

25 September 2018

## Northcott – Half hour break – Safe implementation or not

Your union, the CPSU NSW, met with Northcott on Monday 24 September to raise concerns about the proposed introduction of half hour unpaid breaks.

While this is allowable under the Copied State Award, ADHC determined that it was not appropriate due to the needs of the clients and would lead to undue difficulties in the homes.

The CPSU NSW does not believe these circumstances have changed.

Under consultation with your CPSU NSW Delegates and officials, Northcott management have said that they are going through a risk assessment of each house to see if it's safe to introduce the breaks.

If there are incidents that would make the breaks unsafe, Northcott have agreed to not introduce them in that house.

Your CPSU NSW delegates and officials advised that with the Supported Independent Living (SIL) quota, there's a reason and need for the proposed number of staff to be on at those times.

By having one less member of staff for an hour (allowing for both staff breaks), there could be an increase in the risk of incidents and reduce the service provided to your clients.

Having a “blanket roll out” of breaks, across all homes, without the proper risk assessment and consultation, could result in a catastrophe.

The SIL quota identifies the amount of staff required for clients needs, there is no allowance for breaks or reduction in staffing levels, even for a half hour.

We will be meeting with Northcott again on this issue soon. If you have concerns about the implementation of breaks in your home, please contact your local delegate.

If you don't have a local delegate and would like to become more involved with the CPSU NSW and your workplace, please contact your CPSU NSW Organiser or the Member Support Centre on **1300 772 679**.

Ask your colleagues to stand with you by joining CPSU NSW today. They can **[JOIN ONLINE HERE](#)**.

### Delegates:

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