

Uniting Edinglassie Village Emu Plains Redevelopment Update

Dear Member,

As you will be aware, Uniting made a decision some time ago that the nursing home at Edinglassie would be demolished, with a new 100-bed facility to be built.

In line with Uniting's obligation to consult, the HSU has received formal notification that Uniting will be officially closing the nursing home and part of the hostel. Please see attached.

While it has been advised that demolition is expected to commence in late January 2019, Uniting are seeking to implement the required roster changes by mid to late December.

In addition, Uniting will be making changes to its cleaning operations by outsourcing to Baytons.

A meeting to discuss the change has been scheduled for Wednesday 7 November 2018 at 1:00 pm. The HSU will be on site from 9:00am, throughout the day and in the meeting to support members.

This will be a difficult time for everyone, and now more than ever it's important to be a member of your Union – not only to understand your rights and entitlements, but also to receive support and representation.

We can only represent HSU members during this process. Encourage your workmates to join online at www.hsu.asn.au/join or phone 1300 478 679. Together we are stronger.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD



26 October 2018

Gerard Hayes
Secretary
HSU NSW
Level 2/109 Pitt Street
SYDNEY NSW 2000

Attention: Rob Sheehy

Dear Mr. Hayes,

Re: Notification of Introduction of Workplace Change

In accordance with our obligations prescribed by clause 47 Consultation Regarding Major Workplace Change of the *Uniting Aged Care Enterprise Agreement (NSW) 2017*, please be advised that Uniting NSW.ACT proposes to introduce workplace change at Uniting Edinglassie Village aged care facility located at Emerald St & Great Western Hwy, Emu Plains NSW 2750.

Building on our focus to provide innovative and holistic care that reflects our Inspired Care philosophy, the proposed changes include a major renovation of the residential aged care home at Uniting Edinglassie Village. The redevelopment of Uniting Edinglassie Village is an opportunity to expand upon the progress already made towards continually improving our care service delivery across Uniting and ensuring that we are equipped to provide contemporary services to the community well into the future.

Redevelopment will occur in a number of phases to make way for the construction of the new residential aged care facility which will consist of 100 beds for ageing in place.

Over the last 12 months we have worked closely with our residents to relocate them into new homes in preparation for the upcoming development. We are now at the stage where, by December 2018, most of our permanent residents will have been relocated to new homes and therefore we will be in the position to officially close the nursing home and part of the hostel for redevelopment to commence. There will remain 59 beds open in the hostel for our residents that we will continue to serve during construction of the new facility.

As a result of this, we would like to meet with staff and unions to discuss how the closure and demolition will impact individual employees. Please note that due to tendering timeframes, demolition will commence in late January 2019, however we would like to reduce the level of uncertainty on site and support staff in any redeployment opportunities prior to Christmas.

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Our focus will be on making some changes to the structure of current rosters due to the closure of the nursing home and part closure of the hostel to enable redevelopment. In addition, we will also be making changes to enhance the service delivery of cleaning operations at Uniting Edinglassie Village. The proposed change will result in cleaning services being outsourced to Baytons.

Pending satisfactory resolution of relevant matters with staff, the roster changes are expected to be implemented by mid to late December 2018.

The specific reductions for the fortnightly roster cycle together with an estimate of proposed FTE numbers for potential redundancy at Edinglassie Village are detailed in the table below:

STAFF CATEGORY*	Current Roster (Fortnightly Hours)	Proposed Roster (Fortnightly Hours)	Proposed Reduction (Fortnightly Hours)	Potential Redundancies (rounded; 1 FTE = 76 hours per fortnight)
Registered Nurses	605 HRS	368 HRS	237 HRS	3.1 FTE
Enrolled Nurses	164 HRS	0 HRS	164 HRS	2.2 FTE
Care Service Employees (including AINs and CSEs)	3,486 HRS	1,708 HRS	1,778 HRS	23.4 FTE
Administration (including DSM and Hostel Mgr)	228 HRS	76 HRS	152 HRS	2.0 FTE
Recreational	220 HRS	80 HRS	140 HRS	1.8 FTE
Cleaners	316 HRS	0 HRS	316 HRS	4.2 FTE
Clinical Therapists	45 HRS	24 HRS	21 HRS	0.3 FTE

It is acknowledged this change is likely to impact permanent full time, part time and casual employees at Uniting Edinglassie Village. Through this process Uniting will make every effort to mitigate redundancy and maintain current contract hours. Redeployment opportunities based on staff skill/preferences and vacancies across Uniting services will be explored as part of this consultation process.

For your information, a briefing session in relation to this matter has been scheduled to occur as follows:

Location: Uniting Edinglassie Village, Emerald St & Great Western Hwy, Emu Plains NSW 2750.

Date and Time: Wednesday 7 November 2018 at 1:00 PM

At this meeting we will be discussing the introduction of the change; the effect the change is likely to have on employees, and the measures we are taking to avert or mitigate the adverse effect of the change on impacted employees. Staff will receive relevant information about the change both verbally and in writing, including information on how to raise matters in relation to the change. I will be chairing this meeting, with members of the operational management team and the People and Systems team also in attendance. Individual consultation meetings will also be held with all employees at the facility given the significance of the change (to which they will be welcome to bring a support person of their choice) following the initial information session.

Throughout this time we will continue to communicate with all staff and unions on the progress of the property development.

Should you have any questions relating to this notification, please do not hesitate to contact me at mjolly@uniting.org or 02 9468 5900.

Regards,

A handwritten signature in black ink, appearing to read 'M. Jolly', written in a cursive style.

Marilyn Jolly
Head of Residential Operations, Sydney North West **Uniting**