

Sylvanvale CCTV Cameras

Dear Member,

It has come to the HSU's attention that Sylvanvale has started installing CCTV cameras in some of their homes.

In correspondence received by some of our members Sylvanvale advise that:

The board have approved all Sylvanvale sites will have CCTV cameras installed by 2020. The cameras will be around the exterior of the home and in living areas within the home. The cameras will not be in any customers bedrooms or staff sleep shift areas where houses have sleep shifts.

Members have raised concerns with management that CCTV cameras are currently being installed in offices that are also used as staff sleep areas. We encourage members to raise any concerns they may have in relation to the change to their managers in the first instance.

The HSU will be writing to management on our members behalf to raise your concerns and also to formally advise Sylvanvale of their obligations as per the *Workplace Surveillance Act 2005 (NSW)*. See below some clauses in relation to employer obligations under the act.

Under the Workplace Surveillance Act 2005 (NSW) an employer commits an offence if it engages in the surveillance of an employee without providing written notice at least 14 days before the surveillance commences.

10. The notice must indicate:

- *the kind of surveillance to be carried out (camera, computer or tracking);*
- *how the surveillance will be carried out;*
- *when the surveillance will start;*
- *whether the surveillance will be continuous or intermittent; and*
- *whether the surveillance will be for a specified period or ongoing.*

11. For camera surveillance of an employee, it is only permissible to use cameras for surveillance where:

- *the cameras are clearly visible in the place where the surveillance is taking place; and*
- *there are signs notifying people that they may be under surveillance in that place which are clearly visible at the entrance to that place*

If you feel that you will be affected by the proposed change you should contact the HSU on 1300 478 679, or alternatively email agedcare@hsu.asn.au.

If you have workmates who are still not members of the HSU, you should encourage them to join. Your workmates can join by visiting www.hsu.asn.au/join or by calling 1300 HSU NSW.

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