

Warrigal: Notification of Major Workplace Change

Dear Member,

Warrigal Management has provided correspondence to the Health Services Union that it intends to outsource catering services at 3 locations. They are Goulburn to Catering Industries on 16 September, Warilla and Coniston to Cater Care on 2 September and 30 September 2019. The correspondence is attached for your attention.

Please read the attached documents carefully. The decision to outsource catering functions is a decision the HSU strongly disagrees with. This is a decision that will impact every employee – not just the catering staff – and ultimately does not provide the suggested outcomes.

Management will be meeting with staff on dates and times below to inform them of our intention to proceed with outsourcing catering services.

- Goulburn on 7 August at 1.30pm
- Coniston on 9 August at 9.30am
- Warilla on 9 August at 2.00pm

If you feel that you will be affected by the proposed change, or if you are written to in relation to changes to your position, you should contact the HSU on 1300 478 679 or alternatively email agedcare@hsu.asn.au.

If you have workmates who are still not members of the HSU, you should encourage them to join. Our ability to negotiate with management around major workplace change is directly linked to our strength in numbers. Your workmates can join by visiting www.hsu.asn.au/join or by calling 1300 HSU NSW.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD

The logo for Warrigal, featuring the word "Warrigal" in a white, cursive script font on a dark purple rectangular background.

Warrigal Administration: 2 Pine Street Albion Park Rail

PO Box 435 Albion Park NSW 2527

T: 02 4257 4257 F: 02 4257 4232

Freecall: 1800 626 670 E: warrigal@warrigal.com.au

25 July 2019

Mr Gerard Hayes
Secretary, New South Wales Branch
Health Services Union

By email: gerard.hayes@hsu.asn.au

Dear Mr Hayes,

I refer to the Joint Consultative Committee Meeting of 16 May 2019, in which the HSU Organisers were notified of management's intention to proceed with the proposed changes to catering services within Warrigal. I am now writing to provide the Union with formal notification of change in accordance with section 7 (a) of the Warrigal and NSW Nurses and Midwives' Association, Australian Nursing and Midwifery Federation NSW Branch and Health Services Union NSW/ACT Branch Enterprise Agreement 2017.

Warrigal intends to outsource catering services at Goulburn to Catering Industries on 16 September, Warilla and Coniston to Cater Care on 2 September and 30 September 2019 respectively. As you are aware, Warrigal has outsourced catering services at Albion Park Rail, Bundanoon, Shell Cove and Mt Terry, this is a continuation of this process. As with the previous process, Warrigal will be entering into contracts covering the following points:

1. In the first instance, the majority of catering staff will be transferred from Warrigal employment to Cater Care or Catering Industries employment. In which case they will transfer Warrigal staff on their existing terms, conditions and wages.
2. Staff transferring from Warrigal employment will continue to work at Warrigal sites wherever possible.
3. Staff who are not selected to transfer will be offered a position within Warrigal that is comparable to their substantive position.

We are hoping to transition as smoothly as possible without unnecessary disruption to staff. We anticipate that the majority of staff will transfer employment in accordance with the HOA terms.

Management will be meeting with staff on dates and times below to inform them of our intention to proceed with outsourcing catering services.

- Goulburn on 7 August at 1.30pm
- Coniston on 9 August at 9.30am
- Warilla on 9 August at 2.00pm

You are welcome to attend these sessions.

If you require further information please contact me on 4256 7803.

Yours Sincerely

A handwritten signature in black ink, appearing to read "CS", with a light blue circular stamp or watermark behind it.

Craig Smith
Executive Leader - Service Integrated Communities

ABN: 34 002 392 636

www.warrigal.com.au