

CALL 1300 651 931 **FAX** 03 9650 8122 **EMAIL** hacsu@hacsu.asn.au **MAIL** PO Box 206 Carlton VIC 3053
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AUTHORISED BY LLOYD WILLIAMS, STATE SECRETARY

29/03/2019

Knowledge is power. Keep your colleagues informed by printing this newsletter to put up on your workplace noticeboard.

DHHS TRANSFER UPDATE: MARCH

SECONDMENT BEGINS THIS WEEKEND FOR SOME MEMBERS: HERE'S WHAT YOU NEED TO KNOW

This coming month marks an important milestone in the Transfer of DHHS Disability Services with the beginning of secondments. **Residents and staff in group homes and respite services in Parcels 2 and 4 will commence with Life Without Barriers (LWB) on 31 March 2019.**

Your HACSU Officials have prepared a transfer update addressing some of the most raised issues. This update is structured so there is specific information for different DHHS members depending on when you are being seconded and whether you are staying with the Department or not. You can read more about information relevant to you from the topics below including:

- Information for members in Parcels 2 & 4
- Information for members seconding later in 2019
- Information for members remaining with the Department

If you have any questions about any of the material in this Transfer Update, please contact our **Transfer Organisers** to discuss further – 1300 651 931 (option 1). Transfer Organisers are available for House visits (Team Meetings) and also provide phone advice during HACSU business hours 9AM – 5PM, Monday to Friday.

INFORMATION FOR MEMBERS IN PARCELS 2 & 4

The following information relates specifically to members who have been allocated to Parcels 2 & 4. Other DHHS members may find the information useful, but please be aware none of the dates apply unless you are allocated to Parcel 2 or 4.

- **Parcel 2 covers 46 houses in the North East Melbourne Area (NEMA) and includes Plenty Residential Services.**
- **Parcel 4 covers 40 houses in Inner Eastern Melbourne and Bayside Peninsula.**

Payroll Realignment, Transfer Incentive Payment, Payroll Changeover Payment

As members would know, upon secondment eligible members will receive the first of two transfer incentive payments (up to \$7,500 per payment).

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At the same time, Life Without Barriers will be changing your pay so it is paid fully in arrears. The pay weeks will also change from Weeks 2 and 4 of the roster cycle to Weeks 1 and 3 of the roster cycle. Below is a table showing what you can expect to receive over the next period, who it is paid by and what the pay includes:

DATE	PAID BY	INCLUDES
<u>27th March 2019</u> <i>(Please note, money is deposited on your account on either the 27th or 28th depending on your bank)</i>	DHHS	<ul style="list-style-type: none"> Full pay – part arrears and part advance.
<u>10th April 2019</u> <i>(Please note, money is deposited on your account on either the 10th or 11th depending on your bank)</i>	DHHS	<ul style="list-style-type: none"> For full-time and part-time employees a small pay or no pay (depending on work patterns) – this pay will only include irregular allowances (e.g. sleepover), overtime, additional hours and penalties worked in the previous fortnight. Casuals are unaffected and will receive a full-pay as they are already paid in arrears. For eligible employees, a Transfer Incentive Payment (up to \$7,500) For eligible employees, a Payroll Changeover Payment (up to \$500) <p><i>If you applied for a hardship payment from the Department due to the impact of the payroll realignment, it will also be paid at this time.</i></p>
<u>17th April 2019</u> <i>(Please note, money is deposited on your account on either the 17th or 18th depending on your bank)</i>	Life Without Barriers	<ul style="list-style-type: none"> Full-pay, covering all hours, allowances and overtime worked in the previous fortnight. This will look like a normal pay. <p><i>From this pay onwards, you will continue to be paid every two weeks by Life Without Barriers.</i></p>

Secondment Information and Contact Details

Recently members in Parcels 2 and 4 would have received transfer bulletin from the Department advising you about a number of matters like what happens to your DHHS email, client records and other changes to systems and processes upon secondment. If you didn't receive this bulletin you can download it on our website.

Life Without Barriers has also issued information packs and contact details to all houses in Parcels 2 and 4 which you will be able to read.

As well as your line manager (and HACSU), important contact details for both DHHS and LWB are:

- Life Without Barriers – 1800 955 229
- DHHS Payroll Assist – 1300 344 727
- HACSU – 1300 651 931

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INFORMATION FOR MEMBERS SECONDING LATER IN 2019

Secondment Dates

After Parcels 2 and 4 are seconded this weekend, there are still 19 other parcels to transfer this year. We understand some members may have heard speculation about actual secondments dates.

Please be aware that until you receive a formal letter from the Department which advises your actual secondment all other information should be treated as speculation. This is because no parcel will transfer until the providers have met a range of contracted milestones to show they are ready to start managing secondment DHHS staff.

This letter will be posted to your mailing address on file with the Department and will also contain an estimate of your Transfer Incentive Payment and some other important information.

In particular – members allocated to Parcel 5 (House With No Steps) may have heard they were seconding on 26 May 2019. This is incorrect and the secondment has been delayed until later in the year.

Voluntary Departure Package (VDPs)

We are still awaiting a reply from the Australian Tax Office (ATO) about the Department's VDP application. Rest assured, VDPs equivalent to 15% of the eligible transferring workforce will be available (approx. 500), but until we hear back from the ATO we have nothing to report. We will advise members as soon as we know more.

INFORMATION FOR MEMBERS REMAINING WITH THE DEPARTMENT

Outreach, Support Coordination/Case Management and BIST Teams

We are aware of concerns raised by members working in Outreach, Support Coordination and BIST Teams about their future with the Department.

At this stage, the Victorian Government has committed to retaining these services with the Department. However, we know decisions can change, that's why the DSEAV contains a section specifying that if these services are transferred into the future then employees will receive the same benefits as DAS staff subject to transfer (i.e. Transfer Incentive Payment, transferred leave balances, etc.)

We are also aware of some specific concerns around staffing levels in Outreach services. We have raised these directly with the Department and will have more to report shortly.

Other DAS Staff (Justice, Sandhurst & Children's Houses)

Staff employed at these locations are not subject to transfer and will remain employees of the Department. If the Victorian Government determines to subsequently transfer these services the DSEAV contains a section specifying that affected will receive the same benefits as DAS staff subject to transfer (i.e. Transfer Incentive Payment, transferred leave balances, etc.)

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We are having ongoing discussions with the Department about how these services will effectively manage casual pools and other staff support services.

Non-Client Facing DAS Employees

Finally, for members who are not subject to transfer such as Roster and Workforce Analysts, Casual Coordinators, Shift Replacement Officers, etc. The Department has stated that your services will be required until at least the end of the year and has also established a service called CareerPlus. This provides support to access other possible roles inside the Department, across the broader Victorian Public Sector and potentially with the new service providers.

Your HACSU officials are continuing to monitor the supports provided by the Department in this time of significant change and we will continue to keep you posted.

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