

Cerebral Palsy Alliance

Consultation Meeting

The Consultation meeting with Cerebral Palsy Alliance Managers Frank Sedmak and Emma Foster, CPSU Delegates and CPSU representatives was held at Allambie Heights on 19 April 2021.

These meetings will be held quarterly and are designed to ensure that communications are open between CPA Management and CPSU members and representatives. Issues and information can be raised directly with management as a way to share ideas and reduce potential for conflict.

Vacancies

Careforce Alliance is the internal agency which co-ordinates to provide casual and agency support to Group Homes. The aim is to streamline the process of filling vacancies with appropriate casual or agency staff.

Ad Hoc vacancies:

The rostering principles contained in the Community Living Award still apply to the filling of vacancies. Utilising Careforce Alliance aims to reduce the amount of time that is spent filling shifts. CPA have developed a list of preferred agencies to ensure that quality agency staff are found.

Permanent Vacancies:

CPA are working to reduce the number of vacancies across the organisation. All recruitment to permanent positions will go through the Talent Acquisition Team. There is a 3-4 week timeframe to fill a vacant position. CPA management are

aiming to increase the permanent workforce and stated that by the end of the year staff shortages should have eased considerably.

Retention:

CPA conducted a survey of a random sample of Disability Workers that had left the organisation. The survey found that a significant number had left as they were not getting enough hours. This has been fed back to the House Managers. CPA will also be communicating directly with support workers about increasing their hours. The plan is to fill as many permanent roles as possible and give staff more hours if they want.

CPA also plans to increase the casual pool by the end of the year and reduce the use of agency staff. The rostering principles will still apply where overtime occurs with training occurring for the House Managers who are not familiar with the principles and to ensure fairness in the rostering.

Future Meetings

Meetings will be held every 3 months.

Dates: 21 June, 20 September and 20 December 2021.

Know someone who is not a member of the CPSU NSW?

Ask them to join online [HERE](#).

Contact the CPSU NSW

Member Support Centre 1300 772 679





29 April 2021

Cerebral Palsy Alliance

CPSU Delegates:

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