

PROTECTED ACTION FACTSHEET

It's time to take action for quality service delivery, improved staffing levels and better safety for consumers, staff and visitors.

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 VHIA are stonewalling EBA negotiations. The VHIA have refused to agree to any of the new EBA clauses put forward by HACSU. They are clearly making no effort to reach a agreement. Due to the State Government's no backpay policy, this means that public mental health workers are on a pay freeze until an agreement is reached.

WHO CAN TAKE PROTECTED ACTION?

HACSU members who are covered by the Public Mental Health EBA can take protected action. This does not cover Psychologists or Forensicare. Psychologists and Forensicare are on separate EBAs, and will take protected action in line with their campaigns.

WHEN DOES THE ACTION BEGIN?

Now that the protected action ballot has been successful, the process to take action can begin. HACSU will write to each employer, notifying when actions will be taking place. HACSU will also notify members when the actions will take place.

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 and the government.

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.

LIST OF HACSU PROTECTED ACTION BANS

PARTICIPATE IN STOP WORK BANS FOR A PERIOD FROM 2 HOURS AND UP TO 24 HOURS The HACSU office will provide a specific notice to members and the employers, 7 days in advance, when this particular action will be taking place. HACSU officials will host BBQs and hand out campaign t-shirts for all members at these events.

BANS ON COLLECTION, RECORDING OR DOCUMENTING, EITHER PHYSICALLY OR ELECTRONICALLY, NON-CLINICAL /ADMINISTRATIVE INFORMATION, INCLUDING: COLLECTION OF STATISTICS, CONTACT RECORDS, DAILY RETURNS PR1, PR2, PR5 MH3, HONOS, AGED CARE FUNDING [RCI] INSTRUMENT, RAPID STATISTICS, VEHICLE LOG BOOKS. This action is designed to give members some relief from admin duties. This action allows members to focus on quality service provision!

STOP ASKING PEOPLE UPON ADMISSION IF THEY HAVE PRIVATE HEALTH INSURANCE AND PROCESSING SUCH CLAIMS. This will increase the pressure on senior management and executives.

REFUSE TO PARTICIPATE IN ALL EMPLOYER INITIATED WORKPLACE CHANGE OR RESTRUCTURES. This will frustrate senior management as they cannot implement changes, thus the government will be pressured to engage more readily in EBA negotiations. This is also a great opportunity for members to focus on work.

REFUSE TO TRANSFER TO ANOTHER TEAM, UNIT OR ROLE IF REQUESTED BY YOUR EMPLOYER. This means members must stay where they are rostered. Do not move even with request from management. This applies to everyone including community mental health workers. Senior management will be frustrated as they will be forced to utilise bank and agency staff in the lead-up to end of financial year.

REFUSE TO UNDERTAKE ANY WORK OUTSIDE THE ORDINARY STARTING AND FINISHING TIMES OF WORK

INCLUDE AN EBA CAMPAIGN MESSAGE IN YOUR SIGNATURE WHEN SENDING EMAILS
"I support the HACSU 2016 EBA campaign for services, staffing and safety"

SPEAKING TO, AND MAKING STATEMENTS TO THE MEDIA INCLUDING DURING WORKING HOURS AS REQUIRED HACSU will be running a media campaign to draw attention to the EBA campaign. Members are encouraged to participate in this action. Members should take note not to breach any privacy of patients. Members should also not seek to represent the hospital but their personal opinion.

What are we fighting for? SERVICE. STAFFING. SAFETY. HACSU surveyed over 500 members, and visited over 150 workplaces in the public mental health sector to talk about what we need to campaign for in this round of EBA bargaining. Better services for clients, greater staffing numbers and improved safety were the three main concerns raised by HACSU members. HACSU members are proud mental health professionals and are proudly fighting for an EBA which will not only improved wages and conditions, but quality service provision for Victorians with mental illnesses.

SPEAKING TO CLIENTS, FAMILIES AND THE COMMUNITY ABOUT THE PURPOSE OF CAMPAIGN MATERIAL DURING WORKING HOURS. Members will be allowed to take the time to make it clear why this campaign matters.

WEAR YOUR CAMPAIGN T-SHIRT DURING WORKING HOURS. T-shirts will be provided to members taking part in stop works! Members should wear these t-shirts every THURSDAY. If you do not have a t-shirt and want to participate in wearing your t-shirt every Thursday, please contact your workplace delegate or the HACSU office.

DISPLAYING POSTERS, SLOGANS, COLOURS IN THE WORKPLACE, AND IN VEHICLES CONTAINING CAMPAIGN INFORMATION. HACSU has produced heaps of campaign posters! contact HACSU if you want some more to be sent to your workplaces. Throughout the campaign HACSU will have a 'decorate your workplace competition'. The prize will be a gourmet BBQ, at the end of the EBA campaign, at the workplace for all HACSU members

REFUSE TO ATTEND ALL MEETINGS THAT ARE NOT FULLY BACKFILLED AND/OR MEETING MANAGEMENT WITHOUT A UNION REPRESENTATIVE.

REFUSE TO ESCORT PATIENTS UNLESS THERE ARE TWO STAFF PRESENT (EXCEPT IN CASES OF EMERGENCY AND DEPENDENT ON THE LEVEL OF RISK).

REFUSE TO COMPLETE ANY NON-CLINICAL DUTIES E.G. HANDLING BED LINEN, FILING, CAR SERVICING.

REFUSE TO PARTICIPATE IN ANY ACTIVITIES ASSOCIATED WITH WORKING TOWARDS ACCREDITATION TO THE NATIONAL SAFETY AND QUALITY HEALTH SERVICE STANDARDS.

REFUSE TO ACT OUTSIDE YOUR SCOPE OF EMPLOYMENT.

REFUSE TO ATTEND CATT VISITS UNLESS THERE ARE A MINIMUM OF 2 STAFF (DEPENDENT ON LEVEL OF RISK, WHICH WILL BE ASSESSED BY THE CLINICIANS ON DUTY) The HACSU office will provide a specific notice to members and the employers, 7 days in advance, when this particular action will be taking place.

BAN ON UNPLANNED DISCHARGES WITH LESS THAN 4 HOURS' NOTICE Minimum amount of time to discharge someone (if unplanned) is four hours.

ATTEND SITE RALLIES, BBQ'S, CAMPAIGN STALLS INSIDE HEALTH SERVICE / FACILITY BUILDINGS AND PROPERTIES This means all members can join in with campaign actions are your workplace!

REFUSE TO ACCEPT SECONDARY COMMUNITY CASELOADS
Management will be forced to use backfill.

IF YOU HAVE ANY QUESTIONS OR CONCERNS CONTACT HACSU ASSIST
Phone 1300 651 931 | 9340 4100
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