



HACSU VICTORY FOR COLANDA!

CERTAINTY FOR DISABILITY



Congratulations to all members for your strong solidarity and campaigning. It has delivered a huge win that not only supports workers but provides the best opportunity for residents to transition to new accommodation with the skilled and experienced staff they have known for many years.

HACSU members have made it impossible for the government to ignore the impacts of the closure on staff. This agreement is compensation package in recognition of members' tireless commitment to the residents of Colanda, and the significant disturbance to the lives of members and their families.



KEY FEATURES

- **Comprehensive Closure Process**
- **Financial Advice – Up to \$1000**
- **Service Continuity and Retention Payments**
 - \$33,500 – Redeployment into disability accommodation outside of Colac.
 - \$5,500 – Redeployed to disability accommodation in Colac, or to other VPS/public sector
 - A min \$3,500 and up to an extra \$28,750 plus redundancy for those exiting.
- **Out of area Relocation Package**
 - **Rental Assistance** – up to \$43,000
 - **Home Purchase Assistance** – up to \$94,000
 - **Vendors Assistance (Selling)** – up to \$28,750
 - **Family Assistance Package**
 - o School reimbursement – up to \$1250 per child
 - o Child Care Reimbursement – up to \$2,200 per year for a max of three years
- **Disturbance/Travel Allowance** – between \$11,750 and \$18,800 for travel over 10 kilometres

COLANDA CLOSURE AGREEMENT: KEY DETAILS

The negotiated agreement comprehensively covers the vast majority of the claims and issues that we set out to achieve.

CONSULTATION AND COLLABORATION

The agreement sets out in detail the requirements on management to fully consult and engage in a timely, open and transparent manner throughout the process, including providing all information as it is developed.

- A Joint Colanda Closure Working Party [CCWP] will be established.
Min 4 HACSU and 4 Management.
- DHHS must provide ongoing agreed on-site group information sessions.
- CCWP will monitor the agreement and deal in the first instance with disputes.
- Meet at least monthly.
- Develop and oversight the workforce and closure planning.
- Full and timely consultation about proposed actions to be taken.
- Full and open disclosure of accommodation planning, locations, programs or proposed programs being considered.
- Ongoing on-site group information sessions about the closure and the development of replacement services.

STAFF SUPPORT

- Reasonable paid time and reasonable travel time for HACSU delegates and staff to participate in the process.
- DHHS to fund and organise agreed counselling and support by agreed external provider/s in the areas of:
 - o counselling and support;
 - o vocational and career planning/re training;
 - o preparation of job applications;
 - o interview coaching;
 - o time release to attend job interviews and workplace inspections;
- Financial Planning Reimbursement – up to \$1000
- DHHS to fund the reasonable costs of external vocational training and retraining for staff.

CONTINUITY OF RESIDENT SUPPORT AND PLANNING

- Align staff to work with resident group which will move together to replacement group homes.

SERVICE PLANNING STEPS AND EXPECTED MILESTONES OF THE COLANDA CLOSURE

- Requirement to jointly develop and publish a

comprehensive workforce plan

- Collaborative group home design planning.
- Continuity staffing requirements
- Appointment and management of vacancies as they occur to retain quality service delivery.

TRANSFER AND REDEPLOYMENT

- Enhanced redeployment opportunities to be available including;
 - o DHHS Disability Accommodations Services,
 - o Other DHHS service e.g. Child Protection,
 - o In principle, of the VPS Agencies i.e. Dept of Environment, Corrections, etc.
 - o Public Sector Agencies to be approached – Health, RTA, Water Authorities.
- Workforce plan to include agreed process for identification of non-binding employee preferences.
- Ability to visit redeployment workplaces and undertake short secondments – ‘Try before you accept’
- Priority access to all vacant positions.

EMPLOYEE REDEPLOYMENT ENTITLEMENTS

Full ongoing salary and classification maintenance.

ROSTERING PRINCIPLES

The current EBA rostering principles will apply. Following staffing formats to apply to new group homes.

High behavioural / High medical needs	Minimum of five Full time positions
All other support needs.	Four full time positions and up to five full time positions if there are five Colanda full time employees willing to relocate to the new group home.

Part-time positions established in addition will seek to maximise the hours of positions within the roster. To maximise part-time work employees are to be offered additional shifts during planned and unplanned absences prior to the engagement of casual or agency staff. The maximum number of consecutive working shifts in a row is 5 days. Operational Managers positions created accordance with weighting provisions agreed during the One DHS restructure (max1:7).

MAINTENANCE OF QUALITY SERVICES DURING CLOSURE

The appropriate skill mix, experience and staffing within Colanda will be maintained throughout the service development and closure.

SERVICE CONTINUITY AND RETENTION PAYMENT (SCRIP)

The SRCs are intended to reward impacted employees who continue to be employed at Colanda until their relocation / redeployment or the closure date and beyond.

The SCRIP entitlement will vary for different categories of impacted employees;

Note: amounts are for full-time, pro-rata for part time and casual based on average actual hours over the previous year.

Category 1: Employees who take up redeployment in DHHS groups homes or other DAS services outside Colac – Total payment of **\$33,500** comprised of the following.

- Payment of **\$3,500** at the date of redeployment or on 1 October 2017 whichever occurs first.
- \$10,000** paid to an employee when they are 'matched' and confirmed as accepting redeployment to a DHHS group home or other Disability Accommodation Service (DAS) outside of the Colac Township.
- \$10,000** paid within 4 weeks of actual redeployment to the matched location.
- \$5,000** paid on/or within 4 weeks of the six (6) month anniversary of redeployment.
- \$5,000** paid on/or within 4 weeks of the twelve (12) month anniversary of redeployment.

Category 2: Employees who take up redeployment in Disability Accommodation in Colac or are redeployed to another part of the DHHS, VPS or Public Sector. Total payment of **\$5,500** comprised of the following.

- Payment of **\$3,500** at the date of redeployment or on 1 October 2017 whichever occurs first.
- Payment of **\$2,000** on/or within 4 weeks of the six (6) month anniversary of redeployment.

Category 3: Employees who exit DHHS with VDP receive additional payments of between **\$3,500** and **\$28,750** depending on years of service.

- Payment of **\$3,500**; at the date of redeployment or on 1 October 2017 whichever occurs first.
- An additional payment for long term employees with more than 15 years' service who exit DHHS – this payment will increase incrementally in three-year bands which are as follows.

SERVICE BAND	PAYMENT
16 - 18 Years	\$2,000
19 - 21 Years	\$5,000
22 - 24 Years	\$8,000
25 - 27 Years	\$11,000
28 - 30 Years	\$14,000

31 - 33 Years	\$17,000
34 - 36 Years	\$20,000
37 - 39 Years	\$23,000
40 and above years	\$25,250

RELOCATION ASSISTANCE PACKAGE

A detailed relocation assistance package is designed to encourage employees to choose to relocate out of area. (In addition to the SCRIP)

RENTAL ASSISTANCE

Rental reimbursement - For rent payments incurred. Capped at a total **\$37,000** over a three-year period. Maximum monthly rent, capped at **\$2,100**.

Removal reimbursement – For removal of home contents, capped at **\$4,000**.

Utility Reimbursement – For connection fees of telephone, gas, water and electricity services, capped at **\$2,000**

HOME PURCHASE ASSISTANCE

Home Purchase Payment – Home purchase payment is a **\$45,000** reimbursement in relation to the purchase of a home purchased with two years of relocating employment out of area.

Stamp Duty Assistance – For costs levied in respect of a contract to purchase a home out of area, capped at **\$40,000**.

Conveyancing Reimbursement – Legal and conveyancing expenses incurred for the purchase of an out of area home, capped at **\$2,000**.

Mortgage Fee Reimbursement – Mortgage establishment fees incurred for the purchase of an out of area home, capped at **\$1,500**.

Inspection Reimbursement – Cost of pre-purchase building inspection, capped at **\$1,500**.

Removal reimbursement – Cost for removal of home contents, capped at **\$4,000**.

Relocation Leave – 3 days paid leave to employees who relocate out of area.

VENDORS ASSISTANCE (SELLING CURRENT HOME)

Legal and conveyancing expenses cost for the sale of the employees home, capped at **\$2,250**.

Agents Fee Reimbursement - Cost for professional fees of a real estate agent selling an employee's property in or near Colac, capped at **\$25,000**.

Home Improvement Incidental Allowance for incidental cost incurred preparing the employees home for sale on the open market, capped to a maximum of **\$1,500**.

FAMILY ASSISTANCE PACKAGE

School Reimbursement - Allowance of up to **\$1250** per child in respect to school expenses.

1.1. Disturbance Allowance - The disturbance allowance is an allowance in compensation for all disturbance factors including travel by car for 1 year. No allowance for less than 10 kilometres.

Shortest distance by road between home and new work location (including return journey)	Disturbance Allowance
More than 50 and up to 90 kilometres	\$11,750
More than 90 and up to 120 kilometres	\$16,500
More than 120 kilometres	\$18,800

REDUNDANCY PAYMENT

- 4 weeks pay in lieu of notice.
- If the employee is over 45 years of age and has completed at least 2 years of continuous service, the notice period is increased by 1 week.
- A lump sum payment of \$10 000 (for a full time employee, pro rata for a part time employee).
- Plus 2 weeks’ pay per completed year of service up to a max of 15 years.
- VDP offered through an expression of interest process, priority to longest service.
- Sub leave to be paid out at the hours worked (i.e.10.85hr day).

WORKLOAD DURING CLOSURE

No overall increases in staff workload during closure.

GRIEVANCE AND DISPUTES SETTLEMENT

Grievance and disputes settlement
Disputes to be resolved using EBA disputes settlement arrangements.

For any further inquiries about the agreement, please email or ring HACSU Head Office on hacsu@hacsu.asn.au 1300 651 931.

