

Southern Cross Care Lavington: Notification of roster change

Dear Member,

Southern Cross Care have notified the HSU of a major change in relation to your roster.

See attached email from management.

This will result in a change in hours at your facility.

With workloads in Aged Care already at critical levels, any change in hours can raise concerns.

It is important that members know their rights in any change process:

- You have the right to be consulted about the change. That gives you the right to raise any issues with the change and management must give consideration to those issues.
- You have the right for the changes to be put to you in writing and time to consider them.
- Your contracted hours cannot be changed without your agreement. Do not sign anything you are not happy with.
- You have the right to be represented at any meeting. Notify the HSU on 1300 478 679 if you need representation.

We can only represent HSU members during this process. Encourage your workmates to join online at www.hsu.asn.au/join or phone 1300 478 679.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD

Subject: FW: Notification of roster change

From: Amanda Soliman <ASoliman@sccliving.org.au>

Sent: Wednesday, 21 August 2019 4:02 PM

To: Rob Sheehy <rob.sheehy@hsu.asn.au>

Cc: Neil Farr <nfarr@sccliving.org.au>

Subject: Notification of roster change

Hi Rob,

I am writing to notify you of SCC's intention to commence consultation with employees regarding changes to roster for the Albury Facility. Please see below proposed schedule for the proposed changes:

- Initial individual consultation meetings with impacted employees – 29 August 2019
- Initial consultation meeting with all staff – 29 August 2019 at 2pm
- Consultation period ending – 13 September 2019
- Roster published – 16 September 2019
- Implementation – 30 September 2019

These changes consist of an overall net increase of 36.20 hours. Below is a breakdown of changes by category.

Category	Code	Facility	Hours Change
Registered Nurses	1031	Lavington RAC	-15.00
Other Care Staff	1031	Lavington RAC	+36.50
Catering	1031	Lavington RAC	+0.50
Cleaning	1031	Lavington RAC	-15.00
Laundry	1031	Lavington RAC	+20.00
ACFI	1031	Lavington RAC	+7.60
Quality	1031	Lavington RAC	+1.60

As part of the consultation SCC will be looking working with existing employees to increase contracted hours and convert current casual staff to permanent contracts.

As always HSU is welcome to attend the staff meeting on the 29th or any individual meetings with employees who are members. If you do have any questions regarding the changes above please do not hesitate to contact myself or Neil Farr.

Amanda Soliman
HR Manager

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