

Uniting Peak Consultative Committee Update

Dear Member,

Your Union representatives attended the Uniting Peak Consultative Committee (PCC) meeting this week.

A number of important issues were raised by your Union representatives.

These issues included:

- Work Health and Safety (WHS) Consultation

All residential facilities over 80 beds should have an elected WHS Committee and all residential facilities under 80 beds should have a WHS working group. The WHS consultation framework for Community Care is still under review. If you have questions or concerns about WHS at your workplace, please email agedcare@hsu.asn.au.

- Paid attendance at staff meetings

It was confirmed again that all staff who attend staff meetings should be paid for those meetings. If you haven't been paid for attending your staff meetings, please email agedcare@hsu.asn.au.

- Workload and Staffing levels

The issue of staff missing breaks was highlighted again in relation not only to a lack of staff, but also poor building design. It was pointed out by your HSU representatives that a number of Uniting facilities have not been designed to ensure that staff amenities such as lunchrooms are easily accessible and are appealing for staff. The practices of putting staff rooms in basement-like conditions with little or no natural light and limited or no phone reception is resulting in some missing breaks or staff taking breaks in common areas with residents. It is important for members to note that taking breaks that are away from any residents or interruptions is important from a Work Health & Safety viewpoint.

- Cameras

Concerns around the remaining few cameras in staff rooms at Uniting facilities continue to be raised. Your Union representatives again pointed out that no staff room should have a camera that is focused on monitoring staff on their breaks. Management have confirmed that the placement of cameras is under review.

- 5th week of Annual Leave

Some HSU members identified that they had not received the 5th week of annual leave for working outside of day shift hours (e.g. weekends or regularly working afternoon/night shift). Though those staff have had some of their leave re-credited, it still remains unclear how many Uniting staff are owed annual leave. If you believe you have not been getting your 5th week of Annual Leave, please contact your payroll in the first instance. If it is confirmed that you have not been receiving the 5th week of annual leave, please email agedcare@hsu.asn.au.

- Update on the progress to the Homestyle model of care

An update on the progress of worksites to the Homestyle model was provided. An updated list of workplaces was provided. If you would like to know the status of your facility or have any questions/concerns, please email agedcare@hsu.asn.au.

- Enterprise Bargaining Agreement

Your HSU representatives stated that the negotiations for your next EBA (which expires June 2020) should start this year. There are many important issues that need to be addressed in the EBA negotiations and it is important that there are no delays in the negotiations. If you would like to be involved in the EBA bargaining, please email agedcare@hsu.asn.au.

The next Peak Consultative Committee meeting will occur in December. If you have any questions or concerns you would like raised, please email agedcare@hsu.asn.au.

With so many important issues facing workers in Uniting, it is important to be an HSU member. 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