

## Anglicare Dapto Restructure

Dear Member,

As you would be aware, HSU attended several meetings on site in late January. As a result, your Union sought a number of undertakings from management in relation to the restructure and staff movements.

The undertakings sought are listed below:

1. All vacant positions at Nowra, Woonona and Jannali will be quarantined until the matter has been finalised. First preference for vacancies at these sites will go to affected St Luke's staff. This extends beyond these sites if staff elect to be transferred further than the closest sites.
2. There will be no forced transfers outside of one and a half hours car journey from the current accustomed place of work.
3. A contract review of all staff will be undertaken to match staff contracts with average hours roster over the last twelve months unless covered by one of the five exceptions.
4. Staff who are required by Anglicare and agree to reduced contracted hours over the course of the redevelopment, are guaranteed by Anglicare their actual hours later at the completion of the new building. Please contact your organiser if this applies to you.
5. Performance will not be the primary factor in deciding redundancy.
6. No staff other than the classifications set out in the FAQ have any guarantee of ongoing employment at the site.
7. No casual staff will be rostered or guaranteed ongoing employment. Anglicare expect that casual staff will be utilised to cover leave temporary care requirements.
8. Once proposed rosters are made available any members who have concerns particularly around safety are invited to bring to the attention of your union for consultation with HR to ensure a safe workplace is maintained.
9. HSU will be invited to all future meetings with sufficient notice. Members to provide the days and time of one on one meetings so that we can be available to members who request our support.

10. Full redundancy estimates including all entitlements will be provided to any staff who chose redundancy as first preference and to all staff who are affected.

We expect that further meetings will be held with members. If you are contacted by management, please contact your local Organiser Meri Bosevski on 0427 870 470 or email [meri.bosevski@hsu.asn.au](mailto:meri.bosevski@hsu.asn.au).

In unity,

A handwritten signature in black ink, appearing to read 'Gerard Hayes', with a long, sweeping underline.

Gerard Hayes  
Secretary, HSU NSW/ACT/QLD