Southern Cross Care Dispute Update

Dear Member,

Your Union, the HSU, has been in dispute with Southern Cross Care (SCC) in relation to the cuts in hours/jobs announced by Southern Cross care in early July.

Last Friday we took SCC to the Fair Work Commission because we believed that they were in breach of their legal requirements to consult with the HSU and its members.

Of particular concern has been:

- The rushed timeframes and poor communication which have prevented a genuine opportunity for consultation.
- Incorrect, incomplete or inaccurate information provided at times.
- The process of how Southern Cross came to choose staff for cuts in hours/jobs – a process we believe has not been fair and/or transparent.
- The serious disregard for staff and client safety by cutting the hours/jobs without a proper assessment of the impact on safety or work practices.

After meeting again yesterday, we have given SCC until 4pm tomorrow, 25 July, to comply with their legal requirements including:

- An agreement to delay the implementation dates until proper consultation occurs.
- All information to be provided, including how the work is to be done in a safe manner with the same number of residents but fewer staff!
- A fair and transparent process to choose redundancies that minimises the negative impacts of the change on staff.

It's very important that members do not feel forced into accepting changes, especially if those changes are negative.

It is important to raise concerns with your local manager first and in writing.

If you are concerned about the cuts and have not had your concerns resolved at the local level, please email agedcare@hsu.asn.au or talk to your local organiser.

Throughout this process, we will only be representing HSU members. Encourage your workmates to join online www.hsu.asn.au/join or phone 1300 478 679. There is a long fight ahead and we are far stronger together.

In unity,

Gerard Hayes
Secretary, HSU NSW/ACT/QLD