

Carino Care Rockdale: Major Workplace Change

Dear Member,

We received the attached letter from Carino HR today.

As with any major change, it is important that members are aware of their rights.

We strongly advise members not to sign any contracts or letters without HSU advice.

Please phone 1300 478 679 for advice.

Through any change process you have the right to:

- Be given the proposed change and how it affects your job in writing.
- Time to consider the change.
- An opportunity to raise any questions/concerns, provide alternative proposals and have those issues given due consideration.
- Be represented by the HSU.

If you have any concerns, you can also email agedcare@hsu.asn.au.

We are only able to represent HSU members throughout this process. Your workmates can join the HSU online at www.hsu.asn.au/join or phone 1300 478 679.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD

Carino Care Rockdale
22 Woodford Road,
Rockdale NSW 2216

Gerard Hayes
State Secretary NSW/ACT
Health Services Union
Level 2, 109 Pitt Street, Sydney NSW 2000
Locked Bag 3, Australia Square NSW 1215

9 November 2018

Dear Mr Hayes,

Re: Proposed staffing restructure of Carino Care Rockdale Kitchen Service Team

I write to inform you that the Carino Care Rockdale is proposing the restructure of the kitchen services team.

The final decision to restructure will be made next week following a consultation period with staff and their representatives. We are proposing to introduce a new food service model to provide residents with an improved dining experience and food quality. In order to support this we are proposing to introduce the role of a new Chef Manager, new menus, new equipment to improve operational efficiency and a change to the roster hours to support the delivery of the new food model. The site is also currently staffed for 77 residents and as our occupancy is only sitting at 42 residents it is not financially viable to continue with the current staffing ratio within the kitchen services team.

I can confirm that if the decision to restructure the kitchen services team is taken and positions are made redundant in their current form as a result, we will support staff with redeploying them to suitable roles where possible. If no suitable redeployment is available we will also ensure that they will be paid their leave entitlements and redundancy payment in accordance with Ark Health Care Group, NSWNMA, ANMF NSW Branch and HSU New South Wales Branch Enterprise Agreement 2017 and The National Employment Standards.

On Friday 9 November 2018 we held a consultation meeting with the kitchen services team to discuss the proposed changes and provided them with a consultation letter (attached). If a decision is made following the consultation period to implement these changes we will then hold individual consultation meetings with staff and their representatives to consult on an individual basis throughout next week.

We welcome the involvement and representation of the HSU in the process.

Please do not hesitate to contact me should you have any questions.

Regards

Michelle O'Hara
HR Manager
Carino Care

9 November 2018

By Hand

PRIVATE & CONFIDENTIAL

Dear Staff

NOTICE OF PROPOSED RESTRUCTURE TO THE KITCHEN SERVICES TEAM

We refer to your employment with Carino Care Rockdale and our discussion today regarding the proposed restructure to the kitchen service team.

Proposed change

As discussed in our meeting, Carino Care Rockdale is proposing to introduce changes to the kitchen services team to ensure our residents receive an improved dining experience which aligns to our model of care.

Under the proposal:

- Introduction of a full time Chef Manager
- New menu
- New food suppliers
- New catering equipment to improve operational efficiency
- Change to the roster start and end times to accommodate the dining needs of the residents
- Reduction of hours as we are currently staffed for 77 residents but only have 42 residents.

The proposed new roster is as follows

Position	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Chef Manager	9.00am -5.06pm	9.00am -5.06pm	9.00am -5.06pm	9.00am -5.06pm			9.00am -5.06pm
Cook					9.00am -5.06pm	9.00am -5.06pm	
Catering Assistant AM	6.00am 2.06pm						
Catering Assistant PM	3.30pm – 7.30pm						
Total Hours	19.6						

Impact of proposed change

How the proposed change may affect you

If Carino Care Rockdale proceeds with the proposed changes, it is likely that we will not be able to continue to provide you with the pattern of hours currently set out in your agreed working hours. This means that your position (that is, the job in which you work your current pattern and number of hours) may be made redundant or we may need to vary your current pattern and number of hours of work.

What steps Carino Care Rockdale is proposing to take to mitigate the effect of the proposed change?

If your position is made redundant, you are assured that you will be paid your leave entitlements and redundancy payment in accordance with Ark Health Care Group, NSWNMA, ANMF NSW Branch and HSU New South Wales Branch Enterprise Agreement 2017 and The National Employment Standards.

Carino Care Rockdale will consider appropriate redeployment opportunities where available having regard to your skills, capabilities and experience.

Next steps

Please be assured that we are undertaking detailed consideration of these matters and no final decision has yet been reached on the impact of the changes on your position.

We have notified the Health Services Union NSW of the proposed changes.

Over the next 5 days we welcome you to provide any feedback you may have on the proposed changes, and any suggestions you may have that would help us to mitigate the effect of the proposed changes on you. Please come back to us by close of business Tuesday 13 November 2018 with your feedback. We will collate and review the feedback received and make a final decision, which will be communicated to you on Wednesday 14 November 2018.

If a decision is made to implement this proposed restructure we will meet with all staff and your representatives individually to discuss what this means for you and your employment with Carino Care Rockdale and provide further opportunity for consultation and feedback.

During this time many people may be upset and or distressed. I would ask that if you wish to discuss the proposed restructure please see me in the first instance. If you are discussing the proposed restructure with other staff, please ensure you do this in private and not in the presence of residents and families.

If you have any additional questions or concerns, please raise them directly with me.

We thank you for your patience while we work through this process.

Yours faithfully

Gilda Lacanilao

Manager

Carino Care Rockdale