

HOURLY BANK

5. In the SACS Award, which covers other workers in our Industry, workers who work beyond their regular hours have the choice of time off in lieu OR paid overtime. Mission only allows time-off-in-lieu via the Hour Bank.

Should Mission provide the choice of paid overtime as well as the Hour Bank?

- YES NO DON'T KNOW

Do you have any other comments on the Hour Bank?

SHIFT WORKERS

6. The SACS Award does not allow for split shifts (for example, working from 9-12 then back again from 3pm-6pm) as it is considered disruptive to work and family life. Where workers in other industries negotiate split shifts, they usually do so in exchange for an allowance.

Which option do you support?

- Split shifts be removed altogether
- Split shifts be kept but workers be paid an allowance
- Split shifts be kept with NO allowance

7. If you work sleepovers and are required to get up and work beyond 3 hours you are paid at either evening (15%) or night (30%) penalty rates. Workers under the SACS Award get paid at least 150% or 200% loading after 2 hours work.

Should workers get the same penalty rates as other workers in the Industry?

- YES NO DON'T KNOW

8. If you are a shift worker and you work on a Public Holiday you get paid your regular shift penalty only. Shift workers under the SACS Award get penalty rates at 250% if they work on a Public Holiday.

Should workers get the same penalty rates as other workers in the Industry?

- YES NO DON'T KNOW

9. If you work Sleepovers, do you have to work more than 3 hours?

- Never Sometimes All the time

10. When you work a sleepover, in general how much time would you spend up during the night?

- 0-3 hours 3-5 hours 5-8 hours

11. What percentage (%) of your sleepovers do you think warrant a full night shift?

- Less than 20% 20-50% 50-75% More than 75%

OCCUPATIONAL HEALTH & SAFETY [OH&S]

12. What are your main OH&S concerns at your workplace? Please list the top 5 issues below.

1: _____

2: _____

3: _____

4: _____

5: _____

13. Do you have an elected OH&S representative OR OH&S Committee at your worksite?

- YES NO DON'T KNOW

CAMPS

14. Workers at Mission get no payment at all if they have to stay overnight when away from the workplace. This particularly affects staff working on camps. Under the Award workers get Overtime payments outside the regular working day and Sleepover provisions at night.

Should workers get the same provisions for overnight stays as other workers in the Industry?

- YES NO DON'T KNOW

CASUALS

15. Under the SACS Award, casuals receive a loading of 23.33%. The Mission Agreement gives workers 20%.

Should casual workers get the same loading as other workers in the Industry?

- YES NO DON'T KNOW

CONSULTATION ABOUT CHANGE

16. Your employer is likely to embark on 'organisational change' or a 'restructure' at least once during your employment with them! This can involve changes to your job or changes to other jobs with direct or indirect impact on you. The SACS Award has a clause which outlines a consultation process which must occur with you and your Union if change is about to be introduced. The Mission Agreement does not have a similar clause.

Are you properly consulted about 'organisational change' – please choose the option that best describes your workplace:

- I have the right to participate in any decisions that affect my work before a final decision is made by management
- I am consulted by management about decisions that affect me before these decisions have been made
- I am consulted by management about decisions that affect me after these decisions have been made
- I am not consulted at all about decisions that affect me

OTHER ISSUES

17. Are you concerned about any of the following issues at work (please tick any):

- Disciplinary processes Grievance procedures
- Policies on use of your own car Salary packaging
- Other?: _____

ISSUES YOU WANT TO SEE ADDRESSED AT MISSION

18. Please list the top 5 issues you would like to see addressed by Mission Australia in relation to your pay, conditions and/or concerns at work.

1: _____
2: _____
3: _____
4: _____
5: _____

GENERAL QUESTIONS:

19. Do you currently work

- Full time? Part time? Casual? Fixed Term?

20. What is your age? _____

21. Are you: Male Female

22. If you have educational qualifications, what are they? _____

23. How long have you worked in the Social & Community Services field? Years Months

24. What is the name of your workplace? _____

Help get the Agreement you deserve!!

Achieving the Certified Agreement that you want takes co-ordination amongst staff and a strong Union. So your help is really needed in this process.

YES! I can help with ... [please tick any number of boxes below]

- distributing information bulletins at my workplace. being a contact person at my workplace.
 being involved in negotiations. being on an email list to receive updates.
 I'm not a Union member but would like more information on joining the Union (please provide contact details below)

FOR A GOOD AGREEMENT AND A STRONG UNION AT MISSION: JOIN THE UNION TODAY!

If you can help, please fill in this section below so we can contact you:

Name: _____ Email: _____

Phone (b/h): _____ (a/h): _____ Mobile: _____

Thank you for assisting with this survey

If you have any queries please call the ASU on 9310 4000 or email Daniel at daniel@asu.org.au



Mission Australia Survey

FEBRUARY 2008

ACTIVE STRONG UNITED

Your pay and working conditions at Mission Australia are covered by a 'Certified Agreement'. This Agreement is due to expire in March this year. This means that your employer, staff and union representatives can negotiate the details of a new Agreement. Now is the time for all staff in Community Services to be thinking about issues you want to see in the new Agreement and letting your Union know your views.

ALL STAFF ARE ENCOURAGED TO TAKE A MOMENT TO FILL IN THIS ASU SURVEY AND RETURN IT TO: Australian Services Union, ASU, PO Box 1865, Strawberry Hills, 2012. fax : (02) 9698 8936 For more information please contact Daniel at the ASU daniel@asu.org.au or call 9310 4000 and ask to speak to an organiser. Closing date: February 29, 2008

THIS SURVEY IS STRICTLY CONFIDENTIAL

PAY

1. At what level and increment of the Mission Certified Agreement are you paid?

2. What is your job?

3. Your Agreement says you have to meet a 'satisfactory performance review' on your anniversary of employment to move up an increment in level of pay. Other workers in the Social & Community Services (SACS) Industry receive their increments automatically on their anniversary date.

Should staff at Mission move automatically up an increment as other workers in the Industry do?

- YES NO DON'T KNOW

Do you have any other comments on having performance reviews at work?

4. Mission Australia has indicated that it would be looking at a 3% pay increase commencing 1st July, 08. On 1st July 08 workers in the Industry will get a 3.5% increase.

Should staff at Mission move get a minimum pay increase equal to other workers in the Industry?

- YES NO DON'T KNOW