

HammondCare SDC Breaks Update

Dear Member,

As some of you may be aware, the HSU has been addressing an ongoing issue of SDC staff not being able to take their entitled breaks (see newsletters [142](#) and [175](#)). With your support the HSU has written to your employer on 23 April to address concerns raised about the new roster and the inability to take breaks. We can now advise that we have received a response from HR, summarised below:

- **They have denied that staff are unable to take their entitled lunch breaks**
- **They claim that staff choose to stay in the cottages because it is more convenient.**

HammondCare have clearly demonstrated from their response and actions that employees' wellbeing and safety is not a priority. Our members do not accept that staff have chosen to eat their meals because they wanted to stay in the cottage. It is our view and our members' view that in order to ensure the health and wellbeing of the residents at HammondCare, they must remain in the cottage and be on call during their lunch breaks.

Staff who are currently being put at risk as well as working unpaid should contact your HSU Organiser for assistance. It is your legal right to raise Industrial Matters. Our members at Hammondville have shown great strength and solidarity in addressing these concerns, not only for themselves but for the residents.

The issue of staff working by themselves has also been raised. It has been reported by members that the employer will not back fill and regularly leave staff on their own to avoid paying overtime. When additional hours are worked, the staff feel pressured to accept time in lieu. Again, if this describes your circumstances, contact the HSU.

If you know someone that is not currently a member, encourage them to join. You can join online at www.hsu.asn.au/join, or by calling 1300 HSU NSW. Together we are stronger.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD