

UPA Bracken House Dubbo: CCTV Notification

Dear Member,

The HSU has received the attached notification from UPA in relation to use of CCTV Cameras at Bracken House.

Depending on their placement and use, CCTV cameras have been a concern to HSU members at other facilities.

If you have any questions or concerns about the installation of the cameras at Bracken House, please email agedcare@hsu.asn.au.

When issues occur at work, we can only represent HSU members. Encourage your workmates to join online at www.hsu.asn.au/join or phone 1300 478 679.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD

United Protestant Association of NSW Limited

Gerard Hayes
Branch Secretary
HSU NSW/ACT
Level 2, 109 Pitt St
SYDNEY NSW 2000



United in Christian Care

Attention: Rob Sheehy

20 August 2019

BY EMAIL: rob.sheehy@hsu.asn.au

Dear Rob,

Re: Bracken House (Central West Region), Dubbo - Closed Circuit Television

It was nice meeting you again the other day. The “thank you” day seems to be going full steam ahead. Some of the managers have even included it as part of their email signature.

We write to notify the Health Services Union that United Protestant Association (UPA) has made the decision to commence CCTV surveillance at the Bracken House facility. It will be used for WHS purposes, for the safety of consumers, our staff, visitors and others.

We will notify staff in accordance with our obligations under the *Workplace Surveillance Act 2005* (NSW) being: -

- The surveillance will be carried out using cameras on a continuous and ongoing basis.
- The video cameras will be clearly visible and conspicuous signs will be displayed whilst surveillance operation is being conducted.
- The cameras will not be installed or used in toilets, showers, change rooms or locker rooms.
- Access to video tapes will be monitored by the security restricted to individuals who are nominated personnel on the security staff and/or individuals in senior management.
- The consultation period will start from today and will end one week from now (28 August 2019) The surveillance will start on 4 September 2019.

Staff will be given the opportunity to ask questions and make comment during a consultation period. Please find attached a copy of the staff memo which will be issued today.

Should you require any further information please do not hesitate to contact Elaine Baillie Regional Manager, Western Region on (02) 5852 4701 or via email on elaine.baillie@dubbo.upa.org.au

Your sincerely,

Steve Walkerden
General Manager
United Protestant Association of NSW Ltd

United Protestant Association of NSW is a company limited by guarantee. ABN 71 050 057 620
Head Office Suite 302 108-114 George St Hornsby NSW 2077 **Postal Address** PO Box 273 Wahroonga NSW 2076
Telephone 02 9482 4530 **Facsimile** 02 9487 7362 **Email** info@upa.org.au UPA operates in 7 Regions throughout NSW.

Our Mission To offer care of the highest possible standard consistent with UPA's Christian commitment and the expectations of society.



MEMO TO STAFF

Date:

NOTICE TO STAFF – CLOSED CIRCUIT TELEVISION

The purpose of this memo is to advise staff that Closed Circuit Television (CCTV) surveillance will shortly commence operation at Bracken House.

The decision to operate CCTV surveillance at Bracken House is centred around UPA's duty of care obligations and is in accordance with UPA's Work Health and Safety Policy, Chapter 6 which states "Security systems including CCTV, for the safety of residents, staff, visitors and others will be maintained at each UPA facility or office".

This notification is made in accordance with UPA's obligations under the Workplace Surveillance Act 2005 (NSW).

- The CCTV surveillance will be carried out using cameras on a continuous and ongoing basis.
- The video cameras will be clearly visible and conspicuous signs will be displayed whilst surveillance operation is being conducted.
- The cameras will not be installed or used in toilets, showers, change rooms or locker rooms.
- Access to video tapes will be monitored by the security restricted to individuals who are nominated personnel on the security staff and/or individuals in senior management.

Staff are invited to provide feedback and ask any questions regarding this matter during a consultation period commencing today and ending on **28 August 2019**. Staff can submit feedback to or direct questions to Elaine Baillie (Regional Manager), this will be placed on the agenda and will be discussed at the next staff meeting. UPA will genuinely consider all information obtained during the consultation period.

Unless advised otherwise, the surveillance will commence 14 days from today being 4 **September 2019**.

Yours sincerely,

Elaine Baillie
Regional Manager Western Region
United Protestant Association of NSW Ltd