

Anglicare – Dudley Foord House Proposed Roster Changes

Dear Member,

Anglicare Management has provided correspondence to the Health Services Union in relation to reducing rostered hours. The correspondence is attached for your attention.

Please read the attached documents carefully. If you feel that you will be affected by the proposed change, or if you are written to in relation to changes to your position, you should contact the HSU via email agedcare@hsu.asn.au. Your HSU Organiser will also be on site on Tuesday 22 May from 9:00am to offer support and advice to members.

If you have workmates who are still not members of the HSU, you should encourage them to join. Our ability to negotiate with management around major workplace change is directly linked to our strength in numbers. Your workmates can join by visiting www.hsu.asn.au/join or by calling 1300 HSU NSW.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD



15 May 2018

To: General Secretary

**Health Services Union
Locked Bag 3
Australia Square NSW 1215**

BY FACSIMILE: 1300 329 478

Dear Sir/Madam

RE: PROPOSED STAFFING RESTRUCTURE

Anglicare's residential aged care facility, Dudley Foord House, has recently had to review its staffing roster as a result of various factors. When the staff roster was developed in February 2017 in preparation for the facility's opening in May 2017, allowances were made for staff coming from two de-commissioned residential aged care facilities - Winston Lodge Nursing Home and Roden Cutler Lodge. Dudley Foord House was effectively over staffed initially to support those staff transferring within the organisation. It was hoped that the staffing model could be supported financially by income from the Government, however this has not eventuated and together with increased wages costs, a reduction in staffing costs is required.

Whilst a number of strategies have been implemented in an attempt to address the higher than average staffing model (i.e. reducing use of agency staff, replacing absent staff with shorter shift hours, not replacing staff who have been unable to work a rostered shift etc), further measures were deemed necessary to avoid any long term impact. The staff who will be affected by the roster review are nursing, lifestyle and allied health. It is anticipated that there will be some reduction in Care Supervisor and Lifestyle positions, and a reduction in Carer, Care Supervisor, Registered Nurse and Physiotherapist hours. This may mean that some positions are made redundant and others may be required to change their contracted hours subject to several factors.

As a consequence of this, I write to inform you of the following process that will be undertaken to manage the proposed reduction in staffing hours/numbers:

1. A proposed new roster will be released for staff comment on 15 May 2018.
2. Staff will be invited to express an interest in:
 - (a) Reducing their contracted hours; and/or
 - (b) Applying for or transferring to another position (where available at another Anglicare aged care facility or service); and/or
 - (c) Accepting a redundancy (if their position is proposed to be made redundant); and/or
 - (d) Maintaining their current position/hours.

Staff will also be invited to provide any other suggestions/comments.

3. A number of staff meetings will be scheduled following the release of the proposed roster to answer any questions staff may have related to the proposed roster.
4. If any redundancies are deemed necessary, the affected staff will be entitled with severance pay in accordance with Anglicare's *Anglican Community Services Enterprise Agreement 2017*.
5. A minimum of 4 weeks' notice will be given prior to the new roster commencing.
6. The new roster is expected to come into effect from early August and will be reviewed within 8 weeks of implementation.

Anglicare will attempt to minimise as much as possible the impact that this roster change will have on staff and residents. It has also ensured that the staffing levels under the proposed roster are adequate to ensure the health and safety of staff and residents and is in line with other similar sized residential aged care facilities.

If you wish to discuss the above, please do not hesitate to contact me on 0428 793 559 or Krizzia Samonte on 0438 789 036.

Yours sincerely

Simin Wahed

**Employment Relations Adviser
Anglicare**