

Ensure your rights under the new GDN Agreement

Dear Member,

As you are aware the Guide Dogs NSW/ACT Agreement was approved last week. Given the complexity of the agreement it's safe to say everyone was surprised at the quick turnaround.

The GDN Agreement, like all industrial rights and entitlements, are only as strong as they are enforced.

One of the contentious changes in the GDN Agreement was the removal of the Stand Down Days. In its place are the new Flexible Working Arrangements.

GDN clearly and repeatedly committed to allowing members to use these new arrangements to facilitate a rostered day off.

Now members are encouraged to shore up your rights by setting out a Flexible Working Arrangement.

How rostered days off accumulate will also be different to Stand Down Days as these are now hour for hour – not the old system of allocating days. So it's important to keep track of the hours you work above the 35 hours required (for full timers).

The next big frontier will be understanding next year's performance review process. This will have a significant impact on salary progression and will be a real test to the alleged "High Performance Culture" mantra – is it real or is it a way to suppress real wages growth?

For more information about your rights contact your local HSU delegates Peter McKenzie, Metaxia Tsoukatos and Matt Wood, or the HSU on [1300 478 679](tel:1300478679).

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD