

Glenara Lakes; Roster Review/Rotational Roster

The Australian Nursing and Midwifery Federation, Tasmanian Branch (ANMF) met with members at Glenara Lakes to discuss correspondence received by SCCT management dated 7 March 2019 regarding the review of the existing roster with a view to transition to a rotating roster. ANMF notes that Members have appointed ANMF to represent them on this proposed change and subsequently ANMF have raised the following with SCCT management;

1. *Why the need for change?*
2. *Roster were changed earlier this year and hours extended, contracts were re issued; what happens with these contracts?*
3. *Roster lines are issued with contracts and these are set. Is SCCT going to enter into individual consultation regarding changes to contracts including mitigation against lost hours, salary and changes that would impact work life balance?*
4. *When changes are made will there be transition arrangements to support staff moving shifts and or areas to assist with the continuity of care?*
5. *Can you confirm that Southern Cross Care consider this proposal to be a change as per clause 11 (1) b of the Southern Cross Care (Tas) Inc. and Mary's Grange Inc. Staff Enterprise Agreement and therefore the processes detailed in this clause will apply through this change process?*

ANMF have requested an opportunity to meet with management to discuss the proposed change and have made themselves available on the following dates to do so:

- Tuesday 16 April between 1300 and 1600
- Wednesday 17 April between 0830 and 1300
- Wednesday 24 April between 1000 and 1500

Following its meeting with management ANMF will provide a report back to members. In the interim if you have any queries, please do not hesitate to contact the ANMF Member Support Team on 6223 6777 or 1800 001 241 (outside Hobart area) or email MemberSupport@anmftas.org.au

Authorised by Andrew Brakey (Executive Director)
15 April 2019