

# Uniting Peak Consultative Committee Update

Dear Member,

Another Uniting Peak Consultative Committee meeting occurred earlier this week.

A number of very important issues were raised by your HSU Representatives.

These issues included:

- **Workplace Surveillance.** Uniting has now agreed to review the current placement of cameras in a small number of lunch rooms to ascertain if those cameras are still required. This follows HSU representations that cameras should not be in staff rooms. Uniting has also agreed to review the current Workplace Surveillance policy following HSU requests for improved protections for staff around the use of cameras, and improved consultation and communication around the installation of cameras and other surveillance.
- **Staffing levels and the ability of staff to take breaks.** Your HSU representatives raised a number of issues and examples of workload/staffing levels preventing staff taking breaks. Your HSU representatives also argued that a lot more needs to be done to increase the staffing levels across Aged Care facilities. In particular, ensuring breaks are able to be taken is an important management responsibility. Your HSU representatives will be visiting Uniting facilities in the coming weeks to discuss with members the available strategies to reduce the extremely high workloads faced and ensure your rights are protected.
- **Outsourcing Concerns.** Your HSU representatives again raised many issues in relation to outsourced services. The underpayment of wages, superannuation, leave, allowances and the failure to provide contracts continues, especially in relation to outsourced cleaners. Your HSU representatives reminded Uniting that there is both a legal and reputational risk for Uniting if outsourced providers continue to underpay staff. Uniting has committed to an improved auditing process.

In addition to the above issues, there is also an opportunity for more HSU members to be involved in resolving these important issues.

- There are vacancies for the Peak Consultative Committee, both for residential and homecare staff. If you are interested in participating in the Peak, please

email [agedcare@hsu.asn.au](mailto:agedcare@hsu.asn.au). The Peak is the major forum for raising workplace issues, and more workers' voices need to be heard!

- There are also vacancies on the Occupational Violence project team. This team will be looking at strategies to reduce injuries to staff from resident/client aggression. The vacancies are for CSE Residential and also a Support Worker (Home and Community Care). If you are interested email [agedcare@hsu.asn.au](mailto:agedcare@hsu.asn.au).
- The HSU Delegates Conference is on again this year on the 14<sup>th</sup>, 15<sup>th</sup> and 16<sup>th</sup> of July. Uniting Staff can access paid leave to attend (1 per workplace). This is the most important forum to discuss the issues facing Aged Care and provide input into the direction of the HSU. If you are interested, please email [agedcare@hsu.asn.au](mailto:agedcare@hsu.asn.au).

We can only address these big issues with big union membership. Encourage your workmates to join online at [www.hsu.asn.au/join](http://www.hsu.asn.au/join) or phone 1300 478 679.

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