

## Feros Roster Changes

Dear Member,

Several members have been in touch with HSU requesting support with a recent roster change. Members have also reported that the Feros CEO visited recently to speak to staff regarding bed numbers at Bangalow. The HSU has been in touch with Feros Human Resources this morning to remind Feros of their obligations to consult around the alteration of hours of work. We are now waiting for a written response detailing the proposed changes.

If members are asked to go into a meeting to discuss hours, they can elect to have a union representative with them. Members are also advised **not** to sign any new contracts that they are not happy with. You already have an employment contract. It's up to you whether you sign another one. If you are asked to sign anything, please contact the HSU first and seek advice.

Feros must also demonstrate what they are doing to mitigate any adverse effects of a roster change. Please see section 31.2 of *The Feros Care, NSWNMA, QNMU and HSU NSW Enterprise Agreement 2017-2020*:

*31.2 Employer to discuss change*

*(a) The employer must discuss with the employees affected and their representatives, if any, the introduction of the changes referred to in clause 31.1, the effects the changes are likely to have on employees and measures to avert or mitigate the adverse effects of such changes on employees and must give prompt consideration to matters raised by the employees and/or their representatives in relation to the changes.*

*(b) The discussions must commence as early as practicable after a definite decision has been made by the employer to make the changes referred to in clause 31.1.*

*(c) For the purposes of such discussion, the employer must provide in writing to the employees concerned and their representatives, if any, which may be the union, all relevant information about the changes including the nature of the changes proposed, the expected effects of the changes on employees and any other matters likely to affect employees provided that no employer is required to disclose confidential information the disclosure of which would be contrary to the employer's interests.*

If you are not already a member of the HSU, there is no time like the present to join. Only union members will receive individual industrial support from trained industrial officers. In a time when the aged care industry has suffered over \$2b in cuts, you never know when the next restructure is coming. Join online at [www.hsu.asn.au/join](http://www.hsu.asn.au/join), or ring the union on 1300 478 679.

In unity,



Gerard Hayes  
Secretary, HSU NSW/ACT/QLD