

St Elizabeth Home Restructure Update

Dear Member,

The HSU has received notification on the 17th of October advising that St Elizabeth has been experiencing ongoing financial difficulties.

In order to ensure the financial viability of the organisation into the future, a review has been conducted which has included looking at expenses, reviewing and renegotiating supplier costs as well as staff costs.

Part of the notification was also to advise that a decision has been proposed due to this financial position to reschedule rosters and reduce a number of shifts across the organisation.

The HSU was invited to meet with management on the 30th of October to discuss these changes. While meeting with management, the HSU made representations on behalf of its members to ensure that the consultation process is conducted in a way that has least impact on our members.

The HSU can confirm that the current rosters have been reviewed and that a draft roster has been created with the reductions of hours in each stream included.

As part of the consultation process a meeting will be organised in the next couple of weeks with staff to provide more specific details on the change. Your HSU Representative will be present for the meeting and will be available to support members through this change process.

It is also important that members know their rights in any change process, as follows:

- 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.

Unfortunately, St Elizabeth are not alone in facing this difficulty. Every Aged Care organisation is financially struggling in some way because of the inadequate funding the sector receives. That is why it is so important to be a HSU Member –

not only for protection and support, but because the HSU is in the frontline campaigning for a better Aged Care system, not only for the elderly in this country but for the people who care for them every day.

Encourage your workmates to join online at www.hsu.asn.au/join or phone 1300 478 679.

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