

## Uniting Edinglassie Lodge Introduction of Workplace Change

Dear Member,

The HSU has received a notification that a meeting is scheduled onsite on the 14<sup>th</sup> of August at 2:00 pm. Please see attached correspondence. The purpose of the meeting is to discuss the implementation of the Household Model.

It has also been advised that full details of the changes will be provided verbally and in writing at this meeting. An HSU Representative will be on site to represent members.

Only HSU members will get industrial support through this change and any future workplace change. It's one of the many benefits of being a member of the Health Services Union. The HSU will continue to keep members informed of any change. Attached is a copy of the correspondence received from Uniting.

If your colleagues are not already members of the Health Services Union, they can join online at [www.hsu.asn.au/join](http://www.hsu.asn.au/join) or call 1300 478 679.

In unity,



Gerard Hayes  
Secretary, HSU NSW/ACT/QLD



1 August 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 45 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 Edinglassie Lodge located in Penrith, 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 and we note that Uniting Edinglassie Lodge was identified as being one of the sites to transition into the new model in the financial year 2020.

Our focus will be making some changes to some roles at the service, along with some changes to rosters, particularly start and finish times and shift lengths. We'll be taking the opportunity to introduce some new roles including:

- Increase FTE Home Maker roles;
- Increase FTE Home Support Officer; and
- Increase FTE Leisure and Wellness Coordinator

The implementation of the new model will also result in the discontinuation of the following roles:

- Administration Officer; and
- Recreation Activities Officer

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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 proposed changes. It is important to note that overall, rostered hours at the site will increase. We anticipate minimal hours changes will occur, however exact changes for individuals will not be known until all hours preferences have been received.

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

For your information, a staff briefing session has been scheduled on site at Uniting Edinglassie Lodge located at 40 Village Crescent, Penrith 2750 on Wednesday, 14 August 2019 at 2 pm. Representatives from your association are welcome to attend.

At this meeting we will be discussing the introduction of the change; consulting on the effect the change is 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 Belinda Bonner (Service Manager Edinglassie Lodge) 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 Belinda on 4721 3183, or by way of email at [bbonner@uniting.org](mailto:bbonner@uniting.org).

Regards,



Marilyn Jolly  
Head of Residential Operations Sydney North West, Uniting