

CPSU Questions: consultation with ConnectAbility on organisational change

Restructure Cluster Leaders and Team Leaders at ConnectAbility – new position Operations Lead – Community Living.

CPSU members have requested in response the following issues are raised at the staff meeting tomorrow 10am Wednesday 18 January 2023. Please confirm if minutes will be taken.

I refer to the letter to affected staff and meeting with affected staff 10am Wednesday 11 January 2023 at Warabrook to provide notice of a restructure. The CPSU was invited to attend. Please send the minutes of the meeting.

- I understand the letter commences a 3 week consultation period. The CPSU requests an extension in time for consultation. The CPSU requests the filling of permanent positions be suspended until the completion of this consultation process.

ConnectAbility will not be extending the consultation period.

ConnectAbility confirms that permanent lines in master rosters are on hold until 30.01.2023 when we are made aware who is requesting to step into DSW role so we can accommodate as much as possible.

- Staff have not been consulted on the change until they were notified in the letter and the at the meeting the decision had been taken. This means the change has been implemented prior to the process of consultation. DSWs were not made aware of the deletion of positions.

Incorrect – we are currently in the consultation phase where staff have opportunity to provide feedback and to make an informed decision of their choices. We have followed the process regarding consultation, I will refer you to Social, Community, Home Care and Disability Industry Award 2010 Part 2, Clause 8. Consultation and Dispute Resolution.

- Why weren't staff consulted in December when this restructure was underway and staff were in the process of changing contracts?

As the CEO explained, staff were consulted as soon as possible as per award. You can appreciate the preparation required to deliver this to affected staff.

- The letter does not identify how many positions are affected or the date the positions become redundant (advised as TBA end February 2023).

Correct, however as discussed in the 2 forums CPSU have attended we have estimated that 7 positions will be available and staff will have end date of employment negotiated mid-February.

- The letter advises staff they can apply/EOI for the new position via the advertisement from 12- 29 January 2023. What is the recruitment process? Can staff be directly transferred to a new position?

Again, this has been discussed in the forum. The answer is no, staff wishing to apply for the new role must apply. This is not a "like for like" position as you are aware.

- What are the VR entitlements and the industrial instrument applicable?
I will refer you to Social, Community, Home Care and Disability Industry Award 2010 Part 2, Clause 12 Redundancy where it references NES (National Employment Standards).

- There is no advice on the relevant change management policy that applies.
A change management plan has been developed and implemented. That plan is proprietary information, therefore we will not be sharing this information.

- Will staff be salary maintained – if a team leaders choose to accept a demotion to DSW and remain with CA then will the CLA rate be applied to match their colleagues.

As answered on the Q&A sent you unions – no. The CLA Award ceased 2 December 2022 therefore all staff pay and conditions from the 2nd December 2022 onwards fall under SCHADS Award.

- Can affected staff attend meeting of members in work time?
ConnectAbility have worked with both ASU and CPSU to allow members to meet with unions in work time on 2 occasions. From the 23/1/2023 onwards, meetings will be outside of work hours.
- If moving to a DSW what is the “retention bonus” mentioned in the letter? Will team leaders reverting to DSW be paid at the appropriate CLA rate, not the 2.4 SCHADS rate as noted in the redundancy documents.

As answered on the Q&A sent you unions – no. The CLA Award ceased 2 December 2022 therefore all staff pay and conditions from the 2nd December 2022 onwards fall under SCHADS Award.

I will be sending the retention bonus letter to both ASU and CPSU by COB Monday.

- Some TLs are already managing 2 group homes and are working 100% admin - if the new role is to take on 3 group homes CA will also have to move some of the existing TL duties to DSWs please confirm any changes in duties for DSWs.

Incorrect, there are no TL duties being moved to DSWs – DSW work within their position description.

- Will staff transferring be maintained as full time? Are new positions full time? there are no full-time DSW positions

Incorrect, we do have some DSW working full time, this is as per each individual roster of care. We will work with individuals to meet their requests where possible as we would like to retain as many staff as possible, all rosters must comply with NDIS funding requirement and are implemented to suit each individual customer support needs, not necessarily staff needs. Staff may be required to work several homes and we can't guarantee at their current home. This should not be an issue as Team Leaders have moved homes and worked across several homes on a regular basis. All rosters need to suit the business operational needs.

- The CPSU understands there is only about 7 available new positions and approximately 20 affected staff? To mitigate job loss displaced staff should have first opportunity to EOI and be redeployed into new positions.

There are 17 staff affected by the restructure. As above, staff are able and encouraged to apply for the role should they be interested.

We are under no obligation to employ an EOI process to existing staff. Any internal staff with appropriate, skill, ability and leadership qualities will be successful against any external applicant.

- In the new structure how many group homes and residents will the new position supervise? How are allocations/locations decided? What is the new reporting line? Operation Leads will report to Senior Leader Community Living, who reports to the CEO. The allocations and locations will be determined by the business moving forward.
- The PD mentions spot visits on the weekend and after hours support – how is admin time made up?
The time will be calculated as part of their full time hours being 76 hours per fortnight.
- What training will be provided?
Training that ConnectAbility and successful applicants deem suitable.
- If staff take the redundancy, can they reapply to connect ability?
6 months.
- Do staff who do not to apply for the new role and do not accept a demotion to DSW, have the same end date in their as those who are staying at CA?
As previously stated, this will be individual discussions once staff inform P&C of their decisions and suitable candidates chosen for the Operation Lead roles.
- what is the transition process from TL and CLCL to 'operations lead' - are TL/CL expected to provide a handover?
Yes. Time will be agreed with individuals.
- do the staff who choose not to apply for the new role nor accept a demotion have the same end date in their as those who are staying at CA
This is same question as above.
- what is the transition process from TL and CLCL to 'operations lead' and are TL/CLCL expected to provide a handover.
This is same question as above.
- how many FT DSW positions will be made available to staff?
This decision will be made once we have a clear understanding of who is moving to DSW, who is taking redundancy and who moves into the new role. This will not be known until after contracts are signed and those who were unsuccessful chose to move to DSW or take redundancy.