

BCAC Laundry Allowance Update

Dear Member,

The HSU wrote to Bankstown City Aged Care Management on 19 June to put forward members' claim to laundry allowance.

A meeting was then held on 27 June to discuss the matter further, in addition to the proposed relocation of part of the Gillawarna Dementia section.

At this meeting BCAC made representations that as an organisation they do not want staff to wear uniforms as they believe it provides better care outcomes. The recent allocation of uniforms was to phase out the old uniform given the branding had been updated.

BCAC is the only not-for-profit Aged Care organisation that do not require their staff to wear a uniform that they provide. This means BCAC believe their staff are not entitled to a laundry allowance which leaves staff \$290.68 worse off per year.

There isn't sufficient evidence to suggest staff not wearing a uniform provides better care outcomes, and the recent redevelopment of the dementia section at Gillawarna is centred around recognition which contradicts this position. Your employer gets benefit from you wearing their brand/logo.

The reality is the majority of staff want to wear a uniform and should be entitled to provisions outlined in the *BCAC, NSWNMA and HSU NSW Enterprise Agreement 2017 – 2020*.

The HSU's position is that any member that has been provided with a uniform by BCAC are entitled to have that uniform laundered or paid a laundry allowance. It clearly does not make sense that an employer would provide you with a uniform and not expect you to wear it. This appears to be more of another cost saving exercise, rather than what's in the best interests of staff.

However, given their current position, raising this claim may prompt BCAC to request the uniforms be returned.

Our options at this stage are:

- Continue with the current arrangements
- All staff to stop wearing the uniforms
- Continue to wear the uniform and provide a claim to BCAC for laundry allowance payment for any time staff have been provided a uniform and have worn it, potentially going back 6 years. As mentioned above, moving forward

BCAC may request all uniforms to be returned, which would mean the allowance would not be payable into the future.

We would like to hear directly from our members as to how they would like the HSU to proceed. You can provide this feedback by completing the brief survey at https://www.surveymonkey.com/r/BCAC_laundry_allowance (survey takes less than 1 minute).

In unity,

A handwritten signature in black ink, appearing to read 'Gerard Hayes', with a long, sweeping underline.

Gerard Hayes
Secretary, HSU NSW/ACT/QLD