

## Royal Rehab JCC

Dear Member,

Your HSU Organiser and Staff Representatives met with Royal Rehab Management on the 9<sup>th</sup> of October for the first Joint Consultative Committee (JCC) Meeting.

For those of you that are not familiar, a JCC facilitates communication between management of an organisation and the employees' representatives.

This commitment to meet was negotiated and agreed upon while bargaining for the Royal Rehab Enterprise Agreement.

In discussion Royal Rehab Management have provided some industry and organisation updates:

- RR have acquired MetroRehab Private Hospital in Petersham. The hospital is not involved with disability and will continue to function independently.
- RR CEO Matthew Mackay has recently held a Town Hall Meeting to celebrate RR's 120 years of operation and also to engage with the community in discussing sustainability and future ventures.
- The RR Enterprise Bargaining Agreement has been ratified by the Fair Work Commission on the 29<sup>th</sup> August.
- RR is currently looking at opportunities to purchase new properties and take on new clients.
- In relation to workplace initiatives, RR is also looking at introducing some activities with staff such as a bake-off competition.
- Auditing has commenced in preparation for the Disability Royal Commission. RR have advised that it is looking positive.

The HSU and its Staff Representatives have raised some workplace issues such as:

- Overtime – Concerns have been raised about allocation of overtime. The current practice allows for excessive hours to be worked because the responsibility is left with the individual worker and the manager on what hours have already been worked. RR has stated that they regularly review fortnightly rosters to identify excessive hours. Examples have been provided and RR have made a commitment to go back through the rosters and investigate further. Any documented evidence members have where overtime is not fairly distributed we encouraged you to raise it with HR.

- One to One Support – It has been raised that clients that are receiving funding for one to one support are regularly being left unattended for long periods of time due to the fact the support workers are being directed to attend to other clients. RR have confirmed that one to one client funding does not require a DSW to be in direct contact at all times, but they do acknowledge that being away from the clients for extended periods of time greater than 15 mins is not best practice. This high level of funding is provided to support the client – if you feel that the appropriate support is not being provided please communicate this directly back to your manager. If at any time you feel the client is at risk by being left, then you should remain with them and communicate directly back to your manager.

In relation to rostering practices, it is advised that members continue to highlight any impacts they are experiencing. Client need does dictate rostering requirements, but RR have obligations to maintain staff contracted hours and to take into consideration staff availability.

The next JCC meeting is yet to be scheduled but will more than likely be held March 2020. If you have any agenda items you would like raised, or if you would like to become involved, please contact your Organiser Ben Steltenpool at [ben.steltenpool@hsu.asn.au](mailto:ben.steltenpool@hsu.asn.au).

In unity,



Gerard Hayes  
Secretary, HSU NSW/ACT/QLD