

In Scope for Transfer Staff factsheet – Casuarina Grove transfer

On 25 August 2020, it was announced that the operation of Casuarina Grove will transfer to Ability Options. We aim to complete the transfer on Thursday, 29 October 2020.

Ability Options will operate Casuarina Grove services.

This factsheet provides more information about what this means for you and what you can expect to happen over the coming weeks.

What happens next?

Within the next 3 weeks, we will send you an employee information pack with information about your entitlements and arrangements for your transfer.

The pack will contain these documents:

- letter from DCJ explaining your transfer of employment
- welcome letter from Ability Options
- draft Certificate of Service with supporting frequently asked questions (FAQs)
- form to complete if you choose to cash out leave and supporting FAQs
- conscientious objection information and form
- Employee Information Kit containing information about the transfer payment and other entitlements.

Please make sure you carefully read all the documents in this pack to understand how this change will affect you and your employment.

What will change?

Staff in ongoing: Registered Nurse, Assistants in Nursing, Clinical Nurse Educator Community Team Leader, Worker and Support Worker roles will transfer to Ability Options to ensure residents continue to receive the services that are important to them and to retain a capable and experienced disability workforce.

We will work hard to ensure a safe and smooth transfer with minimal disruption for both residents and staff.

Do residents know about the new provider?

We have written to residents and their families and guardians to announce the new provider. We have reassured them that our highest priority is ensuring residents continue to receive the support they need during and after transfer.

Please be aware, it can take up to two weeks for people to receive their letter.

How will the transfer of specialist disability services affect staff?

Workers' entitlements, for employees in scope to transfer, have been protected to support the retention of a skilled and dedicated workforce in these services, with a strong consideration for continuity of care for the residents.

The NDIS (NSW Enabling) Act that was passed in 2013, with the support of both the NSW Government and opposition, provides significant protection for terms and conditions to ensure that employment after the transfer remains attractive to staff.

The legislation protects workers' leave and superannuation entitlements, and recognises their continuity of service under the new employer.

Additionally, ongoing workers will be provided with an employment guarantee of two years from the date of transfer.

We are also providing ongoing workers with a transfer payment of up to eight weeks pay, based on years of service.

Who is Ability Options?

Ability Options have been supporting people with disability who need assistance to achieve their aspirations and inclusion in the community for 40 years.

Ability Options was selected because they have a long and proud history of delivering accommodation services to people with disability and demonstrated a focus on supporting their specialist disability services staff.

How can I find out more information?

If you would like more information about how the transfer affects you, please contact HRDisabilityOperations@facs.nsw.gov.au

We understand this process may be difficult for some staff. If you need help or support, we urge you to contact the DCJ Employee Assistance Program on 1300 687 327.

If residents and their families or guardians would like more information about the transfer, they can call 1800 379 284 or email servicedeliverytransfer@facs.nsw.gov.au.