

Arcare Sick/Personal Leave: What you need to know

Dear Member,

The HSU has been advised by members that there have been some issues surrounding personal leave.

According to Clause 42.3.2 of the current Arcare Agreement, employees must produce:

- (i) *A medical certificate from a medical practitioner stating that in their opinion, the employee was, is, or will be unfit for work during the period because of a personal illness or injury; or*
- (ii) *A statutory declaration made by the employee stating that the employee was, is, or will be unfit for work during the period because of a personal illness or injury; or*
- (iii) *Evidence that would satisfy a reasonable person that the leave was taken for a permissible reason or occasion.*

Members have further informed the HSU that in some instances their pay has been docked when they are sent home sick from a shift. The Union has confirmed with Arcare that this is an unacceptable practice. If you are sent home from a shift, you are entitled to be paid for the hours worked. The remaining hours of the shift should be paid as personal leave.

If you are unwell and cannot access a GP for medical certificate (for instance on a Sunday or public holiday), seek a medical certificate from a chemist or a statutory declaration from a Justice of the Peace.

Any members who have had their pay docked as a result from being sent home sick should contact the HSU Member Services Division on 1300 478 679 or memberservices@hsu.asn.au and seek back pay.

Not a member of the HSU? Now is time to join and have your say! You can join online at www.hsu.asn.au/join or call 1300 HSU NSW and join over the phone.

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,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD