

Banksia Lodge

Notification of Major Workplace Change

Dear Member,

We have received the attached notification of major workplace change from your employer.

It is very important that members are aware that they have rights throughout any change process.

You have the right to:

- Be provided in writing what the impact of the change may have on you.
- Time to consider any proposed changes.
- The opportunity to ask questions or raise concerns, including refusing the change and/or offering alternative suggestions.
- Be represented by the HSU at any meeting.

It is very important that members are aware that they should not sign any documents unless they are happy with the proposed change.

If you have any concerns about the change, please email agedcare@hsu.asn.au.

Throughout this process, we will only be able to represent HSU members. Please encourage your workmates to join online at www.hsu.asn.au/join or phone 1300 478 679.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD

7 November 2018

Dear

Initiation of Consultation Regarding Major Workplace Change

I am writing to advise you of your right to be consulted regarding a proposed major change that may impact upon your employment and to formally initiate a period of consultation with you.

Under the terms of The Banksia Villages, NSWNMA and HSU NSW Enterprise Agreement 2017-2020, Banksia Villages is required to consult with you regarding the proposed major changes that may impact upon your employment. Accordingly, you are advised that Banksia will be moving towards a 24/7 Registered Nurse care model. Banksia has identified that the resident care profile and mix has changed with an increase in the number of high care residents who require a higher level of clinical and care needs. It is proposed that the increase in clinical leadership resources will result in the ability to provide a higher level of clinical service, increase care staff support, improve thoroughness of resident documentation and to conduct comprehensive admissions for new residents.

The proposed changes may impact upon your employment through the reallocating of duties and increasing accountability and responsibility requirements in one or more positions.

The consultation period will last for 28 days, and accordingly will end on Friday 7 December 2018. During this time, you are invited to make suggestions or observations, ask questions and propose arrangements to contribute to the stated management objectives. This communication can be submitted in writing, discussed in a group setting or individually. Please address any written correspondence to Human Resource Officer, Nicole de la Rue or contact either Nicole or myself to make an appointment to discuss your feedback in person.

A compulsory meeting of Lodge staff will be held at 2pm on Wednesday 14 November to provide further details on the new care model and provide the opportunity for group discussion. Further information sessions will be held throughout the consultation process to be attended by Lodge staff voluntarily. Individual discussions are welcomed up to the end date of 7 December 2018.

You are advised that you may appoint a representative of your choice for the purposes of this consultation period, and the business will endeavour to give prompt consideration to any matters raised by you and/or your representative.

Please contact me if you have any questions regarding this matter.

Yours sincerely

Graham Wise
CEO