Dear Member,

HSU delegates and your regional organiser meet with Gil Waminda Aged Care management representatives on 15 January to discuss members’ serious concerns and our dispute with Salvation Aged Care Plus over cutting the pay of workers administering medications.

As you know, there are a series of serious problems that have developed at the Gil Waminda facility over several months. HSU has consistently raised these matters with the employer and expects action from Aged Care Plus.

**Underpayments are getting fixed**

It came to light just before Christmas that there are many workers that haven’t been getting paid at the correct classification level (some going back possibly years) or receiving the appropriate pay loading. HSU bought these matters to the attention of the employer who has committed to rectify any underpayments and will check records for employee qualification records to confirm that they’re correct.

Let management know if you have a pay query to have it rectified. If you have concerns, want to clarify pay arrangements or need assistance about your pay, the HSU Member Services Division can assist. Karen and Brian are our local delegates who are also approachable if you have questions or you can contact your organiser on ben.halliday@hsu.asn.au.

**Safety and staffing levels at Gil Waminda**

HSU members have raised a number of concerns regarding safety at the facility which we are looking into.

Despite the HSU raising serious concerns over understaffing in the evening, a recent visit by head office representatives did nothing to address this. 28 residents to one CSE in the evenings is not satisfactory, and an RN on call in the other wing of the facility isn’t an acceptable solution. HSU will continue to pursue this issue with the employer.

The Salvos have a duty of care to provide a safe environment for their workers. The cavalier attitude from head office management regarding union concerns about staffing levels isn't good enough.
Medical Competency pay cut
The employer believes that they are acting within the terms of the current agreement by reclassifying CSE Grade 4s to CSE Grade 2 to deliver medications. HSU isn't convinced that the Salvos have meet their obligations to genuinely consult with the employees and deliberately failed to inform the HSU of their plans until we raised it in October. We are also not convinced of management's claim that there are less than 80% of residents that are 'high needs' to justify their cutting the wages of our members. The union office is getting further advice and will pursue the employer for yet another example of workers being treated appallingly by an organisation that claims to advocate for battlers.

Advice on attending performance or disciplinary meetings with managers
If you are asked to attend a meeting with managers, refuse until you know what the meeting is about (in writing from them) and have arranged for an agreed time for your union representative to call in or have a delegate present.

Not a member? Then join. By sticking together, you have the power to get the respect you deserve. Your workmates who are members of the HSU are in your corner, always. Are you in theirs? Visit www.hsu.asn.au/join, call 1300 478 679, or see Brian or Karen for a membership form.

In unity,

Gerard Hayes
Secretary, HSU NSW/ACT