

Aruma: Joint Consultative Committee update

Your CPSU NSW representatives and workplace delegates attended a Joint Consultative Committee (JCC) meeting on 24 March 2021.

The following agenda issues were discussed on behalf of CPSU members at the JCC and a summary of the issues is below:

1. WHS update – Craig Ballingall

COVID-19 update There have been no cases of COVID-19.

PPE Aruma has organised with reputable suppliers so that services can order from the approved list of supplies.

Vaccinations No firm dates for the when the vaccine will be rolled out as the 1A roll-out is still ongoing. Aruma has created a proof of occupation letter for staff who want to go to a GP or clinic.

Aruma has not mandated vaccinations for staff and will follow the government recommendations. Consent forms for residents will be sent out, as per their medical arrangements.

The QR code has gone live and is available across Aruma. It is available at HUBS to check in and out.

Safewatches Duress alarm trials are continuing at the selected sites.

Health & Safety Reps (HSRs) There are vacancies across the network as well as refresher training.

Project Nirvana A report is being developed to go out to HSRs.

2. Project Focus – Les Sharpe

Project Focus has been on pause as a result of COVID-19. Laz Cotsias, the Chief Operations Officer, is working to refocus and redesign elements of the project.

3. Team Leader (T2)

A CPSU NSW representative raised issue around the continued use of T2 (team leaders working over two units) and the recent appointment of permanent T2 positions without genuine consultation with the CPSU which may be a breach of the Community Living Award (CLA). The CPSU NSW also raised that the eligibility list was not being used to give DSW's an opportunity to act up as Team leaders.

Your union raised that Aruma needs to comply with the CLA and consult around T2 positions. Aruma responded there is no deliberate strategy to implement T2 as a way of restructuring the Team Leader level of staffing.



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As a result, it was agreed Aruma HR would conduct a review or audit of those T2 positions and that Aruma needs to comply with the provisions of the CLA. The CPSU NSW welcomes the review. Aruma has agreed to look at the circumstances that lead to the T2 positions and to gain advice about its interpretation of the Award provisions around T2.

The CPSU NSW raised that some Team Leaders had reported feeling pressured to take T2 positions and that it was felt this was how things were going.

Aruma stated that Project Focus had not identified any model of service yet or announced any changes to the service model.

4. Team Leader rostering

Your union raised the issue of Team Leaders being instructed to change their rosters to include weekend and evening shifts and that this has been done without consultation.

Consultation should occur when changes to a roster are necessary and Team leaders should be given the opportunity to discuss and consult about their rosters and the operational needs of the Group Home.

5. General business

The CPSU NSW raised broader aspects of rostering which members have raised including 10hr shifts not being permitted, scheduling, layout of roster, display of roster.

Call the Member Support Centre on 1300 772 679 if you have information about TL2 positions, TL rostering requirements, 10-hour shifts and scheduling.

