

HSU meets with SCC re cuts to hours

Dear Member,

The HSU has been inundated with calls and emails from members throughout NSW who work for Southern Cross Care (SCC) in relation to cuts to hours and redundancies.

The HSU met with SCC management on Tuesday 10 July 2018 and have advised them that they cannot cut the hours of employees unilaterally – contract hours are legal obligations that cannot be changed without agreement. Where there is a loss of hours due to funding cuts, the employer must offer a redundancy or redeployment, or an employee can agree to accept less hours.

In relation to members who have been told they are redundant, the HSU has told SCC that this cannot be implemented until they comply with the consultation requirements of the *Southern Cross Care Enterprise Agreement 2017-2020*. That is, consultation with employees and the HSU in relation to the reasons for these decisions, how employees were selected and alternatives such as redeployment.

The HSU has requested from SCC:

1. The impact of the change at each site, including the numbers of hours that it proposes to cut, the numbers of employees affected, and the number of redundancies.
2. Meetings at each site to discuss these proposed changes.

The HSU has stated to SCC that consultation does not end until they have provided all relevant information and responded to the concerns of employees in relation to the proposed changes.

There are still a number of staff meetings being held by SCC at various sites, followed by one on one meetings. At these meetings, members are encouraged to raise their concerns with management directly, as is your right under your Agreement, and most importantly do not sign or agree to any changes until you have received advice from the HSU.

If you require representation at your one on one meeting, please contact the HSU on 1300 478 679 or email memberservices@hsu.asn.au.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD