

The Haven – Sale to Catholic Healthcare

Dear Member,

The HSU has become aware that The Haven is to be sold to Catholic Healthcare.

We have sent the below email to your CEO in relation to this change.

It is very important for members to be aware that through any sale process, protecting your rights and conditions is very important.

We recommend to HSU members that:

- You get and keep hard copies of your contract and leave entitlements. If there are any issues (e.g. something is not correct), please contact the HSU ASAP.
- Are your regular hours reflected in your contracted hours? If not contact the HSU and we can assist with a roster review.
- Ensure you do not rush to sign any letters or documents. You should always take a document away to read, consider and seek advice if needed.

If you are unhappy with any aspect of the change, please do not hesitate to contact the HSU on memberservices@hsu.asn.au or phone 1300 478 679.

The HSU will be visiting in the next couple of weeks to discuss any concerns with members directly.

We will only be able to represent HSU members as part of this change. Please encourage your workmates to join online www.hsu.asn.au/join or phone 1300 478 679.

Dear Shane

The HSU has become aware (through a media contact) that a decision has been made to sell The Haven to Catholic Healthcare.

I am unable to find any record of The Haven having notified the HSU of this major change as required.

The EBA requires you to have had notified us in writing of:

- The nature and detail of the change (e.g. timeframes etc).
- The expected impact on staff of the change.
- The steps taken to minimise/avert the negative impacts of the change.
- The consultation process that will be undertaken as part of the change process and how the HSU can be involved.

So far, I can only conclude that The Haven is in breach of the agreement and we are therefore in dispute.

Please provide a written response by close of business this Thursday the 18th of October.

As you may be aware, your EBA states:

31. CONSULTATION

31.1 Consultation regarding major workplace change

Employer to notify

(a) Where an employer has made a definite decision to introduce major changes in production, program, organisation, structure or technology that are likely to have significant effects on employees, the employer must notify the employees who may be affected by the proposed changes and their representatives, if any, which may be the union.

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

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.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD