

Outsourcing: Christadelphian Aged Care

Dear Member,

Christadelphian Aged Care have notified the HSU that they have decided to outsource all catering and laundry services (see attached letter).

This may have come as a terrible shock to staff, many of whom may be concerned about their future.

Outsourcing is a terrible decision for any Aged Care company to make.

Outsourcing cuts costs by reducing staffing and wages. It leaves the residents worse off and low paid workers worse off.

The HSU will fight to protect wages and jobs for HSU members.

It is very important that Kitchen and Laundry staff are represented through this process. Any member affected should phone 1300 478 679 for representation.

Encourage your workmates to join online at www.hsu.asn.au/join or phone 1300 478 679.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD



4 June 2018

Gerard Hayes
Branch Secretary
HSU NSW/ACT
Level 2, 109 Pitt St
SYDNEY NSW 2000

Attention: Rob Sheehy

BY EMAIL: rob.sheehy@hsu.asn.au

Dear Rob,

PROPOSED RESTRUCTURE – CHRISTADELPHIAN AGED CARE

We write to notify the Health Services Union that Christadelphian Aged Care (**CAC**) has made the definite decision to restructure its business and outsource its catering and laundry services in each of our New South Wales facilities to a specialist provider.

It is likely that some of your Union's members will be affected by this change. At this stage, we anticipate that the restructure will affect approximately 9 full time employees and 116 part time employees employed in the roles of Chef, Cook, Kitchenhand, Café Supervisor and Laundry Assistant.

To ensure that CAC is able to meet its operational requirements and focus its resources on providing the highest quality of care to our residents, we anticipate full implementation by the end of July 2018, with some changes potentially taking place sooner.

We have today announced this change to all affected staff, and will individually consult with each employee who is directly impacted over the coming weeks. We will endeavour to redeploy existing staff into alternate roles where possible. However, given the number of employees affected by the restructure, this will not be possible in all instances. In this case, we will consult with these employees about their leaving arrangements.

During the consultation process, staff will be given the opportunity to ask questions and provide feedback. Staff will also have the ability to nominate a support person and/or representative, which may include your Union, should they wish to do so. In the event an affected employee notifies CAC that they wish to appoint your Union as their representative for the purposes of consultation, we will notify the Union in advance of any meeting with that employee.

Should you and/or your Union wish to meet and/or discuss this change and how members may be affected, please contact Chief Operating Officer, Matthew Lamey (02) 9782 6080 at your earliest convenience.

Yours sincerely

Ross Peden

CEO