Throughout this process, we have engaged our clients, their families, and the sector to gain feedback. We have also conducted a thorough review of where we operate in Australia and the properties and facilities from which we offer services.

With this in mind, Afford is implementing a new operating model that we believe will benefit clients and enable more sustainable service delivery. The newly created operating model will affect our NSW & Victoria Service Delivery teams. As a result of this change, our twenty-three (23) Senior Lifestyle Assistant positions across NSW and Victoria will be made redundant effective 23<sup>rd</sup> October 2023.

As we facilitate consultation with all affected staff on Tuesday 22<sup>nd</sup> August 2023, each Senior Lifestyle Assistant will be provided an opportunity to assess three options:

1. Elect to transition to a Client Support Partner position (new title for Lifestyle Assistants). If so, their current rate of pay will be maintained until such time as it is superseded by the Level 2, Pay Point 4 minimum wage rate of the *Social Community Homecare & Disability Services Award 2010*.
2. Elect to apply for one of five (5) newly developed Program Coordinator positions via our internal recruitment platform. Successful appointments will be based on merit and applications will remain open until close of business 1<sup>st</sup> September 2023.
3. Encouraged and supported to apply for any internal positions via our internal recruitment platform. Successful appointments will be based on merit.
4. Elect to take a redundancy with Afford.

The Australian Foundation for Disability acknowledges the Traditional Custodians of country throughout Australia and their connections to land, sea, and community.

Those currently Acting in the Senior Lifestyle Assistant positions will be advised to return to their substantive roles with Afford.

The table below identifies impacted positions and locations for our Senior Lifestyle Assistants.

<b>Position impacted</b>	<b>Position location</b>
Senior Lifestyle Assistant NSW, 18 positions	NSW
Acting Senior Lifestyle Assistant NSW, 4 positions	NSW
Senior Lifestyle Assistant VIC, 1 position	VIC

Afford is fully committed to taking all steps reasonably available to remedy any adverse effects of this change on our employees and will comply with our obligations under the *Fair Work Act* and the *Social, Community, Home Care, and Disability Services Industry Award 2010*.

To that end, and as indicated in the employee notification letter, we are committed to working on the matter transparently and honestly and seek to support our employees to the full extent possible. Afford will do anything it reasonably can to address any concerns the Australian Services Union may hold on behalf of its members of in its own right.

Accordingly, we would be happy to discuss the matter further should the Australian Services Union consider it necessary.

Please do not hesitate to contact me directly at any time about this matter.

Yours sincerely,



Geoffrey Phippen  
**Acting Director Human Resources**  
**Australian Foundation for Disability**