

March - April 2010

Your rights at IDEA Services



SFWU members have voted for ACTION! Here are your rights

- 1 You have the right to take industrial action
- 2 What you are doing is perfectly legal.
- 3 Management must respect your right to take this action.

IDEA Services will not offer a pay rise and SFWU members have voted to limit paperwork, refuse overtime and ban sleepovers. All those actions are lawful and you have the right to take those actions.

So what are we pushing for?

A modest and perfectly fair rise of just 2% - enough to just about match inflation.

Hasn't IDEA management said they can't afford to offer a pay rise?

Yes, and that's pretty much what they say every year!

But with the recession last year isn't that true?

The recession hit those businesses which imported and exported. That's not the case with IDEA and other care providers. Prime Minister John Key says productive staff will be rewarded. There's no question that IDEA staff are not very, very productive

But aren't other services funded by the government facing wage freezes?

SFWU member employed in aged care settled for an average of 3% in the past 12 months and most hospital workers are already being offered 2%.

But aren't we different?

No. In fact IDEA services have already agreed to a pay rise for CSM's!!!

Is our action a strike?

Yes it is. Any time we stop doing 'normal' work in support of our bargaining that's technically a strike. The difference is that when it comes to the paperwork and overtime bans we'll still be at work.

But what if management pressures me to work?

We told management as early as last month what our action would be. If any manager raises the issue with you just say "I'm within my rights. Please refer any concerns you have to my delegate"

Could they lock me out?

Theoretically yes but lockouts are hugely difficult to enforce & IHC has a poor track record in this area. Plus it's not a good look for a so called 'caring' employer.

Do I have to stop all paperwork?

No. The idea is to identify the paperwork that you can stop doing in such a way that it helps jam up the system but doesn't put too much pressure on you. We are still doing timesheets, incident reports and signing for meds. Here are some answers to questions already being asked.

See over for more important question

Should I do the paperwork for a service users Doctors visit?

No.

When meds come in should we check them.

No, but you can sign for them.

What about risk assessment forms when we go out?

Leave them

What about the paperwork that arises from phone calls?

Leave it unless it's about health and safety.

Can I fax reports to management?

Not unless they are timesheets or incident reports (or your leave application!)

What if the house needs repairs? Can I fill out request forms etc

No. The repairs can wait.

I understand about the paperwork but I really need the overtime?

No-one at IDEA can afford to lose money but we can't afford a pay freeze either. If we stand together and enforce the overtime ban then that on its own could break the present stalemate

OK, but if don't do the sleepover aren't the clients at risk?

The issue here is not the risk to clients. We've made sure management know when and where the sleepover ban will start and it's management's job to manage that situation. Every day CSW's put the client's needs before our own needs. On March 29th - for the first time ever that changes!

Are there any plans for high risk service users?

No. Management will have to cover and that's why we've told them of our plan!

Can we be sure the bans will work?

Think of our actions as a 'care plan' for staff. As long as every member stands together we know that IDEA can't cover and will need to review their position. BUT it takes EVERY member to stand up and be counted.

I'm convinced but I'm not sure all my workmates are...

We need to talk the issues through with our workmates. If IDEA can't respect its staff enough to pay them properly how can they respect the clients we care for? If you have workmates who say they are going to work please remind them that we are all in this together.

More questions?

**Talk with your delegate, your organiser or call your union on
0800UNION1 - 0800 864661**

0800 864 661

www.sfwu.org.nz

SFWU
Ngā Ringa Tota