

SNSWLHD: Update re salary packaging

Dear Member,

As you will be aware SNSWLHD has advised the HSU and employees of their decision to outsource salary packaging to Smartsalary, a private provider. While an employer can decide to make organisational change, they are required to consult with employees and their Union.

When we first advised members of the proposed change, the response was of great concern about the proposed 'go live' date of 19 December 2018, because it did not allow sufficient time to transition to a private provider and put at risk Christmas pays. We provided this feedback to the LHD and fortunately, they listened and did not proceed with this date.

Following this, the LHD has now entered into a formal consultation process with the HSU, with the first Union Specific Consultative (USCC) meeting held on 11 January 2019.

At the USCC the LHD advised that a business decision had been made to outsource salary packaging. The Executive were of the view that the function could be more efficiently managed by a specialised provider and staff would have been able to get access to technology such as an app.

In relation to the claim on page 3 of the consultation document dated 11 November 2018 that the change would '*decrease costs and increase revenue*', LHD representatives were not able to provide details and undertook to provide this data to the HSU.

The meeting also dealt with the issue of transition planning and how the interests of members who salary package could be protected. It was agreed that a meeting would occur between the LHD salary packaging team and Smartsalary to discuss a transition plan and timetable.

At this stage a further USCC is proposed for the week beginning 28 January 2019 to discuss the draft transition plan, with further updates to be provided to members after this meeting. In the meantime, if you have any questions please contact HSU Industrial Officer, Julie Gordon on julie.gordon@hsu.asn.au.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD