

## CPSU NSW slams Northcott package to slash wages by 10 per cent

On Monday Northcott provided the CPSU NSW with a draft enterprise agreement that would slash the wages of Disability Support Workers (DSWs) by up to 10 per cent.

Northcott has advised the union that it will release the proposal to staff on 18 December 2020, and begin the formal access period, between 20 and 27 January, prior to conducting a vote on the agreement between 28 January and 10 February.

### Proposed agreement cuts transferred staff DSWs pay and conditions

Northcott has repeatedly rejected our attempts to negotiate the protection of transferred staff entitlements, saying that these do not conform to its business model or how it wishes to conduct its business, or would be administratively onerous.

### What this means for you

Here is a summary of the major cuts to your current conditions if the proposed agreement comes into force.

#### Rate of pay

- The 'transition rate' for DSWs level 5 to 10 will be \$30.95 which is reduction of approximately 10 per cent of the base hourly rate.
- Reduced shift allowances;
- No loading for part – time additional hours

Our analysis suggests Northcott's proposal has the following implications:

Rate of Pay	Reduction
Base rate	up to approximately 10% per hour
Afternoon shift allowance	up to a total of approximately 21% per hour
Evening shift allowance	up to a total of approximately 23% per hour
Part time Add hours	up to a total of approximately 18% per hour

#### Classification structure changed

DSWs will be reclassified as Support Workers, with resultant pay losses.

#### Hours of work

Members currently working **35 hours per week** will be required to work **38 hours per week**.



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There is NO minimum of eight or 10-hour shift for full-time staff. This may result in full-time members having to work longer hours.

Minimum shift length is reduced from four to three hours when recalled to duty.

### Meal breaks and meal allowances

Paid meal breaks are included, and if required to work during this meal break, no overtime will be paid.

Meal allowance conditions have been reduced:

- no overtime if working through a meal break
- no entitlement to be reimbursed for a meal or light refreshment when this is taken with clients
- if required to work through a meal break, there is no provision for meals to be provided or paid for.

### Overtime

This will become payable only after 10 hours **NOT** eight hours.

TOIL will be taken hour for hour **NOT** at the overtime rate.

Overtime will only be paid for roster changes of less than 24-hour notice if this falls on a rostered day off.

No access to excess travel time

### Rostering

- No guarantee of a four-week roster
- Rostering principles have been retained but in a reduced form other than in the ordering of offers of vacant shifts

### Sleepovers

Criteria for when sleepovers are to occur are removed.

### Leave

Full time employees will **NOT** have access to flex time or ADOs.

Reduced sick leave accrual.

Reduced trade union leave.



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Restricted access to leave without pay.

No special sick leave.

No additional recreation leave for members stationed remotely.

No purchased leave.

No witness leave.

No study leave for exams.

You will accrue less leave:

- there is no **public service public holiday** (or equivalent);
- you will no longer have the ability to choose to receive extra leave for working public holidays instead of penalty rates

Reduced eligibility to paid parental leave – requirement for 12 months instead of 40 weeks' service.

### Allowances

No first aid or clothing allowances; reduced on-call allowance.

### Mobility of staff

No provision to manage the movement of staff between group homes.

### What happens next?

If Northcott proceed with a staff ballot, the CPSU NSW recommends you **VOTE NO**.

We remain committed to bargaining for an outcome that protects the financial interests of transferred staff and delivers an equitable remuneration framework for all front line disability workers.

We have written to Northcott to outline our opposition and are currently considering our options. We will provide further updates over the Christmas and New Year period.

In the meantime, if you have any questions do not hesitate to contact the CPSU NSW on 1300 772 679 or Thane Pearce at [tpearce@psa.asn.au](mailto:tpearce@psa.asn.au) or on 0408 223 276.

