

YOUR SAY, YOUR PRIORITIES

Hundreds of IDEA service workers had your say about your top priorities in bargaining this year.



Many of your top issues are linked. You said better pay (and allowances) will mean attracting staff, which helps your staffing and health & safety concerns. Your staffing concerns are strongly linked to your leave concerns – those who said you had enough leave also said it’s very hard to actually take it (or get it approved).

Many of you raised issues that are already your rights in your Collective Agreement. This means your CA is not being enforced, which is the responsibility of each member, your delegates and management. **Be sure you’re using your CA and talking to your delegates** if you’re not getting paid handovers!

One of the best ways to tackle the staffing issues is actively participating in your union around bargaining, which is tricky when you’re short staffed. Talk with your workmates and **start**

planning now so you can attend claims endorsement meetings in February.

STANDING UP TOGETHER

Many of you raised concerns about having enough paid time to handover, train, upskill and orient new staff. Members called for better weekend rates to respect the time away from family. You had concerns about your shifts and your relationship with your manager. These concerns have also been raised by your delegates at JCC meetings and where the JCC process does not provide solutions, matters can be raised in bargaining.



NOMINATE YOUR TEAM: NEXT STEPS

Your local organisers and delegates will be reaching out soon to review the survey results in detail and have initial conversations about bargaining team nominations. We kick off the full process early in 2024!

Late January: Regional Delegate Meetings

Early February: Member claims & bargaining team endorsement meetings

March: Bargaining team training & prep

YOUR SURVEY – THE DETAILS

Here's a more detailed summary of the hundreds of you who responded:

Staffing, Workload & Leave

- Short staffing creating unsafe work & reviews for each replacement cause delays
- Impacts on mental health, leave declined
- Senior Support Worker role reinstatement
- Not enough admin/clerical or training time
- Increase sick leave

Training

- More and regular time allocated, including more comprehensive training around complex conditions and challenging behaviours
- Rostered paid time to complete training

Health and Safety

- Mental health leave and training
- Not enough orientation done
- Staff to user ratios; reinstate day programs
- No more 24 hour shifts (sometimes these will roll into 48 hours with no break)
- First aid training for all staff refreshed annually
- Lack of maintenance on properties & lack of access to gloves and aprons

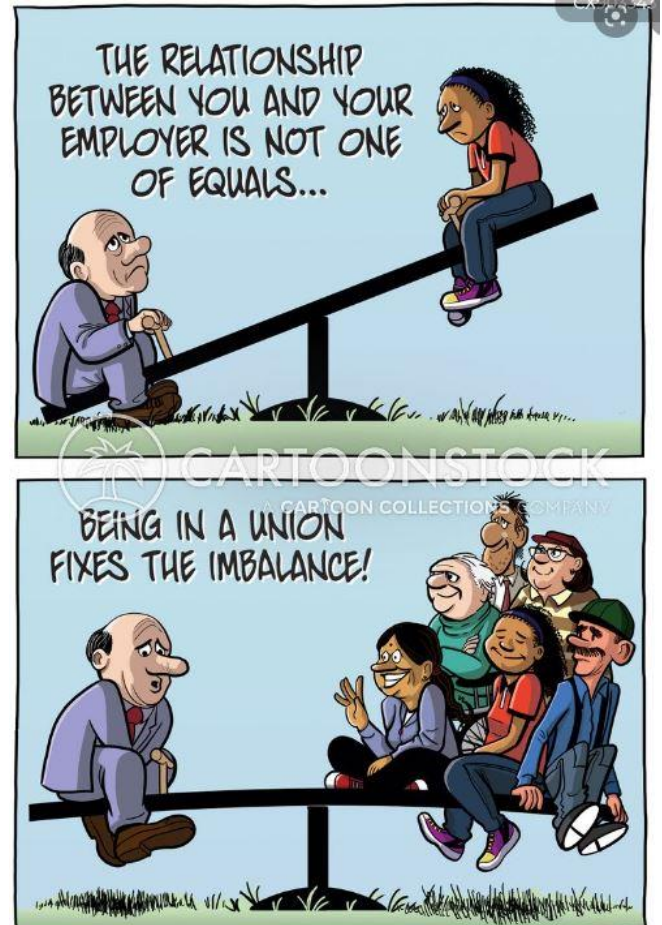
Other

- Increase in milage to offset the cost of petrol
- Handover time should be paid
- Weekend pay
- Overtime & weekend sleepover rates 1.5
- Not enough work vehicles

Members will endorse the claims and delegates will work through prioritising them as we kick off 2024.

MAKE YOUR VOICE HEARD

Unions get better deals when you are strong and united. Join together and be active in your union. Come to meetings, support your delegates and encourage your workmates to join!



“Bargaining gives us a real opportunity to show senior management face to face that we are not just revolving names on a schedule or report; we are individuals, who have real needs, desires and feelings. We want them to see we often make large personal sacrifices to improve the lives of the people we work for and with.”

– Nic Corrigan, delegate

YOUR COLLECTIVE POWER

Remember, your success in bargaining is directly linked to how much unity and power you have. Ask your workmates to join so you get a better deal. It's easy, just click here:

<https://etu.nz/join/>