

24 October 2013

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Aged Care Clerical & Administrative Staff Industry Update

ASU members in clerical and administrative roles across the Aged Care Industry have been fighting hard to improve wages and conditions through enterprise bargaining.

2013 has seen a number of Agreements come due for negotiation and these include:

- RSLCare
- BlueCare
- OzCare
- Anglicare (Spiritus)
- Prescare
- Netherlands Retirement Village
- Cooina Aged Care
- McKenzie Aged Care
- Qld Baptist Care (Carinity)

In many of these sites Agreements for allied health staff are also under negotiation or new Agreements are in place.

Across the sector there are a number of issues which are common to members in different work sites.

The workplace issue rating highest across the sector is workloads. Staff numbers are being reduced and the remaining staff have been required to take on the duties otherwise performed by staff no longer in the workplace.

Wage and allowance increases along with the need to ensure Award provisions are not reduced also require close attention.

A number of these Agreements are negotiated in conjunction with employees across number of unions and types of work which brings to the table a whole range of complexities not necessarily faced by admin workers.

Volunteers are of concern in a number of workplaces and clauses are being negotiated to ensure that whilst the value and appreciation for volunteers is not lost, they are not used to replace or take the work of paid administrative staff. Many members report that whilst they enjoy volunteers in the workplace it adds to higher levels of workload to manage as a result of volunteers having perhaps less of a focus on outcomes.

But it is all not bad news ASU members have certainly been kicking goals and some of the wins so far this year in the aged care sector bargaining include: BlueCare admin winning back the right to a stand alone Agreement, Netherlands Retirement Village and Cooina ensuring the best of workplace rights and the removal of junior wage rates.

ASU Delegates have stood strong in the face of many challenges and the efforts are appreciated by all members. Being a Delegate is hard work but rewarding – you are at the coal face of change, you can assist your colleagues, sit at the negotiating table, encourage your co-workers to support you in your work to improve things in your workplace.

If you don't have a Delegate in your workplace and you think you may be interested, find out more by calling Senior Organising Advocate, Jo Justo on 3017 6183 for more information.

It pays to belong to the ASU!
You can join online today at: www.qld.asu.net.au
or phone the union office on 1800 177 244.