

20th December 2021

Fran Fogarty
Manager Community Life
Hepburn Shire Council
PO Box 21
DAYLESFORD VIC 3460



By your side

Dear Ms Fogarty

Email ffogarty@hepburn.vic.gov.au

Re: Aged Care and Disability Services

I write to you in relation to the service above, the ASU would like to thank you for giving us and our members an opportunity to consult with Council and to look for efficiencies within the service.

This high-quality service delivers much-needed support to clients across Hepburn Shire Council.

We met with members on Wednesday 15th December 2021 to seek their valuable input on how we may be able to convince Council to retain this highly important and valued community service.

As part of the consultation process request the following information (but not limited to) and provide you tentative feedback based on the information we have been provided to date:

- The last 3 years balance sheets/budget outcomes for the service
- Cost to council of providing the service
- The cost to Council of any potential redundancies
- Overheads/on costs related to the service
- Hepburn Shire Council Annual Report and council Plan
- What happens to the assets that have been purchased by the service?
- How have Council genuinely consulted with clients and the community as part of your obligations under Local Government Act 2020?
- Was there a survey put out to the clients and the Community to engage them and give opportunity to attend the Council meeting and provide meaningful feedback prior to the Council making a recommendation to Counsellors to make an in-principal decision to not continue with the funding?
- Why was the decision made to retract some of the minutes from the Council meeting and to not declaring who voted for this in principle decision?
- Why did Council not choose to commence the consultation process with affected staff when Council had made a decision to put the motion to Councillor's for consideration as your obligations in Clause 10 Consultation and Clause 11 Employment Security as outlined in the Hepburn Shire Council Enterprise Agreement (No 8) 2017?
- Members have raised concerns that there is mixed messaging occurring where what is said in face-to-face meetings verses what they are provided in writing.
- Members have been told that there is a shortage of suitable accommodation in the region, and therefore you cannot attract workers to undertake the role. We are concerned that members are being told this is a factor in why Council are proposing to exit out of the service because if this holds no barring on if the services remain within Council or if the services are taken up by another provider. Can you provide further information?
- Members are concerned that they are being called to follow up how they are feeling about the in-principal decision when they are working with their clients, and it is just a tick the box call with no genuine time for open discussion.
- Members are concerned that clients received their letter regarding the in-principal decision a week after it was made and heard it about it on the news before, they had heard about it from Council. This has caused anxiety for clients and members.



By your side

Fran as you can see our members will have a lot of Information to decipher and are very serious about keeping this valuable service with council.

The ASU will give a commitment that the only people that will see this information will be the affected members and we will be willing to sign off on a confidentiality agreement.

The ASU requests that the consultation period be extended until March 2022 so the ASU and members can put further detailed feedback to the in-principal proposal for your consideration prior to it going back to the Counsellors for a definite decision to be made.

Finally, the ASU and members are committed to working with council to not only retain this valuable service and keep local employment but to also put the service in the best possible position to become competitive and sustainable in the future.

Should you have any questions relating to the above matters, please contact Emma Bagg, Organiser via ebagg@asuvictas.com.au or 0499 250 030.

Yours faithfully

EMMA BAGG
ASU ORGANISER

Cc ASU Delegates
CEO Bradley Thomas