

11 June 2024

Health Services Union
Level 2, 109 Pitt Street
Sydney NSW 2000

By email: info@hsu.asn.au

Dear Sir,

I write regarding potential major workplace change at Garden Village Port Macquarie. This Notification of Change in accordance with the Garden Village Port Macquarie Enterprise Agreement 2023, Paragraph 37 – Consultation and relates to the following areas:

- Maintenance
- Reception
- Recreational Activities Officers

In an environment where over 55% of residential aged care providers continue to operate at a loss with the real risk of closure, Garden Village must continue to ensure sustainable service delivery to older people in our community.

We provide further details and information on the proposed restructured positions can be found in the attachment.

We intend to communicate the change to the affected staff on 12 June 2024 and we anticipate that the restructure will take effect by 1 July 2024.

Garden Village has an employee assistance program in-situ allowing the affected staff members and/or their family to contact a counselor 24 hours a day, seven days a week providing additional psychosocial support to the affected people.

Garden Village will also make available an out-placement program to support those staff members who have been made redundant to find meaningful employment elsewhere.

If you have any questions or would like to discuss this matter further, please don't hesitate to contact me on 02 6582 8918 or craigw@gardenvillage.com.au

Yours faithfully,



Craig Wearne
Chief Executive Officer

Excellence and Innovation in Support Services

1. Maintenance

Reason for the proposed restructure	Potential number of employees affected & likely impact on services	Potential Redeployment / Redundancy
<p>Garden Village has undertaken a review of its current operational requirements. In doing so, Garden Village has carefully considered the workload and capacity of the Maintenance Services team and identified areas of inefficiency.</p> <p>As a result of the review, Garden Village will propose that the way in which maintenance services are delivered needs to change.</p> <p>It has been identified that potentially one role could be affected by this change and that remaining team members would have more than sufficient capacity to take on duties that are currently functions of that role.</p>	<p>There is the potential for one employee to be affected by the possible restructure.</p> <p>Whilst we could anticipate some initial disruption by way of staff adjustment, we do not perceive there to be any long term negative impact to services.</p>	<p>Garden Village will potentially have one position that will be excess to requirement and therefore will possibly be made redundant.</p>

2. Reception

Reason for the proposed restructure	Potential number of employees affected & likely impact on services	Potential Redeployment / Redundancy
<p>Garden Village has undertaken a review of its current operational requirements. In doing so, Garden Village has carefully considered the workload and capacity of the Reception Team and identified areas of inefficiency.</p> <p>Potential changes are as a result of having increased reception hours during COVID which is no longer required and the introduction of technology to screen visitors.</p> <p>As a result of the review, Garden Village is considering that the hours that Reception operates will need to change and the total hours per fortnight required for Reception shifts may need to be reduced. As such the number of persons required to fill these shifts could potentially be consolidated from three employees to two.</p>	<p>Three employees could potentially be affected by the proposed restructure. Two employees could have contracted hour reductions and one employee will possibly be made redundant.</p> <p>Whilst we could anticipate some initial disruption by way of staff adjustment, we do not perceive there to be any long term negative impact to services.</p>	<p>Garden Village will potentially have one employee who will be excess to requirement and therefore will possibly be made redundant.</p>

3. Recreational Activities Officers

Reason for the proposed restructure	Potential number of employees affected & likely impact on services	Potential Redeployment / Redundancy
<p>Garden Village has undertaken a review of its current operational requirements. In doing so, Garden Village has carefully considered the lack of government funding available to support our Recreational Activities Officer wages.</p> <p>As a result of the review, Garden Village is considering how we improve the way in which we manage the social support of our residents with the lack of government funding whilst maintaining meaningful activities.</p> <p>We currently have disparate programs of activities across our 3 sections at Garden Village. Possible efficiencies can be achieved by consolidating our program with a single point of coordination. We are proposing to involve our personal care staff more in supporting the social needs of our residents and participating in these activities.</p>	<p>Nine employee could potentially be affected by the restructure.</p> <p>The potential approach to a restructure could be a 'spill and fill' process to fill two coordinator roles.</p> <p>Should this occur, the remaining employees will have the opportunity to redeploy to Personal Care Assistant roles (where qualified) or to Community Services/Home Care roles.</p> <p>Whilst we could anticipate some initial disruption by way of staff and resident/families adjustment, we see no long term negative impact to services.</p>	<p>Garden Village will potentially have seven employees who will be offered redeployment opportunities.</p>