

## St Basil's Major Workplace Change

Dear Member,

The HSU has received notification of proposed changes to position descriptions that will align with St Basil's new model of care and employee expectations. Please see attached correspondence.

While St Basil's have advised that they do not anticipate any major changes to the specific roles and responsibilities contained within existing PDs, it is extremely important that you and your colleagues involve yourselves in this process to ensure you are aware of what is proposed and can have a say.

HSU representatives will be available onsite and contactable throughout the process. Any member affected by these changes should email [agedcare@hsu.asn.au](mailto:agedcare@hsu.asn.au) for assistance.

As we can only represent HSU members in any change process, encourage any affected workmates to join online at [www.hsu.asn.au/join](http://www.hsu.asn.au/join) or phone 1300 478 679.

With constant changes in the Aged Care Sector and the Royal Commission into Aged Care, it is more important than ever to be a member of your Union – not only for protection, but to support positive change in the industry.

In unity,



Gerard Hayes  
Secretary, HSU NSW/ACT/QLD

13 February 2019

To the Secretary,

The purpose of this correspondence is to notify the HSU of proposed changes to position descriptions to align with St. Basils new and improved model of care and employee expectations in preparation for the commencement of the new Aged Care Quality Standards in July 2019.

By way of background, St. Basil's have recently reviewed and improved their model of care to meet the needs of a changing consumer market, a transforming industry and regulatory change. In order to ensure that staff clearly understand what is expected of them in relation to the new model of care, PDs have been reviewed and changes are proposed to the key responsibility areas contained within, to align with the focus of the new model (Customer and Governance).

St. Basils do not anticipate any major changes to the specific roles and responsibilities contained within existing PDs (albeit minor changes may be required to ensure the day to day duties of the role are accurately reflected).

St. Basils will be consulting with staff regarding the proposed changes during the period 13 February 2019 to 27 February 2019. Further, St. Basils invites the HSU to participate in the consultation process.

Following consultation, it is proposed that staff will transition to their new PDs by the end of March 2019.

Please contact Carly Robson, HR Advisor, performHR on 1300 406 005 if you wish to discuss this matter.

Regards,

**Carly Robson**



## Memorandum

|                 |   |
|-----------------|---|
| <b>To:</b>      | All staff   |
| <b>From:</b>    | St Basil's Management                                     |
| <b>Date:</b>    | 14/02/2019  |
| <b>Subject:</b> | Position Description Consultation Meeting – Date and Time |

Dear all staff,

The position descriptions for ACW2-Care, ACW4-Care and RN that have been provided are in a draft state, and St Basils is open to consulting with the workforce and their representatives on the drafts. If you have any questions, concerns or feedback please contact Meliani Djuari - HR Manager.

St Basil's will be holding a series of consultation meetings for you to attend to ask questions and hear a bit more about the position descriptions. Sonya Darwich, Director of Care Services, and Meliani Djuari, Human Resources Manager will conduct the consultation meetings.

Please attend the meeting at your facility as below:

- St Basil's Homes Annandale, Thursday 21 February 2019, 13.30-14.00
- St Basil's Homes Lakemba, Friday 22 February 2019, 14.00-14.30 and 14.30-15.00
- St Basil's Homes Kogarah, Monday 25 February 2019, 13.30-14.00 and 14.00-14.30
- St Basil's Homes Randwick, Tuesday 26 February 2019, 14.00-14.30 and 15.00-15.30
- St Basil's Homes Miranda, Wednesday 27 February 2019, 14.00-14.30 and 14.30-15.00

Meliani Djuari

 [02 9784 3203](tel:0297843203)

 [mdjuari@stbasils.org.au](mailto:mdjuari@stbasils.org.au)