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20/4/2018

EW TIPPING FOUNDATION UPDATE

MERGER WITH HOUSE WITH NO STEPS

As of the 1st of March 2018, The Tipping Foundation (TTF) / VISTA have merged with the interstate disability service provider House with No Steps (HWNS). HWNS is a disability service provider that has predominantly operated in NSW, QLD and ACT, that has had a service mix of group homes, in-home support, early intervention, and other therapist services.

HACSU representatives have recently met with TTF and HWNS. This meeting was to discuss the changes that may affect you.

Firstly, we are aware that members are concerned about their future and the implications from this merger, nevertheless, at this stage HACSU representatives have had no indications that members will or should be at risk of losing their employment. TTF & HWNS have made the commitment to gradually make the changes that come with the merger, HACSU will continue speaking to HWNS as the changes undertaken.

At this stage, the changes that are being undertaken are mostly to do with the corporate aspects of the organisations and not to do with the day to day running of the services. The TTF/VISTA EBA that governs your wages and conditions cannot be changed! When this has expired, HACSU will continue to fight to improve your working life.

ADVANCED DISABILITY SUPPORT WORKERS

The EBA allowed for the additional role of Advanced Disability Support Worker, 25 worksites have been identified for the role, and over the previous few months this new role has been advertised.

The role was designed for experienced employees who were looking to increase their earnings and gain recognition for outstanding performance. **The role is not a Team Leader role** or as an administrative support for the CEC. This means, **you will not have to undertake rostering**, budget management, staff management, ADSWs will only be expected to demonstrate leadership in their practise with clients, which many employees already do!

Unfortunately, several of the positions didn't have internal applicants from the group home, if you are interested in giving the role a go, please talk to your CEC about how TTF can support you. HACSU has spoken to TTF HR about this, and TTF has expressed that they very much want these roles filled by internal applicants and are willing to support anyone who is interested.

IN UNION THERE IS STRENGTH!

Make sure you sign up a colleague today, a union is at its strongest when it represents everyone, not just a few. **Make sure you download a membership form online**, or contact Will Elrick on 0427 267 996 or williame@hacsu.asn.au to arrange a visit from your HACSU organiser.