

How changes to work laws will affect you and your family



Health Services Union

The WorkChoices laws proposed by the Howard Government will cut the rights and entitlements of people working in health and community care across Australia. Here is what will change:



Penalty Rates and Your Conditions

Under the changes all new pay agreements will no longer have to include key entitlements such as penalty rates, overtime pay, public holiday loading, allowances, redundancy pay and even meal breaks.

These conditions will be **up for grabs** when a new pay agreement is negotiated. Employers will be able to split shifts, reduce hours and to make it harder for workers to plan for time with their families.



Individual Contracts

Employers will be able to demand all new staff sign an individual contract (Australian Workplace Agreement) which would leave them significantly worse off than if they were on the relevant award or union agreement.

Only five basic conditions will have to be included in a new agreement whether it is an AWA or one negotiated by a union. They are four weeks pay, one year unpaid parental leave, sick leave, a 38 hour week (averaged over a year) and a single minimum rate of pay. Most AWA's include few family-friendly provisions such as paid maternity leave.



Job Security and Unfair Dismissal

Under the new system the 3.7 million Australians working in a place with less than 100 employees will lose the protection of unfair dismissal laws.

Staff at larger facilities may also be affected with the Federal Government handing employers the power to sack staff for a range of reasons including if they are restructuring or there is a change in operational requirements. Those people will not be able to mount unfair dismissal cases.



The Independent Umpire

The Industrial Relations Commission has for over 100 years been in place to resolve serious disputes and set award wages. But it will not be able to do either of those things under the new system.

Members who are on award wages will not get a pay rise until a new government body, The Fair Pay Commission, decides that it is appropriate for them to get one.



The Protection of the Union

The HSU has never had any problems gaining access to its members.

But under the new system the government will make it harder for union members to be properly represented.

Employers will be given new powers to decide where a union meeting takes place and can stop a union inspecting all the wages records at a facility.

If all the people at a hospital or any other facility are on AWA's the union is banned from entering for any reason. Severe restrictions will also be placed on the ability of members to take industrial action in support of a pay claim.

**JOIN THE CAMPAIGN
AGAINST THE CHANGES**

To find out more contact your local branch of the Health Services Union today.

your rights at work
worth fighting for