

24 October 2024

Estia Health
Level 9, 227 Elizabeth Street
Sydney, NSW 2000

Renee Sheridan
Assistant Division Secretary Aged Care & Disabilities
Health Services Union NSW/ACT/QLD
Sent via email to: Renee.Sheridan@hsu.asn.au

Dear Renee,

We are writing to notify you of proposed changes to the regular roster and ordinary hours of work of Food Service Assistant employees at Estia Health Dalmeny home pursuant to *clause 18 - Arrangement of Ordinary Hours and 20 – Rosters of the Estia Health NSW Enterprise Agreement 2024*.

We will be holding individual consultation meetings with each affected employee to discuss the proposed roster changes with them, including the impact the changes are likely to have on those employees and measures taken to avert or mitigate any adverse effects.

Employees will be invited to provide their views about the impact of the changes, and you can attend these individual meetings with members if they chose to be represented.

We will be giving prompt and genuine consideration to any feedback or matters raised about this proposal prior to implementing any changes.

Summary of proposed change:

- We would like to propose a minor change to the roster because it will be more beneficial to kitchen operations and improve residents' dining experience. We will no longer require food service assistant staff to commence their shifts at 6.30am and finishing their shifts at 2.30pm. Instead, we will require them to commence their shifts at 7.00am and finish at 3.00pm.

Please note that this proposed change in roster will not affect the duration of their shifts.

Please don't hesitate to contact me on 0434 842 593, should you require any further information.

Kind regards

Thuy De Rossi
People and Culture Business Partner
Cc: Residential Aged Care Manager – Michaela Tyrrell