

## Guide Dogs Update

Dear Member,

Your HSU Union representatives met with Guide Dogs HR this week to discuss a number of concerns on behalf of HSU members.

The issues raised include:

### **The transition from Stand Down Days**

Your HSU representatives raised concerns that staff impacted by the transition from Stand Down Days should have received more than the 7 Stand Down Days that they received for 2019.

HR has committed to providing a response to this issue in the coming weeks. Your HSU representatives expressed the concern that staff affected missed out on their full entitlement and that this should be rectified as a matter of urgency.

### **Ex-Gratia Days**

Your HSU representatives expressed the concern that some part-time staff may miss out on an Ex-Gratia Day as it has been determined to only be able to be on taken Christmas Eve. Staff who do not work that day therefore do not get an Ex-Gratia. Your HSU representatives pointed out this meant that part-time staff were punished for working part-time, and that Guide Dogs has the opportunity to ensure part-time staff do not miss out by allowing staff to have a day off on Christmas Eve or the next available working day.

### **Volunteers: Roles, Duties, Feedback and Supervision**

Concerns were raised by your HSU representatives about what roles volunteers were doing and whether they were being used to replace work done by paid staff. The valuable contribution of volunteers was agreed to by all parties. Other concerns were raised about the role of staff allocated to supervise volunteers and whether staff across the Guide Dogs had been given an opportunity to provide feedback on the role of volunteers within the Guide Dogs.

### **Union Noticeboards**

With the EBA now in place, and Union noticeboards are a right under the EBA, over the coming months your HSU Union representatives will be attending workplaces to deliver noticeboards to be put in places accessible to staff. HSU

Noticeboards are a great way for staff to stay informed about the important issues being pursued by the HSU and the many benefits of being an HSU member.

The HSU can only pursue issues on behalf of HSU members. 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