

John Paul Village

Care Worker Position Description Update

Dear Member,

Having reviewed the proposed Care Worker position description as outlined in the [previous newsletter](#), the HSU has provided the following feedback/questions to John Paul Village:

- Does the position description cover all grades of Care Worker? If so, we would have concerns that some of the key responsibilities would be beyond the typical duties as outlined in the Enterprise Bargaining Agreement, in particular for New Entrant and Grade 1 Care Service Employees.
- In relation to medications, the agreement states for Grade 2 Care Service Employees that they can 'Assist and Support residents with medication utilising medication compliance aids'. At no times does the agreement use the term 'Administer' medication. It is our view that the Position Description should be changed to keep the consistency with the EBA.
- In relation to Essential Criteria, can you explain why 'Tech Savvy' appears to be part of the essential criteria?
- Can you explain why a Valid Driver's License and a road worthy vehicle is an essential qualification for a residential care worker?
- Can you give examples of what the Individual Outcomes section would include? For example, will there be Financial Individual Outcomes for all Care Workers and what would they be?

It is very important that the Position Descriptions do not seek to expand the duties of Care Workers beyond the Pay Grades as outlined in the EBA.

It is also important that Position Descriptions are not used to discipline staff for grounds which are inconsistent with the genuine requirements of the role (e.g. so-called Tech Savviness).

With JPV being sold in the next 9-12 months, ensuring your rights are protected has never been more important.

Please note:

- We also requested timeframes for when the other Position Descriptions will be provided.
- We also requested that the EBA negotiations commence ASAP and dates for negotiation meetings should be set now.

Throughout this process, we can only fight for HSU members. Encourage your workmates to join online at www.hsu.asn.au/join or phone 1300 478 679.

In unity,

A handwritten signature in black ink, appearing to read 'Gerard Hayes', written in a cursive style.

Gerard Hayes
Secretary, HSU NSW/ACT/QLD