



**Australian Foundation
for Disability**
ABN 99 000 112 729
📍 3-7 Marianne Place
Minchinbury NSW 2770
☎ 1800 233 673
✉ info@afford.com.au
🌐 afford.com.au

Private and confidential

14th September 2023

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

Dear Mr.Gray

Australian Foundation for Disability (Afford) – Major Workplace Change

As you are aware, over the past 12 months, Afford has been undergoing a transformation. Throughout this process, we have engaged with 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, we are introducing a regional employment model to enhance our service and support offering to our clients across New South Wales, Victoria and South Australia. Consequently, our employees will be required to work as part of a regional team and perform duties across sites within an allocated region.

As part of this change, we have also updated our position profiles and titles to ensure a standardised approach across Afford following a consultation process. The position profiles subject to this consultation process were our Lifestyle Assistant position, now Support Worker, and Team Leader positions, now Services Manager. Our consultation process concluded last week.

Notification to Affected Employees – Change to regional employment model

This week, Afford will inform our employees of Afford's decision to transition to a regional employment model. As a result of these changes, impacted employees will be required to perform shifts across additional locations within an allocation region, commencing from October 2023. These locations are considered reasonable and have been established based on their geographical distance from each other. Our employees will be consulted with in relation to these changes, and our employees will be able to obtain additional shifts and develop skills across new service types. All other terms and conditions of employment remain unchanged.

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 letters, we are committed to working through 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,

A handwritten signature in black ink, appearing to read 'K. Barakat', with a long horizontal flourish extending to the right.

Katelyn Barakat
Executive Director, People and Organisational Development