

## Outsourcing Services at Heritage Care

Dear Member,

As many of you would be aware, your employer has made a decision to outsource support services at their homes in NSW. Please see the consultation letter attached to this newsletter for your feedback.

In conversations held yesterday, management indicated that they have insisted upon transition of business arrangements being written into the contract. Therefore, all existing staff should roll over to the new provider.

We have indicated to your employer that any interview processes that may have been held without due process are not of merit. Your Union will keep you informed.

We will be holding onsite meetings with members and staff in order to provide advice in relation to your rights throughout the transition process. This will include how you are paid, and under which Award or Enterprise Bargaining Agreement you will get pay rises into the future, and whether your entitlements and pay rates will be remaining the same.

Please provide us with your feedback by contacting your local Organiser Randall Millington on 0458 301 076 or email [randall.millington@hsu.asn.au](mailto:randall.millington@hsu.asn.au) by close of business on Monday 29<sup>th</sup> April.

In unity,



Gerard Hayes  
Secretary, HSU NSW/ACT

17<sup>th</sup> April 2019

Randall Millington  
Health Service Union  
Level 2, 109 Pitt Street  
Sydney NSW 2000

Dear Randall,

**Re: Contracting out Cleaning, Catering & Laundry Services**

This letter is written in accordance with Clause of the ***Sir Joseph Banks Residential Care Facility, NSWNMA, ANMF NSW Branch and HSU New South Wales Branch Enterprise Agreement 2017***. Heritage Care management has made a definite decision with regards to the positions of Cleaning, Catering and Laundry Services.

Heritage Care management has made a definite decision to contract out the positions of Cleaning, Catering and Laundry Services. As members of our organisation hold these positions such a decision will have a significant effect on their employment with the organisation.

This decision has been made for the following reasons:

- Assist with a general food and service upgrade, and the ever -growing regulatory compliance requirements within the aged care industry.

In accordance with the relevant clauses of the ***Sir Joseph Banks Residential Care Facility, NSWNMA, ANMF NSW Branch and HSU New South Wales Branch Enterprise Agreement 2017*** Heritage Care management will enter into consultation, and hold discussions, with your organisation regarding these changes and ways to mitigate the effects.

It is intended to commence discussions on 30<sup>th</sup> April, 2019.

If you have any questions or concerns please do not hesitate to contact me.

Yours faithfully,

Kellie Kluckow  
Human Resource Manager  
Heritage Care