

Based on your queries to date, we offer the following responses:

**Q1. Will there be any job loss with the new reforms, are we guaranteed work?**

A. Impacts on individual roles cannot be determined at this point, however we are not planning for redundancies and permanent roles and current contracts are expected to be continued.

We are responding to a changing environment as the Department for Child Protection seeks to develop better service responses for children under guardianship. We are continuing to work through the implications of the reform for staff, including its opportunities and will provide you with more detail as soon as we are able. You will be consulted on any proposed changes to your role, should they arise.

**Q2. Is there an option of applying for both casual and part-time roles?**

A. When you complete the EOI, you will be able to select multiple options that you are interested in. At this stage, we're hoping to find out more about what kinds of opportunities you're interested in, so please feel free to include multiple programs and position types.

**Q3. I've filled out the Expression of Interest, but I want to go back and add information – how can I do this?**

A. If you wish to go back into your EOI information after you have submitted it, please email us on [carepathwaysreform@baptistcaresa.org.au](mailto:carepathwaysreform@baptistcaresa.org.au) and we'll re-open your link so you can go back and add more information.

**Q4. How will these changes affect what I am paid?**

A. The current process will not have any impact on standard hourly rates of pay. Support Workers will continue to be paid as per the Social, Community, Home Care and Disability Services Industry ('SCHADS') Award 2010.

Your current increment will be maintained for any future work you will receive as a Support Worker where the role is classified at Level 2 e.g. if you are currently on level 2 increment 4 (ie; level 2.4), you will remain so for any future work.

If you change from casual to full-time or part-time employment, or vice versa, there will be a change to your individual overall hourly rate of pay. Under the National Employment Standards and the SCHADS Award 2010:

Casual employees receive a loading on their hourly rate of pay and are not entitled to personal leave or annual leave.

Full-time and part-time employees do not receive a loading on their hourly rate, but are entitled to personal leave and annual leave.

Penalty rates are applicable to specific shifts.

Please refer to page 11 of the Care Pathways Reform Briefing Kit for a more detailed explanation of the difference between full-time, part-time and casual employment.

**Q5. What's happening with staff in Resi-Care, SiLS?**

A. At this stage, we don't anticipate that residential care and SiLS service delivery will be impacted by this reform. However, we do ask that all staff complete the EOI – we want to know what opportunities you are interested in, and what skills and qualifications you already have. If you're interested in working across multiple services, this is a good time to let us know.

**Q6. I've tried to log in to complete the Expression of Interest, but don't know my password and/or my email doesn't work**

A. Your log-in details will be the email address and password that you first registered with - probably when you applied to work with us. Your email address may be your personal one. If you can't remember these log-in details, you can request to reset your password or create a new user profile.

**Q7. What happens if you do not complete an EOI?**

A. Completion of an EOI is not mandatory, but strongly encouraged.

In doing so, you provide important information about your qualifications, skills and interests that will inform our decision-making around positions available in the new services offerings, and impacts on our ability to offer you ongoing work. Without your EOI, we may not be able to match your preferred work with our client needs.

If you do not want any changes to your work conditions, your EOI response will tell us that.

**Asking Questions**

You can continue to ask questions and provide feedback regarding the Care Pathways reform via:

**Email** [carepathwaysreform@baptistcaresa.org.au](mailto:carepathwaysreform@baptistcaresa.org.au)

Post your query in our **Facebook Group** (<https://www.facebook.com/groups/care.pathways>)

Or you might know one of the following team members:

Alex Bevan  
Linda Boucher  
Amy Dickenson  
Andrea Kilgariff  
Christine Meerwald

Daniel Millbrook  
Rasa Mosman  
Melissa Steinfeldt  
Joanne Welcome.

These people have offered their time to give you the opportunity to chat to someone about any queries you may have about the Care Pathways Reform changes. While they don't necessarily have all of answers, they can direct you to the information available.