

To All Emmaus and St Agnes' Site staff
Copy to Health Services Union - Karen.Wiles@hsu.asn.au
From Paul Shields, Executive Manager, Residential Care
Date 16 March 2023
Subject **Update on Roster Changes**

Dear staff,

As previously communicated, we intend to undertake a review of the current rosters at our residential aged care services, St Agnes' (SAS) and Emmaus. This was discussed at the staff meetings held at each site in January 2023.

There are a number of reasons for undertaking a review of the roster including the requirements of the new Australian National Aged Care Classification (AN-ACC) funding that was introduced to replace the ACFI funding instrument in October 2022. The AN-ACC tool determines the minutes of care (RN and Care Staff) that we are required to deliver to meet the funding provided.

We are confident that the review of the roster will deliver other benefits to the care of our residents and to our staff including;

1. Consistent shift patterns which will remove short shifts and provide staff the opportunity to work full 7.6 hour shifts plus a 30-minute break
2. Standardised shift patterns that will enable an improved structure and timeframe for handovers ensuring an improved continuity of care
3. The opportunity for full-time contracts (76 hours per fortnight) when available along with the option of converting casual staff to permanent part time contracts
4. A reduction in the use of agency staff which will ensure residents are cared for by members of the St Agnes' Care and Lifestyle team
5. A simplified workforce roster which aligns with industry standards and provides an improved roster outcome for the homes, our residents and our team.

We understand that a roster review may mean a change to the mix of the hours you currently work. Please be assured that we are committed to providing you with your current contracted hours as a minimum and you will be consulted with fully on the changes.

When the new draft roster is ready for circulation, it will be shared with all staff, and your input and feedback will be sought, valued and considered. We are hoping to commence this process in early April and for the new roster to take effect 12 June 2023.

I would like to take this opportunity to thank you all for your continued hard work and commitment to resident care.

Kind regards,

Paul Shields
Executive Manager, Residential Care