

Update: Cranbrook Care Individual Flexibility Arrangements

Dear Member,

On Friday 13 July, HSU representatives met with Cranbrook management to discuss Individual Flexibility Arrangements (IFAs).

The HSU stated that the IFAs signed by staff did not meet the National Employment Standards.

Despite this, Cranbrook claimed that the IFAs were still 'beneficial' to staff. They argued that the IFAs were made in good faith, intended to boost employee wages and not financially disadvantage people.

The HSU explained that IFAs cannot reduce or diminish one's conditions and entitlements. HSU further explained that an IFA which allows a worker to work a 12-hour shift at a flat rate with no financial offset – such as time off in lieu or extra breaks – does not meet the 'Better Off Overall Test'.

We informed Cranbrook that IFAs constituted as a major workplace change, and therefore required consultation with the union and staff.

Cranbrook has agreed to provide further information regarding which employees have IFAs and which do not.

The HSU also spoke to management about the overwhelming number of members that have stated they are working well above their contracted hours. It has been reported that some members were employed on contracts as low as 4 hours per week. We advised Cranbrook to review all staff's contracted hours vs actual hours, and have requested that these contracts be updated by the next meeting.

The HSU and Cranbrook will meet on 17 September 2018 for further discussions. For further information please contact your local HSU organiser. Throughout this process, we can only support HSU members. Encourage your workmates to join online www.hsu.asn.au/join or phone 1300 478 679.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD