

Northcott JCC Meeting Update

Dear Member,

Your HSU representatives met with Northcott management this week as part of the first Joint Consultative Committee (JCC).

Though a significant amount of time was taken up discussing the logistics of future JCC meetings, a number of important issues was also raised at the meeting.

Please note that the next meeting will be on 21 November 2019 at 10am. We encourage interested HSU members to email disabilites@hsu.asn.au if you would like to participate in the JCC.

EBA Bargaining

Your HSU representatives expressed a strong desire to commence the negotiations for your next agreement. With so many issues impacting staff that could be resolved through an EBA process, further delays are unwarranted. Northcott management stated that bargaining should commence in or around October. Members can be assured that your HSU representatives will keep pushing for the bargaining to commence ASAP.

Team Leader and Service Coordinator Restructure

Your HSU representatives raised a number of concerns about the Team Leader to Service Coordinator restructure. These concerns were in addition to concerns already raised with Northcott by the HSU earlier in August.

The concerns raised included:

- The remuneration is too low for Service Coordinators.
- Concerns about what level in the pay scale transferred staff will be placed at.
- The overtime vs TOIL system.

It is quite clear that a significant amount of issues remain unresolved in relation to the restructure. With the feedback process finishing on 1 September, it is very important that any HSU member ensure their concerns are raised. You can email any concerns or feedback to disabilities@hsu.asn.au.

Transferred Casuals

The issue of the pay rates of Transferred Casuals was raised at the meeting. We understand that some communication had been circulating that implied that Transferred Casuals will be getting paid at the relevant State Award rates instead of the Northcott Agreement. Northcott management have informed us that Transferred Casuals employed by Northcott are not getting paid the State Award rates and in fact, no dispute or claim

had been lodged with Northcott seeking for Transferred Casuals to receive the State Award Rate.

The HSU is willing to pursue any claim for members where an industrial entitlement exists. If you or any HSU member you know believes you have a claim, please email disabilites@hsu.asn.au .

We can only win big issues with strong union membership. Encourage your workmates to join online at www.hsu.asn.au/join or phone 1300 478 679. The HSU is the Union for all Northcott employees.

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