

Fresh Hope Workplace Change

Dear Member,

Your HSU representatives met with Fresh Hope Management yesterday about important changes that will be affecting your work.

Uniforms

Fresh Hope management confirmed that they have decided to supply uniforms and stop paying a uniform allowance with the change to occur later in the year.

HSU has raised a number of issues including:

- Sufficient supply in the first year.
- The future supply of uniforms.
- The wearability and sizes of uniforms etc.

Fresh Hope have informed the HSU that they intend to supply shirts, pants and jackets and that an individual fitting process will occur.

They have not informed the HSU of the quantity that will be supplied but have agreed to consult with the HSU prior to a final decision being made.

Fresh Hope informed the HSU they intend to re-supply uniforms every 18 months. The HSU pointed out that 18 months is a long time to be wearing the same shirts etc in Aged Care, and Fresh Hope will need to supply significant quantities to staff to ensure staff have uniforms to last 18 months.

Fresh Hope have agreed that any HSU member can nominate to participate in trialling the new uniforms. Please email agedcare@hsu.asn.au if you are interested.

Person-Centred Care

Fresh Hope have confirmed that they are considering implementing person-centred care in all of their facilities.

Currently Ashwood (Crawford), Coffs Harbour and The Glen are being consulted about possible changes in operation.

Fresh Hope have informed the HSU that no final decisions have been made and the board will be receiving a report in the next few weeks with recommendations.

Fresh Hope have committed to consult with the HSU about these changes.

From the discussion, there appears to be some changes that are likely (but not confirmed):

- No set wake up/meal times.
- The end of specific rounds (e.g. no specific medication rounds)
- Team Leader changes in role/reporting lines
- Changes that could affect Kitchens (e.g. move to a servery system)
- Changes to rosters and job roles
- Other changes as suggested by staff in the consultation process

The HSU raised a number of possible concerns including:

- Roster changes and the impact of contracted hours and caring responsibility.
- Staff being required to work beyond their classification (e.g. administering medication)
- The impacts on jobs both in terms of numbers and duties.

If any member has any concerns or suggestion in relation to person centred care, please email agedcare@hsu.asn.au.

It is clear there are a lot of changes coming at Fresh Hope. We can only support HSU members as part of the change process. If you know anyone who is not yet a member of the HSU, encourage them to join online at www.hsu.asn.au/join or phone 1300 478 679. We are stronger when we are united.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD