

## Brittany King

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**From:** Emily Maguire <EMaguire@dvrvc.org.au>  
**Sent:** Monday, 1 June 2020 4:37 PM  
**To:** Kristy Lee Tyrrell  
**Cc:** Belinda O'Connor; Stephanie Penna; Amy Shaw; Leon Wiegard; Tash Wark  
**Subject:** RE: ASU consultation request: easing restrictions Domestic Violence Resource Centre

**Follow Up Flag:** Flag for follow up  
**Flag Status:** Flagged

Hi Kristy Lee,

Thanks for the follow up email after our conversation last week, it's useful to have these concerns noted in writing.

As we also spoke about on Friday, thank you also for agreeing that the ASU will encourage delegates to proactively identify when they are acting on behalf of staff as a union delegate in their day to day workplace interactions with myself, their Directors, their colleagues and with line managers, as there has been some confusion expressed by a number of DVRCV staff over the past few weeks.

After a number of discussions with training staff via team meetings and individual discussions during May, you will be aware that early last week DVRCV requested that staff scheduled to deliver an externally facing training session, community of practice or seminar do so from the office. This was communicated to staff by email, but also talked through in detail at team meetings. As we always do, we offered staff a number of opportunities to provide feedback through these meetings, and to speak to their line manager or the relevant Director if they had questions or concerns over the course of these discussions in May.

We are keeping abreast of the government and health directives regarding returning to the workplace, and following the updated guidance from the Premier on Friday 29 May we have offered staff a choice as to whether they wish to return to the office on the days they are scheduled to deliver training. For those who do not wish to return to the office, they will be supported to deliver their sessions scheduled in June at home. We have also advised staff that there may be a need to put alternative arrangements in place if there are technical or other issues which mean they are unable to consistently deliver accessible and high quality training from home over the month of June.

Whilst we do not agree that this process requires formal consultation regarding major change (as per the EBA), we confirm that as per our usual way of working we have been and will continue to engage with affected staff regarding any return to work requirements, and any arrangements to facilitate this that may be requested. We will of course continue to work with individual employees to take their individual circumstances into account where required.

In order to ensure the safety and wellbeing of staff who have chosen to deliver sessions from the office, we have adhered to the Work Safe and DHHS checklists around COVID-19 safe workplaces and have provided information about the significant additional health and safety measures to staff, as well as written guidance about how they can follow these measures.

We recognise that this is an anxious time for staff, and we have been offering significant individual support to staff where required. We will continue to ensure staff have regular engagement with DVRCV leadership to work through concerns, and we encourage them to access the EAP should they feel the need for additional support.

Kind regards,

Emily

Emily Maguire | Chief Executive Officer

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*I am currently working remotely and flexibly so am sending this email now because this time works for me. I encourage you to read or action it at a time that works for you.*

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**From:** Kristy Lee Tyrrell <ktyrrell@asuvictas.com.au>

**Sent:** Friday, 29 May 2020 3:10 PM

**To:** Emily Maguire <EMaguire@dvrvc.org.au>

**Cc:** Belinda O'Connor <boconnor@dvrvc.org.au>; Stephanie Penna <spenna@dvrvc.org.au>; Amy Shaw <Ashaw@dvrvc.org.au>; Leon Wiegard <lwiegard@asuvictas.com.au>; Tash Wark <twark@asuvictas.com.au>

**Subject:** ASU consultation request: easing restrictions Domestic Violence Resource Centre

FILE: Domestic Violence Resource Centre

Good afternoon Emily,

I am sending this email in follow up to our telephone communication earlier today.

We understand that DVRVCV have started integrating staff back into the office environment earlier this week and have again directed some staff to work from the office next week. We remain confused as to why this is being done so early given the Premier as late as this morning stated that "if you can work from home you must work home".

We also understand that despite the explicit request from ASU delegates for consultation with regards to easing restrictions, there has been no consultation with ASU delegates around this and none with staff generally.

We politely remind DVRVCV of your obligations under the enterprise agreement to consult on major change.

The ASU have requested that you contact us by close of business Monday 1 June to initiate consultation and that status quo remains until such time as appropriate consultation occurs.

Should you wish to discuss this further please feel free to contact myself on Ph: 0419506310 or via email

Regards,

Kristy Lee Tyrrell

Kristy Lee Tyrrell

**Organiser**

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