

Northcott – Dispute on unpaid breaks

Your CPSU-NSW met with Northcott on Tuesday 27 November 2018 to further the dispute.

We've been advised by Northcott that consultation is important to them and now that CPSU-NSW Members and DSW's have provided written feedback with concerns, the implementation of unpaid breaks is not going ahead at this time.

When we met with Northcott, they advised that very little, if any, feedback about the breaks had been received until a few days ago, after the last CPSU-NSW Bulletin. When they received meaningful and genuine concerns from Group Homes, it demonstrated the impact that the breaks may have during shifts.

10 hour shifts are, with consultation from you, still a part of the rostering principles. There are demonstrable reasons to have 10 hour shifts in some Group Homes. As is the entitlement to increase hours under the Copied State Award (CLA) for part time DSW's. If you have been declined add hours or increased contract hours because you're on the CLA, let the CPSU-NSW know.

If your Group Home has concerns about rosters, get a collective letter together outlining the issues you face and forward it on to the CPSU-NSW and Northcott.

You can send these letters to Attn: Graydon Welsh, disabilityCPSUnsw@psa.asn.au and your Team Leader, Car or MAR... (Please let your Union know if you want to remain anonymous and for your Union to submit on your behalf. Your Group Home however will need to be identified.)

Your Union colleagues at Northcott need more Group Homes to provide examples of how the unpaid breaks will have serious and detrimental impacts on both clients and staff. Send these to both Northcott and the CPSU to further ensure the consultation is genuine, meaningful and collective.

It is when CPSU-NSW members stand together and are united that you can make powerful changes to protect and improve the working lives of members. Please ensure that every Group Home submits a letter to Northcott and your Union where there are concerns.

Meaningful and genuine consultation is a two-way street.

- 1. You have to let them know in writing.**
- 2. You have to provide reasons.**

The more written feedback, from each Group Home and from across multiple Group Homes, the louder your voice becomes and the louder the voices of DSWs become.

Meaningful and genuine consultation is required in the development of rosters. **As the workers being impacted by the proposed changes, you should provide feedback as to what impact it will have with the needs and safety of your clients.** If there is no genuine consultation, you need contact the CPSU NSW on 1300 772 679.

Please forward your written concerns to disabilityCPSUnsw@psa.asn.au or call 1300 772 679 and quote Reference Number 107173

PLEASE FORWARD THIS TO YOUR COLLEAGUES

to help ensure that all Northcott disability workers know what is really going on.

For those who transferred to the community sector, it is **now more important than ever** that you be part of a Courageous, Powerful and Strong **Union of Disability Workers.**

You can contribute to becoming a strong Union of Disability Workers today **by asking at least one colleague to JOIN the CPSU-NSW** by calling 1300 772 679 or **JOIN ONLINE.**

