

YOORALLA PROTECTED ACTION FACTSHEET

It's time Yooralla valued the hard work of disability support workers with a decent EBA!

WHAT IS PROTECTED ACTION?

Protected Action Ballot is an industrial tool that unions can use in order to influence the outcome of an EBA. Protected action involves banning certain types of work and in some cases, stopping work all together. All HACSU protected actions are completely legal and have been approved by the Fair Work Commission.

WHY ARE WE DOING IT?

The Yooralla DSW agreement was last negotiated 10 years ago. Yooralla have consistently delayed negotiations and refused to agree to any new EBA clauses which will improve conditions for DSWs. Yooralla put forward a draft EBA which didnt offer any improvements to wages or conditions for DSWs and in some areas sought to cut allowances. It is time Yooralla valued the work of DSWs with an EBA that offers decent wages and conditions.

WHO CAN TAKE PROTECTED ACTION?

All HACSU members working in disability support can take the actions listed to the right.

WHEN DOES THE ACTION BEGIN?

Members can begin to take action as of **June 14th 2016**

HOW LONG DOES THE ACTION LAST?

The actions will last as long as needed. HACSU will keep protected action in place until an agreement is reached.

CAN I GET IN TROUBLE FOR TAKING ACTION?

No. HACSU protected action is completely lawful. You cannot be disciplined by your employer as a result. If you have any trouble, are unsure or have been informed otherwise, please contact HACSU immediately.

WILL PROTECTED ACTION AFFECT SERVICE DELIVERY?

HACSU protected action has been carefully designed not to impact on service delivery. It is designed to put pressure on senior management.

CAN MY EMPLOYER ASK IF I AM TAKING ACTION?

You do not have to answer this question. The union will notify employers when the stop works will take place. If someone asks you this question you do not need to answer. If management asks you this questions, record the date and time and let HACSU know immediately.

List of HACSU protected action bans

IT IS IMPORTANT TO NOTE THAT THE RESPONSIBILITY FOR THESE TASKS TO BE COMPLETED IS WITH SENIOR MANAGEMENT. YOORALLA SENIOR MANAGEMENT HAS BEEN NOTIFIED THAT HACSU PROTECTED ACTION BANS ARE TAKING PLACE - THUS IT IS THEIR RESPONSIBILITY TO COVER ANY WORK NOT COMPLETED AS A RESULT OF HACSU PROTECTED ACTION.

No collection and recording or documenting, either physically or electronically, information, including:

- monthly medication checklist,
- monthly service feedback log,
- client expense sheets,
- fire evacuation drill checklist,
- lifestyle Plan/Action Plan Monthly Review Update,
- Monthly File Review,
- Individual Monthly Update Review of Customer Support Plans,
- Review of Health Support Plans,
- Review of Behaviour Support Plans - dependant on the level of risk which will be assessed by the nurse and/or clinician on duty.

This means members will not be completing these aspects of admin duties.

Bans on support workers undertaking rostering duties.

Members are not to assist in planning rosters or organising replacement staff.

Do not complete vehicle log books.

Members can use vehicles as needed, but do not fill out the log book.

Do not sign off in the Communication Book that you have read documents.

Members are not to assist in planning rosters or organising replacement staff.

Wearing union t-shirts and badges or displaying union information, documents and talking to customers, families and guardians about quality of care and the need to attract a quality workforce by paying appropriate wages and conditions to workers during work hours.

It is important that customers, as well as their families understand the importance of protected action. It is necessary to note that Yooralla pay the minimum wage and do not offer above award conditions, as a result, it is difficult to attract and retain skilled and experienced staff to the DSW role at Yooralla, and thus, difficult to maintain the best quality service delivery.

Wear your campaign t-shirt during working hours

The HACSU office has prepared campaign t-shirts for Yooralla members. These t-shirts will be provided to members at your workplace. Give HACSU a call on 9340 4100 or email ashar@hacsu.asn.au and let us know the best time to visit you and your colleagues. *

Displaying posters, slogans and colours in the workplace, and in vehicles containing campaign information

HACSU have made lots of posters to display around the workplace. These posters are designed to raise awareness about the campaign. These posters will be provided to members at workplaces. Give HACSU a call or send an email and we will post these out to you. Note that management or anyone else cannot remove these posters, doing so would be illegal because these posters are part of protected action. HACSU will exercise this right through the Fair Work Commission if any posters are removed from walls. *

Refuse to act outside your scope of employment

This means that disability support workers should only perform the duties of DSWs and no higher.

*To ensure privacy and respect, members should get the customers agreement before wearing t-shirts in public or displaying posters in common areas.

All actions have been designed carefully and will NOT impact on the safety and wellbeing of customers, instead bans will put pressure on senior management and Yooralla executives to agree to a fair deal for hard working support workers.

If you have any questions or concerns please contact HACSU Assist as soon as possible

Phone 1300 651 931 | 9340 4100

Email assist@hacsu.asn.au