

Training and Tribulations at Uniting Goonellabah

Dear Member,

The Health Services Union has called for a meeting with Uniting management in light of serious concerns about workload, training and the flaws with the current model of care.

During a recent workplace visit members at Goonellabah reported to HSU Organiser Kirk Rostock their difficulty getting training completed due to unachievable workloads. Previously members used to get one day's pay and completed the training in their own time. This was outside the current Enterprise Agreement and was stopped a couple of years ago. Since then staff have had to complete their online training as per the Enterprise Agreement. The relevant clause is below:

55. E-LEARNING

Wherever practicable training will be conducting within ordinary working hours, however, where the employer requires and directs an employee to complete mandatory e-learning modules outside of the workplace and the employee's ordinary hours of work, and it is reasonable for the employee to do so, employees shall be compensated at their ordinary rate of pay for the specified duration of the training.

Members also reported that a list of names of people who have not yet completed their mandatory online training was displayed on lunchroom tables and noticeboards. This approach – like some naughty list for school children – has angered many, and the HSU has written to Uniting demanding that they are removed.

Members who have not completed their online training are advised to ask their managers to be rostered time to complete this training. Should time not be available, members should request to be paid to do it outside of hours onsite or at home if they are willing to do so.

You should not be working for free – whether it be doing unpaid training in your own time or starting and finishing outside of rostered hours and working through breaks. If you cannot complete your work on time you should report it. Workload management is management's issue to deal with, not yours to cope with through unpaid work.

Members have also raised other issues, such as inappropriate menus and lack of food handling training. If members have similar issues, they are encouraged to email them to kirk.rostock@hsu.asn.au. It's only through collectively raising these issues and working with management that they will be fixed.

If you're not already a member of the HSU, there is no time like the present to join. In a modern workplace full of restructures, enterprise bargaining and evolving models of care it pays to be a member and have a voice in your workplace. You can join online at www.hsu.asn.au/join or ring 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