

ASU SINGLE SITE FACTSHEET

This fact sheet explains how the single site directive issued by the Commonwealth government works, what your rights are, and what support is available to you. *The directive aims to limit cross-transmission of Covid-19 to vulnerable clients and workers who move across residential aged care facilities.*

How does it work?

To reduce cross-infection, working across more than one residential care facility is being discouraged. It is likely you have been asked to consolidate your hours in one worksite. You have probably already been approached by management to consolidate your hours at the site you work the most hours, which would become your primary workplace.

[The Guiding Principles](#) define the support and terms of conditions for transitioning to a single site. However, it only applies to staff who work across more than one residential facility, not to staff who work across for example residential aged care and another type of job, regardless of if that job is also in the care industry.

The arrangement to work in one residential care site is only for 8 weeks, lasting until September 25th, although it may be extended.

What will happen to my second job?

If your primary and secondary employer are residential age care providers

- Grant you unpaid single site leave for the duration of the period.
- Preserve your accrued annual leave and personal leave.
- Keep your job open for you to return to at the conclusion of the period.
- Ensure that the period of unpaid single site leave is treated as service for long service leave purposes.

Will I be financially worse off?

Your primary employer must pay you the average hours you would have earned across your jobs. This is a primary feature of the Guiding Principles.

Your primary employer may offer you those same shifts if practicable. If they cannot, or do not, you must be paid your usual hours regardless. You can agree to work different shift patterns than you would usually work, but you are not obliged to. These conditions apply if you work across two residential aged care facilities.

If you work across two different workplaces one of which is not a residential aged care facility and consolidate your hours in one workplace, then there is no obligation for your employer to pay you your average hours because they are not covered by the Guiding Principles. If you choose to do this ensure the arrangement does not disadvantage you and make sure you gain agreements in writing. If you are uncertain and want advice before you sign please contact the ASU member contact centre info@asuvictas.com.au with your query.

How can the ASU assist?

If you believe you are being disadvantaged the ASU encourages you to raise these concerns with your delegate and management in the first instance as quickly as possible in addition to seeking assistance from the ASU through the member contact centre.

ASU members will be provided with information and advice to assist you. If further assistance or representation is needed please contact the Member Contact Centre.

The ASU is working closely with the Federal Government-funded Single Site 'Support Hub' to work through any implementation issues. If you have any questions about this process or you need to update your contact details call the Member Contact Centre on 1300 855 570 or email them at info@asuvictas.com.au