

Northcott Update

Dear Member,

The HSU met with Northcott this week to discuss important issues related to the changes to team leader and management structures, bargaining for your next Enterprise Agreement, and the setting up of a Joint Consultative Committee as a forum for all Northcott employees to have issues raised and resolved.

Management Restructure

As members would be aware, Northcott intends to change the management structure that had previously been in place in FACS homes.

This major change is going to have a significant impact on those staff directly affected, other staff who work in the homes and ultimately the clients.

Northcott informed us that further consideration is being given to the impacts on Long Service Leave Accrual for those staff who intend to transition to the Northcott structure and that the HSU would be provided an update on this in the next week or two.

The HSU discussed the change with Northcott management and raised the following concerns:

- Redundancies on offer should be in line with the Northcott EA and not the lower National Employee Standards amount. The entire change is purported to be about bringing the organisation together under the Northcott structure. Therefore, the redundancies on offer should also align with the Northcott EA.
- For Team Leaders who are considering taking on the Service Coordinator role, it would appear to be more responsibility for less money. This could discourage many staff from taking on the role and cause significant disruption to staff and clients.
- Under the new structure, some Service Coordinators could be paid less than staff they are managing (depending on hours worked etc). This is less than ideal and also could make the role less attractive for staff.
- This change is pre-empting EA bargaining, during which all staff could have a say in the management structure and pay/conditions.
- This change is going to have a wider impact on staff and clients. Northcott needs to make sure that everyone affected is included in the consultation process and supported through any change.

The consultation process is ongoing until the 1st of September and we are keen to hear from HSU members on the proposed change. Any questions or concerns should be emailed to disability@hsu.asn.au.

Enterprise Agreement Bargaining

At the meeting with Northcott management, your HSU representatives raised the importance of commencing bargaining for a new Enterprise Agreement. With many issues needing to be raised and resolved, it is the HSU's view that bargaining should commence immediately. Northcott management stated that their intention is to commence bargaining soon and will inform the HSU further about this in the coming weeks.

JCC

Northcott management have committed to holding a Joint Consultative Committee (JCC) with the HSU. The first meeting will occur during August.

This is a great opportunity to raise issues at an organisation-wide level. If you would like to participate in the JCC or would like to put forward issues to be raised at the JCC, please email disability@hsu.asn.au.

We can only resolve big issues with high union membership. If you know someone who's not yet a member of the HSU, encourage them to join online at www.hsu.asn.au/join or phone 1300 478 679.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD