

Uniting Briefing: Upcoming Changes



September 2022

Uniting

Acknowledgement of country

We acknowledge Australia's First Peoples as the original and ongoing custodians of the lands and waters on which we live and work.

We recognise the continuing sovereignty of First Peoples in NSW and the ACT, and their absolute right to self-determination.

We act on our responsibility to co-create a national dialogue of truth that proudly embraces First Peoples' history, culture, and rights, for present and future generations.

We pay our respects to all Elders – past, present, and emerging – and to all First Peoples and communities.



Today's session

- 1 Introduction
- 2 About Uniting
- 3 Timeline
- 4 Transition to the Uniting EA
- 5 Rates of Pay
- 6 Payroll, systems and salary packaging
- 7 Uniforms
- 8 Questions

Uniting is acquiring Autumn Lodge Aged Care



Key Facts

- Residential aged care – 114 rooms including 24 for Dementia patients
- Independent living units – 40
- 143 employees



Background

- Uniting is one of the largest not for profit providers of aged care across NSW and ACT, with 74 homes currently.
- Our residential aged care services operate alongside our home and community care services, as well as other functions.
- The theme of Uniting's strategic plan is to disrupt entrenched disadvantage to create a better future for more people and communities in need. For our Seniors Services Directorate, this means providing enhanced support for seniors living in the community and in residential aged care.

Uniting NSW.ACT Executive structure

Office of the CEO

Executive Director/CEO
Tracey Burton

Deputy CEO
Ralph Warburton

GM Impact and Innovation
Tammy Pararajasingham

GM Advocacy and External
Relations
Emma Maiden

Executive Officer
Kathryn Breden

Social Impact & Advocacy
Directorate

COO - Finance &
Property
Iain Keddie*

Director of
Mission
Rev Suzanne
Stanton

Director of
Governance
Risk &
Quality
Mary
Carpenter

Director of
Communities
Sue Shilbury

Director of
Seniors
Services
Saviour
Buhagiar

Director of
People
Experience
Anat Hassner

Director of
Property &
Housing
Simon Furness

Director of
Customer &
Transformation
Jill Reich

Brings the
church's
theology to
life through
strategy

Ensures
strategy
execution
occurs within
risk appetite

Strategic
objective 1:

Grow our
community
services

Strategic
objective 2:

Enhance and
evolve our
support for
seniors

Strategic
objective 3:

Increase
investment in
innovation,
research and
advocacy

Strategic
objective 4:

Strive to be the
best place to
work in our
sectors

Strategic
objective 5:

Leverage our
assets for
sustainable
returns

Strategic
objective 6:

Transform
employee and
customer
experience

Our diverse workforce in FY21

9,106
employees

7,448
female employees
82%

1,648
male employees
18%

317
Aboriginal employees
3.5%



2,202
CALD* employees
25%

55
chaplains & pastoral
practitioners

1,321
volunteers

Our clients in FY21:

119,363

Uniting total clients



+19% on FY20

46,659

family service clients

41,683

Local Area Co-ordination (LAC) clients

9,638

home and community care clients

7,200

aged care residents

4,629

children enrolled in early learning services



4,045

Uniting War Memorial Hospital patients

3,024

Independent living residents

1,498

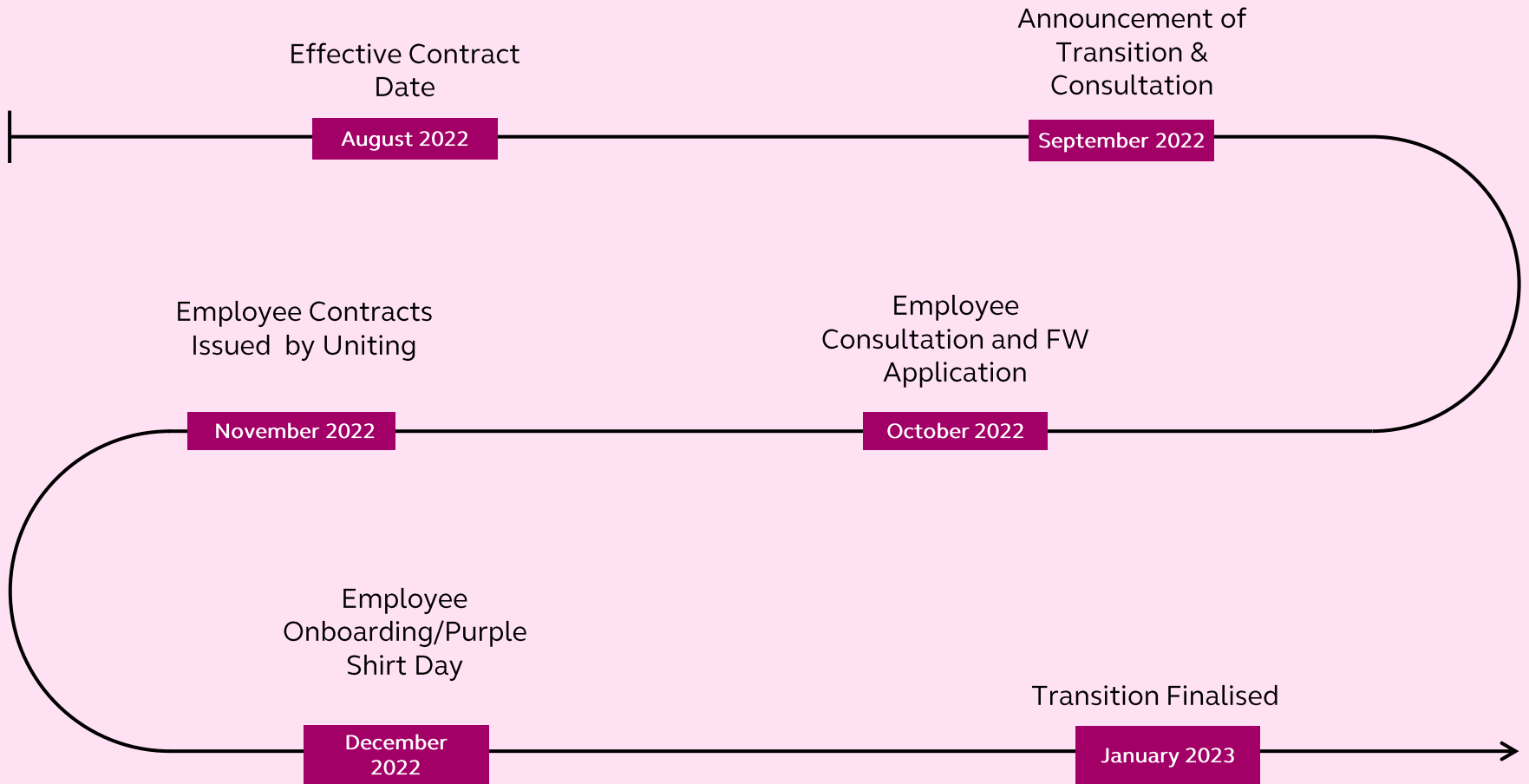
Medically Supervised Injecting Centre clients

987

disability services participants

Timeline of Events

During the period of consultation and change, Uniting will continue to work collaboratively with Autumn Lodge to ensure a smooth transition of services



Transition to the Uniting Enterprise Agreement

Why is Uniting transitioning Autumn Lodge employees to the Uniting EA?

- To provide stability – rostering, payroll, incidents, client care
- To provide better terms and conditions of employment
- To support resident care

Length of Service & Leave Balances

- Your service as an Autumn Lodge employee will be recognised by Uniting and your current leave balances will transfer with your employment

Comparison of Autumn Lodge and Uniting Enterprise Agreement	Autumn Lodge	Uniting
Residential Classifications		
Care Service Employee		
Grade 1	\$23.57	\$24.41
Grade 2 Level 1	\$24.79	NA
Grade 2 Level 2	\$25.33	\$26.54
Grade 3	\$26.34	\$27.59
Coordinator		
Grade 4 Level 1	\$27.75	\$29.08
Grade 4 Level 2 Year 1	\$31.00	\$32.33
Grade 4 Level 2 Year 2	\$31.72	\$33.10
Grade 4 Level 2 Year 3	\$32.47	\$33.88
Enrolled Nurse		
With Notation TA	\$30.21	\$31.64
Year 1	\$30.21	\$32.33
Year 2	\$30.99	\$33.10
Year 3	\$31.72	NA
Year 3 TA	\$32.47	\$33.88
Registered Nurse		
Year 1	\$34.86	\$36.37
Year 2	\$37.00	\$38.57
Year 3	\$39.25	\$40.93
Year 4	\$41.65	\$43.43
Year 5	\$44.18	\$46.29
Administration Classifications		
Clerical and Administration		
Grade 1	\$25.22	\$26.42
Grade 2	\$26.75	\$28.02
Grade 3	\$28.35	\$29.77
Grade 4	\$29.67	\$31.09
Grade 5	\$31.05	\$32.57

Payroll and systems

Payroll

- Pay day is on a Wednesday, and paid fortnightly.
- Payroll falls on the same fortnight as Autumn Lodge
- Salary packaging is in accounts on Friday

Systems

- Rostering system – Optima
- Payroll system – Preceda (ESS)
- Facial scanner upon entry
- Employee Services Hub and Service Desk support

Salary Packaging

General Living Expenses

You can salary package up to \$15,900 of your pay each Fringe Benefits Tax (FBT) year – 1 April to 31 March – for living expenses. These are usually things you're already paying for, but by including them in your salary packaging, you don't have to pay income tax on this money.

General Living Expenses include:



Regular Payments such as rent or mortgage, loan or credit card repayments, school fees or childcare fees.



Everyday Items such as groceries, shopping, petrol, etc.

Entertainment Benefits

On top of this you can use a further \$2,650 of your pay each FBT year for entertainment such as dining out, hiring a venue and caterers for a function or paying for holiday accommodation.

Entertainment benefits include:



Meal Entertainment which is eating out at restaurants, cafés and pubs.



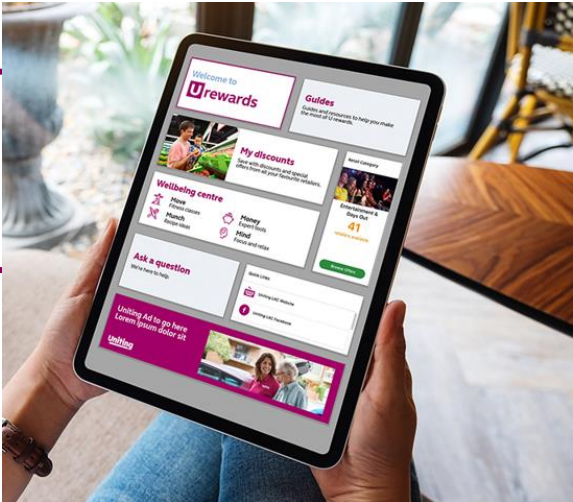
Venue Hire for a party or function and can also include external caterers.



Holiday Accommodation in a hotel, motel, apartment or even a cruise.

Benefits programs

Uniforms



Thank you

and welcome to **Uniting!**

Get in touch

If you would like further information or have questions please send them to: employeeservices@uniting.org