

Dougherty Apartments: Workplace Surveillance

Dear Member,

The HSU has been recently notified that cameras have been installed throughout the building. We have been informed that the cameras are now in residents' rooms (specifically, every room in Palmer Wing). In the past week, the cameras have been used deliberately to monitor the performance of particular staff.

HSU has serious concerns that Dougherty Apartments have breached your Enterprise Agreement as well as the *Workplace Surveillance Act 2005*. We have approached the employer with the following questions:

1. Why was there no consultation with unions around major workplace change? Technology is specifically mentioned in clause 31.1 (a) of the Enterprise Agreement:

*“Where an employer has made a definite decision to introduce major changes in production, program, organisation, structure or **technology** that are likely to have significant effects on employees, the employer must notify the employees who may be affected by the proposed changes and their representatives, if any, which may be the union.”*

2. Were staff given the required 14-day written notice, as specified in the *Workplace Surveillance Act 2005*?

3. Has adequate signage been installed, as required by the *Workplace Surveillance Act 2005*? The Act states that there needs to be signage at the entry to any area under camera surveillance informing those entering that they are being monitored.

5. Have the residents been properly consulted? Have they had their privacy breached without their knowledge or consent? Have family members or those with the residents' power of attorney been notified? If not, penalties could apply.

Had management consulted as specified in the Enterprise Agreement, we could have spoken to our members and provided feedback before this became an issue for members. It is hoped that in future all parties can work constructively in a consultative manner to avoid possible disputes being lodged.

If you have any queries or concerns, please contact your HSU Organiser Andrew Tran via email andrew.tran@hsu.asn.au or mobile 0417 115 622.

As HSU members, we all work together to ensure that our rights are looked after and that everyone is respected in the workplace. If your colleagues aren't yet HSU members, ask them to join up today either online at www.hsu.asn.au/join or by calling 1300 478 679.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD