

HACSU NEWS

THE DISABILITY WORKERS UNION



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

24th May 2019

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DHHS TRANSFER UPDATE

MAY 2019

This coming weekend secondments of parcels 3 and 16 to Scope and parcel 13 to Life Without Barriers will take place. In total, approximately 1,500 staff will be seconding on May 26th.

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 those of you who are being seconded within parcels 3, 16 and 13. Click the links below to jump to the information most relevant to you.

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 provide phone advice during HACSU business hours 9AM – 5PM, Monday to Friday.

If you have any concerns or unexpected issues arise, please get in contact with us as soon as you can; don't delay!

Information for Members in Parcels 3, 16 & 13

The following information relates specifically to members who have been allocated to parcels 3, 16 & 13, all of which contain houses in the East division. Other DHHS members may find the information useful, but please be aware none of the dates apply unless you are allocated to these specific parcels.

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).

If you have any questions about your transfer incentive payment, you should contact payroll assist in the first instance on 1300 344 727 or via [email](mailto:payroll.assist@dhhs.vic.gov.au) (payroll.assist@dhhs.vic.gov.au) for support. If you still have concerns about your transfer incentive payment after contacting payroll assist you can lodge an 'Application seeking consideration of exceptional circumstances'. In this application you should describe your concerns about the transfer incentive payment and attach any relevant information to

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the application which will then be assessed. [You can click here for a copy of the application form.](#)

At the same time, Scope and 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>22nd May 2019</u> <i>(Please note, money is deposited on your account on either the 22nd or 23rd depending on your bank)</i>	DHHS	<ul style="list-style-type: none"> Full pay – part arrears and part advance.
<u>5th June 2019</u> <i>(Please note, money is deposited on your account on either the 5th or 6th 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. Click here for Hardship Payment Application and Deduction Authorisation Form</i></p> <p>Please note that the first transfer incentive payment and any pay you may receive from the DHHS will be deposited separately (i.e. not in a lump sum) and you will receive a separate pay slip for the transfer incentive payment at a later date.</p>
<u>12th June 2019</u>	Scope	<ul style="list-style-type: none"> Full-pay, covering all hours, allowances

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<i>(Please note, money is deposited on your account on either the 12th or 13th depending on your bank)</i>	Or Life Without Barriers	and overtime worked in the previous fortnight. This will look like a normal pay. <i>From this pay onwards, you will continue to be paid every two weeks by your new provider.</i>
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Within four weeks of the beginning of secondment, you will receive your final employment certificate from DHHS which outlines all of your entitlements that have transferred across to Scope and Life Without Barriers.

Secondment Information and Contact Details

Recently members in Parcels 3, 16 and 13 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.

Scope has issued information packs and contact details to all houses in parcels 3 and 16 which you will be able to read.

Life Without Barriers has issued information packs and contact details to all houses in parcel 13 which you will be able to read.

As well as your line manager, important contact details for during this period are:

- Life Without Barriers – 1800 955 229
- Scope - 1800 072 673
- DHHS Payroll Assist – 1300 344 727
- HACSU – 1300 651 931

Information for Members in Parcels 2 and 4

This information is for members in parcels 2 and 4 that seconded to Life Without Barriers on March 31st 2019. HACSU officials were advised late yesterday evening that there are a number of errors in Employment Certificates that have been issued to you. The DHHS is aware of these problems, which impact approximately 600 employees.

We have been advised that your Employment Certificates will be reissued from June 3rd.

Once your new Certificate is issued, you are strongly encouraged to thoroughly check the Certificate

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you have received for any errors. If you notice any errors, contact Payroll Assist on 1300 344 727 or via email (payroll.assist@dhhs.vic.gov.au) as soon as possible.

Information for Members Seconding Later in 2019

Secondment Dates

After Parcels 3, 16 and 13 are seconded this weekend, there are still 15 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.

Voluntary Departure Package (VDPs)

Currently, a decision regarding VDPs is sitting with the Australian Taxation Office (ATO). We are awaiting a reply from the 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 are expecting a response very soon and will advise members as soon as we know more.

Frequently Asked Questions

Can I salary sacrifice my Transfer Incentive Payment (TIP)?

No. While the TIP is income, it is not salary per se, but rather a bonus. As per its policy, the DHHS has complete discretion on whether employees can salary sacrifice income that doesn't form part of ordinary time earnings. It has determined that the TIP cannot be salary sacrificed.

How is the TIP taxed?

There is currently an application before the ATO to have the TIP taxed concessional as *Employment Termination Payment* (ETP). However, since the ATO has not ruled one way or another, the TIP will be taxed at marginal rates. If the ATO deems it an ETP then the difference between the marginal rate of

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tax and the concessional tax rate will be deposited into member accounts following the ruling.

Does the TIP attract the 9.5% superannuation guarantee?

This will depend on the ATO ruling. If the ATO rules that the TIP is an ETP then no superannuation is payable. If the ATO says that the payment is income with no concessional tax treatment then the 9.5% superannuation guarantee will be payable.

Currently, a decision regarding VDP is sitting with the Australian Taxation Office (ATO) and we are expecting a response very soon and will advise members as soon as we know more.

If you have any questions about this, 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 whenever in the office.

How can I get more information and support from HACSU in relation to the transfer?

HACSU's Transfer Organisers are here to help assist with a smooth transfer process by ensuring that all staff are well informed and receive all they are deserving of. Our Transfer Organisers are Deb, Cathy, Lisa C and Gerrard. The exciting news: these lovely, knowledgeable Organisers will be with us in this role until Final Transfer on 1st January 2021.

Some of you may have previously met Jenn, who has moved on from HACSU to a new role. We thank Jenn for her fantastic work during her time at HACSU! Replacing Jenn in the coming weeks will be Gerrard. If you're not sure who your local Transfer Organiser is, please contact us on (1300 651 931, press 1).

You will have received a visit from one of these Organisers at least once, if not twice throughout 2018 and you should expect to see them again soon!

Transfer Organisers are available for House visits (Team Meetings) and they also provide phone advice whenever in the office (1300 651 931, press 1).

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