

## Carroona: job cuts and reductions in hours

Dear Member,

As many of you would be aware, the HSU recently surveyed staff at Carroona regarding workloads after several members reported that these were excessive. The results consistently indicated that members felt they were seriously understaffed. In some cases, results suggested unsafe staffing levels. The Union was compiling this information and had planned to meet with management to discuss understaffing. So you can imagine our disbelief when we received the attached newsletter stating 25 jobs are to go and a further 60 staff face reductions in hours.

The HSU has written to Uniting seeking urgent meetings to discuss these outrageous cuts. It beggars belief that after constant roster reviews, cuts to staff, and new models of care, Uniting can still make such cruel cuts.

We also have grave concerns around the process. We have requested the following information to ascertain who is affected, and even more importantly, if staffing levels are safe:

1. Current unpopulated rosters for Kalina, Marima, Jarman and central kitchen
2. Proposed unpopulated roster for Kalina, Marima, Jarman and central kitchen
3. Cuts by stream in hours and positions for Kalina, Marima, Jarman and central kitchen
4. What risk assessments were done in the staffing formula
5. What Uniting are doing to mitigate adverse effects.

Uniting are calling meetings to discuss the proposed changes next week. All members are urged to attend and tell Uniting what they think of the proposed cuts. Local HSU organiser Kirk Rostock will be attending all meetings. Uniting specifically asked us not to publish the attached letter. However, we feel staff need to know what Uniting are proposing.

HSU members that are affected should contact your local organiser immediately at [kirk.rostock@hsu.asn.au](mailto:kirk.rostock@hsu.asn.au). Under the consultation clause in your enterprise agreement, Uniting have an obligation to demonstrate what they are doing to mitigate adverse effects. This could include redeployment or retraining or offering hours somewhere else.

This is a difficult time for aged care workers across the sector. As many of you may be aware, other employers are also making arbitrary cuts based on financial rather than clinical considerations, due to cruel federal funding cuts in excess of three billion dollars.

Only union members will receive union support. If you know anyone who isn't a member of the HSU, now is a good time to have the conversation. They can visit [www.hsu.asn.au](http://www.hsu.asn.au) or call the Union on 1300 478 679. Meanwhile, the HSU will keep members up to date as information comes to hand. Your local organiser will be out soon across all three sites.

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



30 April 2019

Gerard Hayes  
Secretary  
HSU NSW  
Level 2/109 Pitt Street  
SYDNEY NSW 2000

**Attention: Rob Sheehy**

Dear Mr. Hayes,

**Re: Notification of Introduction of Workplace Change**

In accordance with our obligations prescribed by clause 47 Consultation Regarding Major Workplace Change of the *Uniting Aged Care Enterprise Agreement (NSW) 2017*, please be advised that Uniting NSW.ACT proposes to introduce workplace changes at Uniting Caroono Goonellabah (Caroono Marima, Caroono Kalina and Caroono Jarman) located in Goonellabah, NSW. It is the ultimate intention to finalise the implementation of our new service model the 'Household' model. Initial briefings have been conducted with the HSU in relation to the progressive introduction of this model across a number of sites within NSW and the ACT.

We are also proposing to make changes to the Central Kitchen and catering operations across Uniting Caroono Goonellabah in order to enhance our service delivery.

Our focus will be on making changes to some roles at the service along with some changes to rosters, including the changes to start and finish times and shift lengths. We'll be taking the opportunity to introduce some new roles as well as discontinuing some existing roles. Full details will be provided at the briefing sessions.

We anticipate that the changes in relation to the discontinuation of roles will impact directly on 25 staff members. In terms of the proposed roster changes, we are expecting this to impact directly on 60 staff members with minimal impacts for all other staff. It is anticipated that the rostered hours for our catering and cleaning operations as well as the physio aid roles will decrease.

Pending satisfactory resolution of relevant matters with staff, the roster changes and new roles are expected to be implemented in early July 2019.

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Feedback will be sought from all staff members on the proposed changes and the process will involve staff briefings and individual interviews where required. Our commitment is to, where possible, maintain contract hours for all staff and assist staff with redeployment into alternative roles. Throughout this time we will continue to communicate with all staff and consult with any individuals impacted by the proposed changes.

For your information, four (4) staff briefing sessions have been scheduled on site at Uniting Caroono Goonellabah – 64-101 Rous Road, Goonellabah on Friday, 10 May 2019. The details of these briefing sessions have been outlined below. Representatives from your association are welcome to attend.

Session	Location	Time
Caroono Jarman	Jarman – Staff Room	10.00am
Central Kitchen / Catering Staff	Kalina - Education Room	12.00pm
Caroono Kalina	Kalina - Education Room	2.00pm
Caroono Marima	Marima - Staff Room	3.30pm

At these meetings we will be discussing the introduction of the changes; consulting on the effect the changes are likely to have on employees and the measures we are taking to avert or mitigate the adverse effect of the changes on employees.

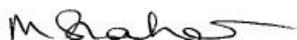
At this time the staff members will receive relevant information about the changes both verbally and in writing, including information on how to raise matters in relation to the change.

This meeting will be chaired by Susan Clark (Service Manager Caroono Goonellabah) and other members of the operational management team; a representative from the Customer, People and Systems team will also be in attendance.

Should you have any questions relating to this notification, please do not hesitate to contact Susan on 0467 804 157, or by way of email at [sclark@uniting.org](mailto:sclark@uniting.org).

We also note that this notification is for your information and reference only. We request that you do not distribute this notification to any other parties, including your members to ensure impacted staff are notified of changes in a supported environment.

Regards,



Margaret Strahan  
Head of Residential Operations - North, **Uniting**