

## John Paul Village Update

Dear Member,

On Thursday 13 September, your HSU representative met with JPV management and their HR consultants to discuss issues raised by HSU members.

We can provide members the following update.

### **EBA**

We were informed at the meeting that John Paul Village will commence negotiations for a new enterprise bargaining agreement (EBA) with the HSU in the next few weeks.

This is a very important and positive development which will provide guaranteed paid rises and condition improvements for the next few years.

It is JPV's preference to align their agreement with the ACSA Template agreement (which is the case for many Not For Profit organisations).

We will be surveying our members and seeking member representation as part of the bargaining process.

It is very important for HSU members to be represented in bargaining. If you are interested please email [agedcare@hsu.asn.au](mailto:agedcare@hsu.asn.au).

### **Part time at 37.5 Hours per week**

JPV informed us that their preference is to change the definition of full time employment so that all staff on 37.5 hours are classified as full time.

We questioned the legal basis for that change in definition, since the EBA defined full time as 38 hours per week. We have also requested that JPV provide us with their rationale and will consult with members.

With the sale of the facility going ahead, it is important that any change has a strong legal basis.

### **Job Descriptions**

JPV have informed us that new job descriptions will be provided to staff in the next few weeks.

We requested that the HSU be provided with copies of job descriptions and that staff be given an opportunity to provide feedback. This is very important, since job descriptions form part of your contract of employment.

Again, this is another issue that is even more important due to the sale process.

### **Sale of the Facility**

JPV have confirmed that the sale process will commence in November, and they expect it will conclude 6-9 months later.

That means the sale is likely to go ahead between June and September 2019.

The HSU has requested that prior to the sale going ahead, all staff be provided with a letter that includes all leave balances and contract information (e.g. classification, contracted hours etc).

We can only make progress on these issues if we have a strong membership.

Encourage your workmates to join the HSU online at [www.hsu.asn.au/join](http://www.hsu.asn.au/join) or call 1300 478 679 and speak to our membership representatives. We are stronger together.

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