

Rostering Principles

There is an increasing number of calls from members concerned that the Rostering Principles are not being followed in the filling of vacancies in their group homes. These issues include equity in developing rosters and engagement of agency staff not in accordance with the Rostering Principles.

Prior to the transfer of ADHC services to the various NGOs, the Industrial Relations Commission (IRC), on 30 August 2017, agreed with the PSA/CPSU NSW and ordered the Community Living Award (CLA) to be varied to include the Rostering Principles. The CLA transferred with staff when they moved to Northcott.

This means that any action by Northcott in contravention of the Rostering Principles is a breach of the CLA and can be disputed. To access the CLA Variation Award, click [HERE](#).

The Rostering Principles clearly state:

“For vacancies not exceeding five days are to be filled in the following order:

1. Additional hours offered to permanent and/or temporary part-time employees.
2. Engagement of casual employees at ordinary rates, i.e. not overtime work.
3. Overtime.
4. Agency staff.

For vacancies exceeding five days are to be filled in the following order:

1. Permanent part-time staff to be offered a temporary increase in hours.
2. New temporary contract of employment or variation of contract for existing temporary staff or may be administered by way of payment of additional hours.
3. Casual employees at ordinary rates (not overtime).
4. Overtime.
5. Agency staff.”

In both instances, engagement of agency staff is the last resort for filling of vacancies.

Members must be vigilant and are encouraged to raise any breach of the Rostering Principles initially with their supervisor. You can also contact the CPSU NSW at 1300 772 679 for advice and assistance.

Contact your Organisers to arrange attendance at your team meeting.

CPSU NSW Organisers

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