

## Southern NSW LHD: Proposed Outsourcing of Salary Packaging

Dear Member,

Attached is correspondence the HSU has received from Southern NSW Local Health District regarding proposed outsourcing of Salary Packaging.

### Member feedback requested

The HSU industrial team is currently reviewing the potential impacts of the proposed change upon affected employees. We are now seeking feedback, views and comments from our members.

Please review the attached documentation and provide comment and feedback by 7 January 2019. You can submit it by email to [julie.gordon@hsu.asn.au](mailto:julie.gordon@hsu.asn.au) with subject line *Southern NSW Salary Packaging*.

### HSU organiser and sub-branch involvement

Your HSU organiser will be visiting your workplace shortly and convening a meeting to discuss the matter with affected employees. The HSU is also seeking expressions of interest from members to be part of the consultative process as a workplace delegate in any upcoming USCC meetings regarding this proposal. The most effective way to deal with these kinds of proposals is by taking into account the concerns of the group, agreeing on a way forward and presenting that united position to management.

Please distribute this newsletter to your work colleagues for their information and comments and encourage them to attend the meeting.

**Not a member of the HSU? Now is time to join and have your say! You can join online at [www.hsu.asn.au/join](http://www.hsu.asn.au/join) or call 1300 HSU NSW and join over the phone.**

A union's effectiveness and negotiation power depends upon the strength and density of its membership base. Join your work colleagues today by becoming a member of the Health Services Union and help us continue to protect and improve your working life.

In unity,



Gerard Hayes  
Secretary, HSU NSW/ACT/QLD



SNSWLHD Ref: SDOC18/10277

**TO ALL STAFF**

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**SUBJECT SALARY PACKAGING SERVICE TO SNSWLHD STAFF  
PROPOSED CHANGES TO SERVICE PROVISION**

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In November, the Acting Chief Executive wrote to all staff with information about proposed changes to Salary Packaging. Today, I am writing to provide further information about the proposed changes.

SNSWLHD currently provides salary packaging services to its staff as an in house service. We are considering changing this service to an external provider. The key reasons for considering this change are the benefits that can be provided by a large, specialist provider. Most other NSW Health entities have transitioned successfully to external salary packaging arrangements.

Smartsalary are being considered as the preferred provider, information about Smartsalary can be obtained [here](#). An important consideration is Smartsalary's track record for service provision to NSW government and specifically, NSW Health employees. Smartsalary currently provide services to almost 39,000 NSW Health employees and service 7 Local Health Districts (LHD).

The change would be managed through a proven approach, developed since on boarding their first LHD in 2002. The transition would include a range of engagement tools and forums to ensure employees are informed throughout the process. This includes the launch of a [Salary Packaging Changes Consultation Portal](#) designed to provide staff information and the opportunity for feedback.

It is important to note that no changes to existing arrangements will be made until 2019.

**What an outsourced provider will offer to SNSWLHD staff**

An outsourced provider can offer its expertise, more salary packaging benefits and easy account management through a website portal – all at a lower cost.

The existing salary packaging benefits on offer, such as your Tax-free Cap and Meal Entertainment, will still be available. However, with a new provider, you would also have access to some great new benefits, including Membership Fees and Subscriptions and Self-Education expenses.



When you package with an external provider, you get access to a secure online account (through a website and Smartphone app) in which you can monitor your package, update your personal details and quickly and easily submit claims.

SNSWLHD will make sure that the fees you pay to salary package reduce. You will pay less in standard salary packaging fees and you will no longer need to pay any fees for making changes to your package. We also have the option to negotiate a period where you will receive salary packaging services free of charge.

### **Transitioning existing salary packaging details to a new provider**

If you already salary package, your existing arrangements would be transferred to the new provider without any disruption.

### **What do you need to do?**

There is nothing you need to do right now. Consultation will continue and we will keep you informed of any changes.

Regards

**Andrew Newton**  
Chief Executive

**11 December 2018**