

AVEO Tamworth: Where are you having lunch today?

Dear Member,

On Tuesday 7 August, your local HSU organiser visited AVEO Tamworth. Organisers typically meet with members and potential members in the lunch room. However, when we visited, we soon realised that there was no actual designated lunchroom. However, there were a few different areas where staff would take breaks.

There is legislation that covers the obligations of employers to their staff regarding facilities. Please see below:

MANAGING WORK ENVIRONMENT AND FACILITIES Code of Practice DECEMBER 2011

Section 3.5 Dining facilities.

Workers should be provided with access to hygienic dining facilities for eating their meals and for preparing and storing food. Depending on the type of workplace, a range of facilities may be appropriate, which could include a shared facility such as a canteen or cafeteria, a dedicated meals area or allowing time for mobile workers to access meal facilities. A separate dining room should be provided if:

- 10 or more workers usually eat at the workplace.
- there is a risk of substances or processes contaminating food.

FACILITIES FOR LARGE STATIC WORKPLACES

A dedicated dining room should be provided that is protected from the weather and is separated from work processes, toilet facilities and any hazards (including noise, heat and atmospheric contaminants). It should be supplied with:

- adequate numbers of tables and seats to accommodate each worker likely to use the dining room at one time
- a sink with hot and cold water, washing utensils and detergent
- an appliance for boiling water
- crockery and cutlery
- food warming appliances, such as a microwave oven
- clean storage, including a refrigerator for storing perishable food
- vermin-proof rubbish bins, which should be emptied at least daily.

Dining rooms should have 1 m² of clear space for each person likely to use the dining room at any one time. The clear space is calculated free of any furniture, fittings or obstructions such as pillars. This means that the size of a dining room for 10 workers should be 10 m² plus additional space for dining furniture, appliances and fittings such as sinks.

HSU wrote to AVEO regarding the lack of designated and adequate lunchroom. The content of the reply from AVEO General Manager Human Resources is attached here.

HSU members will be kept up to date with any future correspondence regarding this matter. If you are not already a member, you should join online at <https://www.hsu.asn.au/join>, or call HSU Member Services on 1300 478 679.

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

Good afternoon Kirk,

Thank you for your email and for raising these matters on behalf of your members. We have reviewed this information and whilst we do not necessarily agree that the current arrangements are non-compliant with the relevant acts and code of practice, we do acknowledge the staff dining arrangements at Tamworth are not ideal for a range of reasons. As such, we are happy to explore alternative options with a view to providing a more suitable private dining area for our employees.

The Group Community Manager will review this situation and the alternatives available and then work with the Community Manager at Tamworth to arrive at a cost effective solution with minimal disruption to the business.

Thanking you,

Wayne Merrotsy

General Manager Human Resources

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