



22 October 2025

Hyojung Kim  
Organiser Aged Care  
Health Services Union of Australia  
E: [hyojung.kim@hsu.asn.au](mailto:hyojung.kim@hsu.asn.au)

Dear Hyojung,

In accordance with our obligations prescribed by clause 47 Consultation Regarding Major Workplace Change of the *Uniting Aged Care Enterprise Agreement (NSW) 2017*, please be advised that Uniting NSW proposes to introduce workplace change at Thomas Roseby Lodge, Uniting.

We are taking the opportunity to conduct a roster review for our kitchen staff. The proposed change will look at discontinuing the 4pm to 7pm afternoon kitchen shifts and adding these hours to extend the 4pm to 7.30pm afternoon kitchen shifts to 12.30pm to 7.30pm. The overall goal for these proposed changes is to have more crossover between the morning and afternoon shifts and improve communication within the team.

It is acknowledged that two of our kitchen staff at the facility will likely be impacted by these changes. We will be organising individual consultations with these employees and their representatives. They will be provided with further relevant information about the change, including the effect the change is likely to have, and the measures we are taking to avert or mitigate any adverse effects of the change on impacted employees.

Should you have any questions relating to this notification, please do not hesitate to contact Jessica Laina, HR Business Partner Sydney Central, at [jlaina@uniting.org](mailto:jlaina@uniting.org).

Regards,

A handwritten signature in black ink that reads "R. England." The signature is written in a cursive, flowing style.

Renee England  
Head of Seniors Services, Sydney Central, Uniting

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