

ADHC restructure bulletin

ADHC and the PSA have recently provided material to employees with an update of progress in the restructure of Accommodation and Respite (A&R). Job descriptions are provided and new pay scales are available on the intranet. There is however no mention of new nasties that will take effect once the new structure commences in September.

ADHC has been generous in its praise of the PSA office for their support and co-operation throughout the negotiation process, yet neither party has been forthcoming about the job cuts and the stripping away of conditions that will impact on many employees.

Under the 2008 pay deal granting public servants an annual 4% pay rise, 1.5% of the 4% increase must be funded through cost savings measures such as cuts in jobs and conditions.

ADHC and the PSA office are not revealing how many jobs will go under the new structure but many casual and part-time RSWs have already experienced austerity measures via a freeze on filling permanent positions as a result of the privatisation of day programs.

Come September, for the first time some shift workers (Team Leaders) will be required to work weekends and evenings without being paid penalty rates. Furthermore, from next year new employees and those whose first aid qualifications lapse will have to organise and pay for their own training *and* do it in their own time - thereby missing out on payment twice. Where was the consultation with members on these proposals?

Many RSW3s and Network Managers will have to compete for Team Leader positions resulting in displaced staff, while any RSW3 who elects to stay on as a Disability Support Worker (DSW) is likely to experience a drop in pay. Yet there has been little information from the PSA office and ADHC by way of redundancy and redeployment options for those who miss out on a new position.

The PSA office is not revealing any details about the restructure ballot of members from December last year, apart from the fact that it was passed – something that members are required to take on trust. Questions to the PSA office about voter turnout in the ballot and the percentages for and against the restructure go unanswered. Why the secrecy? Members have a right to this information.

At no time have members been given an opportunity to even endorse the new award, let alone participate meaningfully in negotiations about its contents. Once implemented, responsibility for the cutbacks rests solely with ADHC and the PSA bureaucracy. These cuts in jobs and conditions are being repeated across many public service agencies and departments via restructuring but the current PSA leadership has not sought to widely consult or involve members who may be affected by restructure proposals.

An alternative to current PSA methods that exclude most members from involvement in union affairs and sees a handful of senior officials determine union policy would instead see members in control of negotiations with management.

The Progressive PSA wants to see members leading campaigns for improvements in conditions, guiding negotiations with management and working together with union officials to improve our workplaces. The Progressive PSA supports a participative, democratic union that involves all of its members in the fight for better workplaces.

If you want a strong union willing to fight employer attacks on our conditions then join reform-minded members from the *Progressive* PSA.