

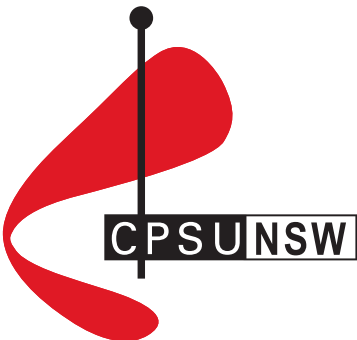
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ARUMA

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THE UNION BARGAINING FOR YOU



THE
DISABILITY
WORKERS' UNION



RUMOUR
1

The CPSU NSW has no role in disabilities and will fade away

WRONG! Ignore the rumours going around Aruma. **The CPSU NSW is the disability workers' union. We're not going anywhere!**

Before the Liberal National Government privatised disability services in NSW, many of these services and programs were delivered by the Department of Ageing Disability and Home Care Services.

From then, private providers were required to pay workers who transferred to them from the Department the higher wages they received under their previous Public Sector Awards. The working conditions of the copied State Awards are better than existing Enterprise Agreements in the sector and the *Social, Community, Home Care and Disabilities Services Industry Award 2010*.

Today, most of these copied State Awards have expired.

The CPSU NSW is now bargaining with Aruma and seeking better pay and conditions for all disability services workers. Rest assured we not only have a role representing members in Aruma, but we will be fighting hard for you.

RUMOUR
2

Other unions in the NSW disability sector care more about their members than the CPSU NSW

WRONG! The CPSU NSW cares about its members. Your union will always work collaboratively with all stakeholders in our members' workplaces. Improving working conditions involves Employment Agreements being updated in a timely manner; usually every three years. We stand by our record of gaining higher wages and better conditions

for our members, knowing this is how a strong union advocates for disability services workers in the industry.

RUMOUR
3 **The CPSU NSW can't understand the disabilities sector and doesn't have any interest in the big picture**

WRONG! The CPSU NSW has been active in the sector for decades. That's why our members in the disabilities sector are paid more. We are currently reviewing the recently released *Inquiry Report – Own Motion Inquiry into Aspects of Supported Accommodation* and will make direct representations to the Federal Government.

RUMOUR
4 **The CPSU NSW would not know how to bargain for workers in the sector**

WRONG! The CPSU NSW has expert staff who know how to bargain for members when negotiating your wages and conditions. Our staff go into fight for members in workplaces all over the state. Our bargaining team is made up of members who work in Aruma and its group homes. Your Delegates are knowledgeable, skilled practitioners who are committed to a better workplace. The CPSU NSW submitted a log of claims as part of the enterprise bargaining process. Your Delegates have been instrumental in developing our log of claims. We have also held members' meetings across the state to hear the issues that matter to the members we represent.





RUMOUR
5

We are not the public service, so the CPSU NSW isn't accepting new members at Aruma

WRONG! The CPSU NSW has always welcomed new members at Aruma.

We are stronger together! We are here for the long haul, during enterprise bargaining and beyond.

As a CPSU NSW member you will enjoy many benefits such as expert help if you face problems at work.

Our members have journey insurance to cover getting to and from work and home and also receive shopping discounts. Members have Ambulance cover anywhere in Australia.

CPSU NSW members facing personal issues such as substance misuse or problems with pregnancy can access help via their union.

There are many other benefits you can access once you become a member of the CPSU NSW.

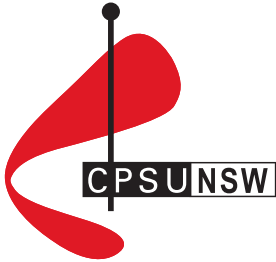
RUMOUR
6

The CPSU NSW won't be asking for anything worthwhile for me

WRONG! As part of the CPSU NSW log of claims, we are bargaining at Aruma for:

- Improving members' pay and conditions

- Increasing minimum shifts to four hours
- Improving inductions where staff and residents transfer into group homes
- Reduction of reliance on sleepover shifts and increase in active night shifts
- Where the need for sleepovers is actually demonstrated, increase in hours of pay and entitlements should be maintained or enhanced
- Better Domestic Violence leave provisions
- Introducing Volunteers Leave to cover CPSU NSW members who put their lives on the line for their communities during bushfires, floods and other natural disasters
- Cutting the time between working overtime and being paid for the overtime you've worked
- Demanding fair and equitable rosters and shift filling procedures and making sure these provisions are strictly followed
- Improvement to classifications and pay scales to recognise your qualifications and dedication to those you support in your group homes
- Introducing an internal transfers system to streamline employee-initiated staff movements
- Standardisation and improvement to staff facilities
- Improving staff to resident ratios to minimise work overload pressures and improve the safety of CPSU NSW members and those they support in group homes
- Policy introduction and review, for example introducing a Fatigue Management Policy.



THE DISABILITY WORKERS' UNION

IGNORE THE RUMOURS




CPSU NSW union membership is tax-deductible.
If you aren't a member, [join the CPSU NSW](#) now.

Scan the QR code



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