

## St Andrews Consultation Meeting

Dear Member,

As members will be aware, St Andrews are proposing substantial changes to the workforce due to ongoing financial issues. Following a meeting between staff and management, unions requested that consultation start as a matter of urgency. As a result, HSU North Coast Organiser Kirk Rostock, HSU local delegate Russell Trafford and a NSWNMA official and delegate met with the General Manager, the Human Resources manager and the Director of Care to discuss the details. Unions requested the following by COB Friday 29 July:

1. Unpopulated copy of current roster.
2. Unpopulated copy of proposed roster.
3. Any reduction or increase in hours broken down into streams, i.e. care stream, laundry stream, catering stream, etc.

Management have agreed to provide the abovementioned documents by the proposed date. This is imperative for your union to understand how the proposed changes will impact on the current workforce. Unions also asked about proposed redundancies. Management have confirmed there will be redundancies.

One important part of your union-negotiated Enterprise Agreement is the consultation clause. It states that not only do management have to discuss any proposed workplace change with you and your representatives (unions), they also have an obligation to mitigate any adverse effects on members. HSU made it abundantly clear that it takes this extremely seriously and will hold any employer to these obligations. With this in mind, the HSU requested the following:

1. **Voluntary redundancies.** The HSU requested that management seek expressions of interest from staff that may want to take a redundancy. Initially management ruled it out. However, the HSU reminded management that they had an obligation to mitigate adverse effects, and this certainly fell within this category. The outcome was that management agreed to consider requests on a case-by-case basis.
2. **Quarantining vacancies.** The HSU requested that all vacancies and hours be quarantined to internal staff. Management have agreed.
3. **Redeployment.** The HSU requested displaced staff be offered redeployment where possible. Management have agreed.
4. **Community Care.** Although St Andrews Community Care is a separate entity, they are managed by St Andrews residential facility. The HSU requested staff that have lost hours have the opportunity to pick up hours working for community care. Management have agreed.

5. **Review meeting.** The HSU requested that all parties meet in six weeks during the post-implementation period to provide feedback. Management have agreed.

All in all, given the current circumstances, unions have secured some major concessions for members and intend to make sure your employer follows all obligations. To be clear, the HSU will only be advocating for union members. Non-members will have to negotiate for themselves.

### **So where to from here?**

As mentioned previously, HSU will be in a better position to assess the impacts on members' employment after we receive a copy of the requested information this Friday. Members will receive this information as we get it. Again, only HSU members will receive this information as it comes to hand.

Management have confirmed the current proposed implementation period will be Monday 18 July. Time frames are tight. As stated in the previous communication, you have an employment contract. If you are offered a new contract, you should contact HSU Member Services Division **prior to signing** on 1300 478 679. If you are happy with the conditions offered in any new contract, it's your choice to sign. Members are advised that once your contract is signed, you are bound by it.

Members not wanting to sign new contracts don't have to. And if they feel coerced, they should advise management they wish to get advice first and ring Member Services on the abovementioned number. Again, if you are asked to attend a meeting you are entitled to a support person, and as a union member you have access to industrial advice and support at any time by simply calling your union. If you have any queries, you can contact your local workplace delegate Russell Trafford, who has been and will be attending meetings with officials and is completely up to date with changes as they come to hand.

If there is one thing that is clear here, it's that there is no time like the present to be a member of the HSU. In a modern workplace, working in an industry such as aged care which has been hit by massive funding cuts, workers should expect the unexpected. Between restructures like this, and other aged care-specific issues, union membership is a must.

In unity,



Gerard Hayes  
Secretary, HSU NSW/ACT/QLD