

Southern Cross Care Marian Update

Dear Member,

SCC Management has written to the HSU to notify of their intention to commence consultation with employees regarding proposed changes to roster at the Marian Facility.

Please see below schedule for the proposed changes:

- Initial individual consultation meetings with impacted employees – 03 December 2019
- Initial consultation meeting with all staff – 03 December 2019 – 1.30pm
- Consultation period ending – 22 December 2019
- Roster published – 23 December 2019
- Implementation – 06 January 2020

Your HSU Organiser will be onsite on the 3rd of December to support members on the day and throughout the change process. The hardworking and dedicated staff at the Marian have put up with a lot over the last 2 years with constant changes in management and rosters all while continuing to provide the best care possible for the residents. It is extremely disappointing that the organisation would choose to implement further cuts especially at this time of year.

When major workplace change happens (e.g. roster changes, cuts to hours and restructures), you have rights. Your Union is here to help you stand up for your rights.

Your Rights:

1. You have the right to be consulted about the change! Consultation includes time to consider the change, to raise concerns, and to have those concerns properly addressed.
2. You have the right to say NO! Contracted hours cannot be cut without your approval. Cuts to jobs can occur, but only with a redundancy or redeployment to a comparable position.
3. You have the right to representation! Ensure you are represented by the HSU when discussing major workplace change.
4. You have the right to request any changes to your job be provided in writing and time to consider your response. Don't feel rushed. Major changes to your job can have lasting impacts for you and your family.
5. Join the HSU! Only HSU members get representation and advice to stand up for their rights and protect their job. Join now online www.hsu.asn.au/join or phone 1300 478 679.

If you need help or advice about a workplace change, email agedcare@hsu.asn.au 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