

## Sunnyfield Back Pay

Dear Member,

On Wednesday 5 September 2018, HSU met with Sunnyfield to discuss the issue of underpayments. Sunnyfield have recently discovered that some staff who are part time have not been working their contracted hours.

As stated in the SCHADS award, a part time employee is employed to work less than 38 ordinary hours per week. An employer and employee have to agree on a regular pattern of work when the employee starts.

The agreement has to be in writing and include:

- **The hours worked each week (a guaranteed minimum must be offered)**
- The days of the week the employee will work
- The start and finish times each day.

**The employer and employee should keep a copy of the agreement.**

The hours in the agreement don't have to be the same hours each week. For example, this means they could agree to work 12 hours in one week and 16 hours each alternating week.

Sunnyfield believe that there have been honest mistakes made by service coordinators not updating their staff's contractual hours. **Sunnyfield are willing to backpay all staff who have been working below their contacted hours for the past 6 years.**

For example:

*Sally signed a contract to work 20 hours per fortnight in 2014. In 2018, Sally discovered that she had been rostered to work 15 hours per fortnight since 2016. Sunnyfield will backpay Sally the difference of 5 hours per fortnight for the past 2 years.*

### **Sleepover Allowance**

Sunnyfield have informed HSU that sleepover allowances have not been paid the correct shift allowance. Sleepover allowances have been incorrectly paid the afternoon shift allowance of 12.5%. **Sleepover allowances should have been paid the correct night shift allowance of 15%.** Sunnyfield will audit and back pay the monies owed to staff. Sunnyfield hope to rectify all the underpayments by

the end of the financial year. For further information, please contact your local organiser.

If you have colleagues who are not HSU members, you should encourage them to join and have a say in their future working conditions. They can join online by visiting [www.hsu.asn.au/join](http://www.hsu.asn.au/join) or by contacting 1300 478 679.

A union's effectiveness and negotiation power depends upon the strength and density of its membership base. Join your work colleagues today by becoming a member of the Health Services Union and help us continue to protect and improve your working life.

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