

Cram Foundation JCC Update

Dear Member,

This week HSU representatives met with Cram management as part of the quarterly Joint Consultative Committee (JCC) meeting. A big shout out to Cram member Patrick who attended yesterday.

Your HSU representatives raised:

High cleaning: Compass, which oversees the maintenance of the group homes, has circulated a memo that has caused concern about cleaning responsibilities in the group homes. Management were unaware of the memo and have committed to reviewing it and addressing any concerns.

Swimming with clients: Management confirmed that employees who don't feel comfortable taking clients swimming will not be required to do so. Management also agreed to investigating with employees what additional support and training could be offered.

If you have any ideas about what additional training or support Cram could provide please email your HSU Organiser Meri Bosevski meri.bosevski@hsu.asn.au.

Training and team meetings: Members have raised that they aren't getting paid overtime when attending training or team meetings outside of 76-hour fortnight. There were also concerns about employees were being directed to come in for even when they aren't rostered to work.

Management said Cram tried to hold training across days where most people could attend. Management asked for any specific incidents that haven't been addressed. Management reiterated that most team meetings aren't compulsory and that minutes should be circulated so that employees who aren't able to attend are kept informed – that isn't happening across the organisation.

Overtime: There has been an issue where overtime is not being paid. This was usually the result of information about additional hours not being recorded correctly. Management committed to review the current system and communicating with Team Leaders to ensure that pays are correct.

Quantum Leave: There has been some confusion about how this accumulates. Management committed to sending out a communication to employees.

Payslips: Members have raised concerns that the payslips are hard to understand and that they would like access to hard copies. Management explained that the payslips reflect their NDIS funding. However, they will investigate if there is a way to simplify these. Management also confirmed that employees can use the available computers and printers to print off payslips.

First aid allowance: There have been inconsistencies with how the first aid allowance (FAA) is being paid. Some members have been told that they don't receive it when undertaking community participation – and that annual leave isn't accumulated either.

Management confirmed that FAA is paid on community participation and annual leave does accumulate. If you have concerns about your FAA or annual leave accrual, contact your local HSU delegate or HSU Organiser Meri Bosevski meri.bosevski@hsu.asn.au.

Minutes will be circulated by Cram soon. Another JCC will be held sometime in July.

Want to get more involved? If you're interested in coming along to the JCC or becoming a HSU delegate contact HSU Organiser Meri Bosevski at the above email address to find out more.

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