

## Aruma members' update

### Update from JCC in June

Your delegates raised several issues around how work is organised, RITEQ training, how the Joint Consultative Committee (JCC) operates and the latest news about Enterprise Bargaining and what will happen at the end of the employment guarantee.

### Win! Win! Win!

Aruma has now agreed to cover the cost for permanent staff to attend first-aid training. Both the training fee and pay for attendance will be covered. For casual staff, Aruma will cover the cost of the training fee only.

### Staffing levels

Your delegates raised the need for ongoing recruitment of DSW's to ensure staffing levels remained adequate and that the eligibility lists for Acting Team Leaders and CARS was kept active to backfill these positions when needed.

### RITEQ Training for DSWs

On 18 July 2019 we forwarded to HR at Aruma a full list of the areas in RITEQ that our members identified as complicated mainly due to not have had any focused training in how to use RITEQ.

The list included:

- **RITEQ** Introduction to RITEQ, an overview of how the system works.
- **Sign-On** Clarification around the different ways to sign on, options and choices.
- **Leave applications** How to apply for the different types of available leave

entitlements and how the leave is approved and processed and how staff will know when their leave is approved and visible in ESS. How long it will take for leave to be approved.

- **Add hours** How to enter additional hours and overtime.
- **Pay checks** How to check ESS for correct pay, how to raise an issue of missed payments, and how to escalate an issue of missed payments. How to lodge a grievance regarding missed or incorrect pays.

### Decisions at the JCC

One of the important features of a JCC is the ability to fix problems, take up new ideas and share information. Your delegates requested again for an Aruma representative who was able to make decisions at the meetings. This is a work a progress however we have been reassured a decision maker will come on board.

Aruma also informed the delegates that at this stage there is no intention to pursue an Enterprise Agreement

### Members' concerns

We received information from our members about decisions being made without any consultation and the effect this is having on staff morale. Please contact your JCC Rep to pass on news that may effect everyone. Your JCC Rep will bring it to Committee for discussion. If you have an individual matter call the Member Support Centre on 1300 772 679.



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### What Happens at the end of the two-year Employment Guarantee period?

**Your pay and conditions at the end of the employment guarantee period** As a transferred employee your employment will continue to be regulated by the relevant "copied state award" for a period of up to five years.

As a condition of the transfer agreement with Family and Community Services, Aruma agreed not to seek any changes to conditions of employment during the period of the "employment guarantee", being six months from the date of transfer for temporary and casual staff and two years for permanent employees.

At the conclusion of the employment guarantee period, Aruma may seek changes to your employment conditions. Any proposed changes to your employment conditions would involve consultation and negotiation with you and your union.

Importantly, any changes to employment conditions must be made in accordance with the *Fair Work Act 2009* and must be approved by the Fair Work Commission.

If you have any concerns about your employment conditions and want our advice or assistance, please contact the CPSU NSW Member Support Centre on 1300 772 679

### Name change to Aruma

We were notified of the name around the 31 July 2019. You will already have been informed about changes to your email address etc.

### All in this together

The past two years have seen enormous change in your sector. New employers, different policies add more uncertainty about how things will be in the future. Together union members have a stronger voice and more say about what happens at work.

That's why it's important for everyone to join the union. If your fellow workers haven't joined, have a chat with them about becoming a union member. They can have a look at our website and then join online [HERE](#).

