connect ABILITY

AUSTRALIA

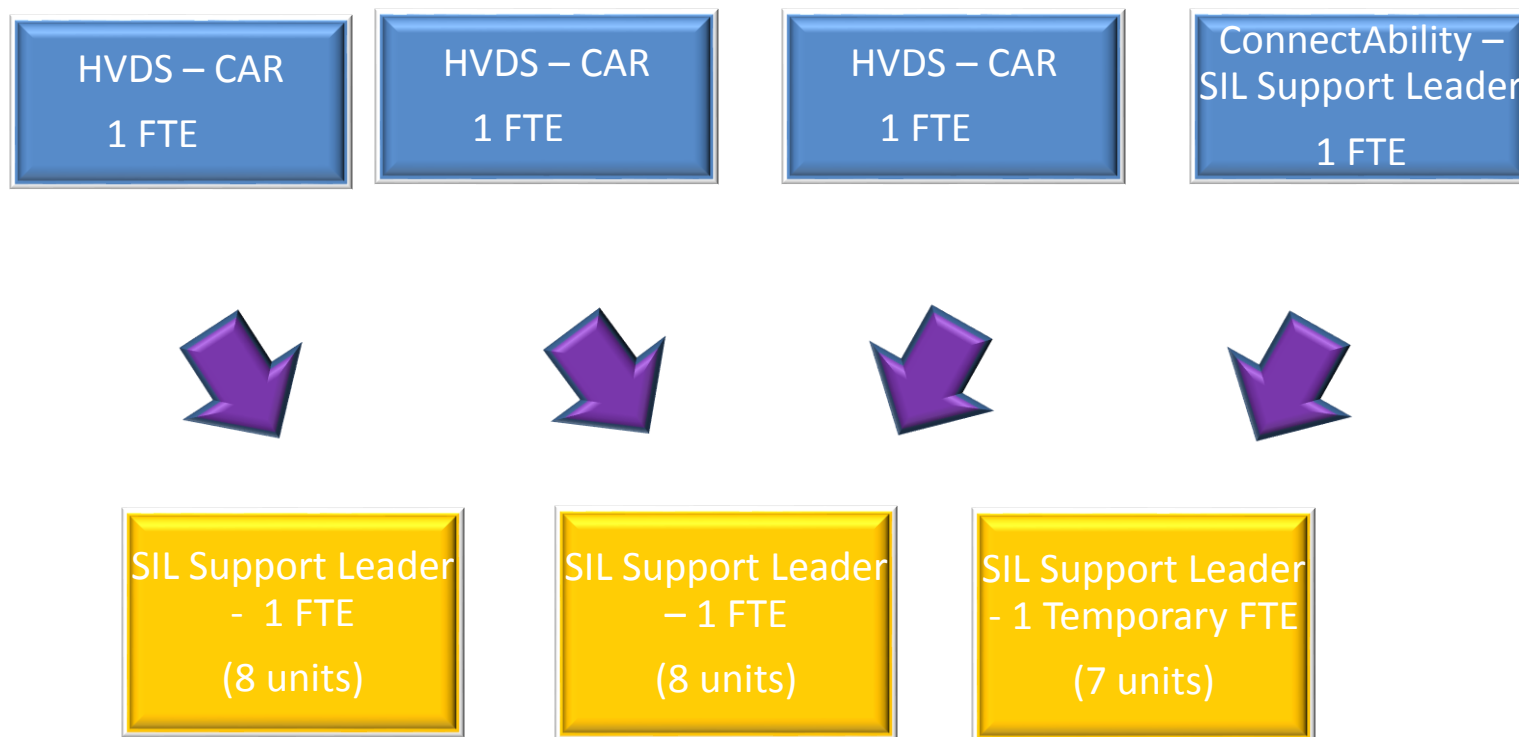# SIL Integration Project

"Empowering people to achieve"

Background

- On the 19th of February 2020, HVDS SIL services and staff transferred to ConnectAbility Australia (CA).

- The integration included 18 group homes, an In-Home Support Service, 80 plus customers and 175 staff.

- The workforce is comprised of 1 Manager Accommodation, 3 Coordinators Accommodation, 19 Team Leaders and the remaining are DSW's.

- The transfer included a Roster Support Manager, a Roster Support Officer and a Practice Support Coordinator in corporate services.

- CA has 5 existing SIL services, including 1 SIL Support Leader, 2 Team Leaders, 2 Senior Support Workers and approximately 40 DSW's.

Case for Change

- The transfer occurred on 19th February 2020 triggering an integration of the SIL Services previously known as HVDS and the existing CA SIL Services.

- CA has then reviewed how to successfully and efficiently combine these services, including the IHSS.

- CA needs to fully utilise the efficiencies gained from CAZoom in the area of rostering.

- CA needs to address differences in structure and funding between roles that existed in FACS and those in our NGO.
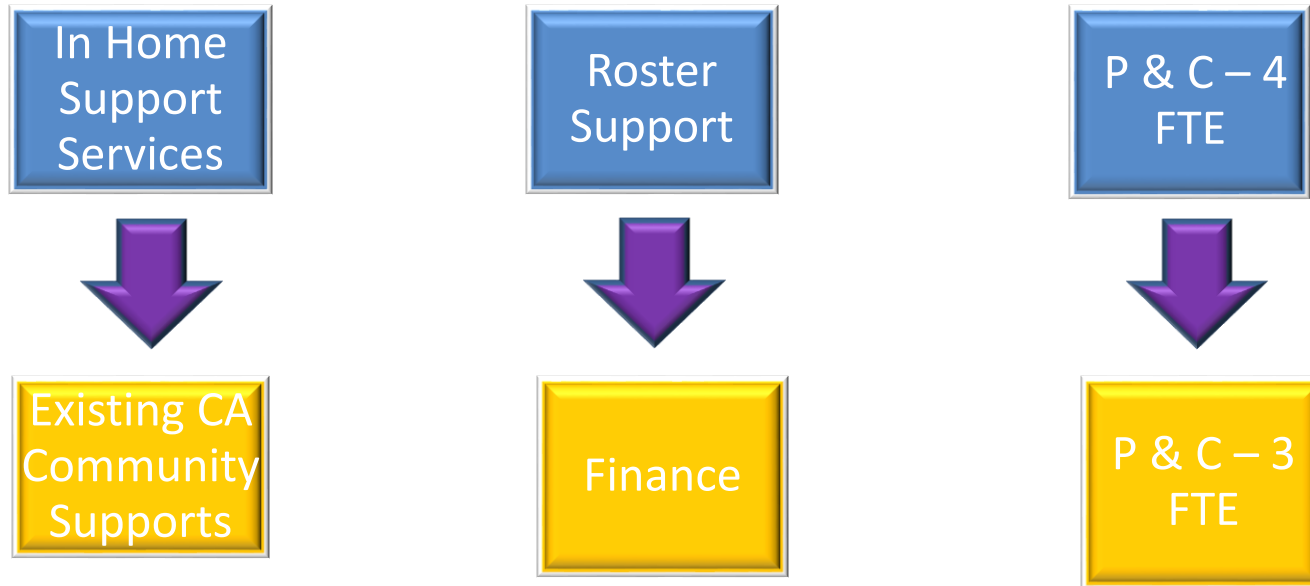
ConnectAbility Australia
Supported Independent Living Integration Project
Proposed Organisational Chart
2020

HVDS – CAR 1 FTE	HVDS – CAR 1 FTE	HVDS – CAR 1 FTE	ConnectAbility – SIL Support Leader 1 FTE

SIL Support Leader - 1 FTE (8 units)	SIL Support Leader – 1 FTE (8 units)	SIL Support Leader - 1 Temporary FTE (7 units)

The proposed new structure includes:

- The SIL coordination structure will be combined to include 3 SIL Support Leader positions, a reduction in 1 position.

ConnectAbility Australia
Supported Independent Living Integration Project
Proposed Organisational Chart
2020

The proposed new structure includes the following:

- IHSS will be merged into CA's existing Community Supports Service.

- The Roster Support Team will integrate into CA's Finance Team, reducing this team by 1 FTE.

- The People and Culture Team will reduce by 1 FTE.

ConnectAbility Australia – SIL Integration Project

Steps:

- Individual staff that are affected by these proposed changes have been met with today.
- A consultation period regarding the proposed structure and options available to these individuals also commenced today, 5th May 2020.
- We ask that any questions or feedback is provided to us in writing by COB Tuesday 12th May 2020.
- All feedback regarding the proposed changes to organisational structure received prior to 12th May 2020 will be taken into consideration.
- A recruitment process for the SIL Support Leader positions will commence from Wednesday 13th May 2020.
- Internal applications for SIL Support Leader will close on Thursday 21st May 2020.
- Further training in rostering will be provided to Team Leaders in CAZoom over the next two weeks.
- Communications will be provided to Team Leaders, the IHSS Team and the organisation informing of this process.
- Please be mindful of the confidentiality of this process in relation to any team members that may be affected.

Questions?

Questions or feedback can be directed to:

Brenda Gledhill
SIL Senior Leader
Brenda.Gledhill@connectabilityaus.org.au

Adele Cashion
P & C Senior Leader
adelec@connectabilityaus.org.au