

# Frequently Asked Questions

## A *Real* Choice

### **1. Why is the PSA calling a four-hour period of industrial action?**

The PSA has called a four (4) hour period of industrial action for 3 December across the state for members in Ageing Disability and Home Care (ADHC). The action is in response to FACS Secretary Michael Coutts-Trotter's email imposing a grossly unfair and inadequate transfer arrangement on ADHC staff without any consultation with your union. We will be calling on the Government to give clients and staff A Real Choice.

PSA members need to demonstrate to the Department and the Government that we will fight to protect conditions and jobs. This is the next step in a continuing campaign against the Government's privatisation of ADHC.

### **2. Why has the PSA chosen 3 December for the strike?**

December 3 is International Day of People with Disability, which provides a great opportunity to educate others about the dismantling of ADHC and the long term consequences it will have.

PSA members feel strongly that people with disability and their families have been misled by this government about what will happen if ADHC is dismantled, and about the long-term implications which will be felt by clients for years to come. We are taking action on

this day precisely because it is a day about inclusion and empowerment for people with disability, who deserve the right to have their own choice and be fully informed.

### **3. How do I implement the strike?**

To implement the strike at 12 noon on Thursday 3 December 2015, you should stop work and leave your group home or office building. You should gather in front of your workplace wearing red or your PSA t-shirt and take a group photo. Make sure you post the photo to Twitter or Facebook with #ARealChoice then leave your workplace for the four hours and go home or elsewhere.

### **4. What about the clients?**

The PSA position is very clear; no client shall be put at risk by industrial action. The PSA has written to FACS management notifying of the strike and strongly advising that contingency plans be put in place to ensure no risk to clients on the day.

### **5. Should I tell my boss I am taking part in the industrial action?**

Yes, you need to advise your employer you will be following the directive from the PSA to stop work. Your boss cannot prevent you

from taking industrial action. It is also important that you notify your manager so that support for clients can be arranged for the day.

### **6. What does 'strike' mean?**

A 'strike' is when members are willing to fight for an issue to the point that they will remove their labour. You must remove yourself from the workplace during a strike.

### **7. Will I get paid?**

No, a 'strike' is industrial action so you will not get paid for the time you are participating.

### **8. Can I be victimised by my manager for stopping work?**

No, you can not be victimised for participating in industrial action. You are protected by the Clause 64 of the Crown Employees (Public Service Conditions of Employment) Award 2009 which states that "There will be no victimisation of staff members prior to, during or following ... industrial action".

### **9. How do I record the absence on my time sheet?**

The stop work is industrial action, so it should be recorded as 'unauthorised leave'. The ADHC payroll systems may not have a capacity to record this type of leave so they may require you to complete a paper-based leave form.

### **10. What is the point of the strike?**

The action is to call on ADHC to immediately retract their appalling transfer arrangements and commit to genuine consultation and negotiation with your union. It is also to collectively register our protest at the privatisation of disability services in NSW. (CPSU) claims.

### **11. What can I do to make this strike effective?**

Talk to your work colleagues, both union members and non-members, about how we need to work together if we are going to win in this campaign. Encourage all your work colleagues to come to the rally. Talk to non-members in your workplace about joining the PSA.

### **12. What's the point of me going on strike if others in the office are at work?**

The point of the strike is to register your protest and call on ADHC to immediately retract their appalling transfer arrangements and commit to genuine consultation and negotiation with your union. Staff need a say in their future. If you think you are going to be alone in taking industrial action call a meeting in your workplace to try and convince others to take the action with you.



# **DEFENDING PUBLIC SERVICES**