

Opal Aged Care Major Workplace Change

Dear Member,

On 7 June, the HSU received a notification of major workplace change from Opal Aged Care. The correspondence states that Opal will commence redevelopment work which is scheduled to start in September 2018. Attached is a copy of the correspondence received from Opal.

Your employer has obligations to you under the major workplace change clause in the *Opal Aged Care (NSW) Enterprise Agreement 2016*. One of these is to demonstrate what they are doing to mitigate or avert any negative impact on your employment throughout this workplace change process.

HSU takes this clause seriously and regularly holds organisations to account in mitigating adverse effects. This could include negotiating redundancy or redeployment to another facility.

If management want to have a meeting to discuss a change in your working hours, contract or workplace, you should contact HSU Member Services immediately on 1300 478 679 and get some advice before making any decisions. Members are advised they do not have to sign a new contract until they receive representation.

Only HSU members will get individual independent industrial support through this and future workplace change. It's one of the many benefits of being a member of the Health Services Union. The HSU will continue to keep members informed of any change.

If your colleagues are not already members of the Health Services Union, they can join online at www.hsu.asn.au/join or call 1300 478 679.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD



7 June 2018

Gerard Hayes
Secretary
Health Services Union NSW Branch
Level 2, 109 Pitt Street
Sydney NSW 2000

Email: Gerard.Hayes@hsu.asn.au

Dear Mr Hayes,

Opal Aged Care has been pursuing the redevelopment of Opal Fernleigh for many years and we are pleased to confirm that this redevelopment work is scheduled to commence in September 2018.

This redevelopment will require the full closure of the Opal Fernleigh around mid-September 2018. As Opal operates many homes across NSW we will be looking to relocate our Staff and Residents to other Opal Facilities including two (2) of our new sites at Bankstown and Blacktown. Once construction has been completed staff will have the option of reapplying for employment at Fernleigh.

We hope that all permanent staff at Opal Fernleigh will be able to move to another Opal facility including our new site at Blacktown. For some permanent staff the best option may be to move to our other nearby facilities. Our aim will be to retain all staff as a direct result of this change and for there to be no redundancies.

We will be consulting with staff about the change and meeting with them one on one to determine how best to deploy them within Opal. However, if as a result of the closure it becomes apparent that despite our efforts that there will be redundancies, we will advise the HSU with further information around any redundancies.

We understand that this change will impact on our people and accordingly we are committed to our consultation process throughout the closure period.

If you have any further queries in relation the content of this letter please contact the undersigned in the first instance on 0408 278 245.

Yours sincerely,

Neal Hunter
State HR Manager NSW
Opal Aged Care