

From: Justin Cooney [mailto:jcooney@asu.asn.au]
Sent: Wednesday, 4 May 2016 11:52 AM
To: Chambers - Hatcher VP
Cc: AMOD
Subject: RE: Social, Community, Home Care and Disability Services Industry Award 2010:
AM2014/196 Part-time employment

Dear Associate

Please find attached a signed version (the same in every other way) of the statement for [Ms Susie Bady](#).

Attached and seeking permission to file is the statement of Ms Alison Jamieson.

The ASU requests an extension to file one further statement by Friday 6 May.

The ASU thanks the Commission for considering the request.

Regards
Justin Cooney
Industrial Officer

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IN FAIR WORK COMMISSION

Matter No.: AM2014/196

Witness Statement of Angela Jamieson

Lodged by: Australian Municipal, Administrative, Clerical and Services Union

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Witness Statement of Angela Jamieson

I, Angela Jamieson of _____, in the State of _____, SAY AS FOLLOWS;

1. My full name is Angela Louise Jamieson. I am known as Angela Jamieson. I am _____ years old.
2. To the best of my knowledge, this statement is true and correct.

Employment details

3. I am employed as a Social Worker at Inner South Community Health Centre (**ISCH**). I have been employed at ISCH for over six years. I commenced employment there on Monday March 15, 2010.
4. ISCH provide health and community services in the inner southern region of Melbourne. We cover all ages from children to older people, and work along different stages from prevention and early intervention, through to treatment and the long-term management of complex or chronic conditions. ISCH is one of Victoria's largest and most innovative community health services, with specialist expertise in engaging high risk and hard to reach groups in the local community. An example of the services that ISCH provides is the Community Connections Program which provides support, information and assistance to people with complex needs who are homeless, at risk of becoming homeless or living in insecure or low cost housing.

Industrial arrangements

5. At 29 April 2016 the *Community Health Centre (Stand Alone Services) Social and Community Service Employees Multi Enterprise Agreement 2013–2015 (CHS Multi Enterprise Agreement)* applies to my employment. The CHS Multi Enterprise Agreement was approved by the Fair Work Commission on 13 January 2014 and came into operation on 20 January 2014. The CHS Multi Enterprise Agreement is attached to this statement (see **Attachment B**).
6. Clause 4 of the CHS Multi Enterprise Agreement states that it operates to the exclusion of the *Social, Community, Home Care and Disability Services Industry Award 2010 (SCHCADS Award)*. The following clauses are relevant to hours of work for part time employees:
 - a. Clause 14 – Types of Employment
 - b. Clause 30 – Ordinary Hours of Work and Rostering
7. In summary, clauses 14 and 30 require ISCH to provide fixed days of work to part time employees and record the days of work and variations to the regular pattern of work in writing. Clauses 14.3.3 and 14.3.4 state that:

“**14.3.3** Except where otherwise agreed, part-time employees will have fixed days of work. Any agreed variations to the regular pattern of work will be recorded in writing.

14.3.4 All time worked in excess of the hours as mutually agreed will be overtime and for at the rates prescribed in clause 35 – Overtime, of this agreement.”

Working in the social and community services industry

8. I work in the social and community services industry because I am passionate about assisting people who are marginalised and disadvantaged. I have worked predominantly in the homeless service sector and am committed to working towards greater access for all to have a genuine choice about and access to affordable housing to enable diversity in our community. I live in the St Kilda area and feel a direct connection to my community. Community health is a good fit for me.
9. I completed a Bachelor of Social Work from Royal Melbourne Institute of Technology. I completed the course in 1998. In 2005 I completed a Post-Graduate certificate in Social Sciences: Housing Management and Policy at Swinburne University.
10. I decided to further my studies after working in community outreach for local government in the United Kingdom from 1992 to 1994. I worked in the community to support people living at home with HIV and AIDS. I also worked with people returning to live in the community following an extended period in hospital care for support and treatment of mental health diagnoses and treatment.

Hours of work

11. My employment is permanent part time and I work 22.6 hours per week. Currently I work four days per week, starting at 09:15 each day. My work arrangements are worked out on a fortnightly basis with three short days and one long day each week:
 - a. In one week I work from 9:15 until 3 pm on Monday, Tuesday and Thursday. On the Wednesday I work from 9:15 until 5 pm.
 - b. In the following week I work I work from 9:15 until 3 pm on Monday, Wednesday and Thursday. On the Tuesday I work from 9:15 until 5 pm.
 - c. The week after that, I go back to the hours at paragraph 11.a, and so on.
12. I am not offered and do not take on additional hours. I would only work additional hours if it accommodated my family commitments

Operational needs of ISCH

13. The hours I work are based on the needs of completing the core work of the Community Connections Program. I work a long day on the Wednesday (see paragraph 11.a) to ensure attendance at and participation in the Health Time program that runs every fortnight on Wednesday. I work on Thursdays (see paragraph 11.b) to contribute to assertive outreach and Our Rainbow Place which is an Indigenous Elders program. I work on the Mondays to enable contribution to assertive outreach and attendance at the Wominjeka BBQ, an Indigenous Outreach Program at the Veg Out Community Gardens in St Kilda.

14. I also need to balance the needs of ISCH to complete outreach work with rough sleepers” that are predominantly around in the morning. There is no point me starting late in the day, and I get that when I am considering which hours of work to request.
15. ISCH also does collaborative outreach work with Launch Housing and the City of Port Phillip. This is also something I consider when looking at my hours of work. I also have to make sure there is time to debrief with my colleagues.

Personal commitments

16. Family commitments are the only thing that I consider when looking at my hours of work. It’s not just about spending time with my family, it’s also about building connections in my community so that my children are able to participate in society and all the things they should be able to do.
17. I have two children, one is twelve (12) years old and the other is nine (9) years old. The older child commenced high school this year and the younger child is in grade three (3).
18. I believe it is important to be active in the schooling of my children. I often participated in the “Fruity Friday” program at the primary school, which involve chopping and serving fresh fruit. I have also done end of term cake stalls and sausage sizzles. On Mondays I have participated in reading at school.
19. New school programs can come and go and I like to stay as involved as possible. If my hours of work move around, I am not able to make commitments and get involved in the community my children are growing up in. It can be as simple as being able to commit to picking up my children so I can get to know the parents at the school gate. If my hours of work were to change around all the time it would significantly impact on the safety and supervision of my children. I would have to make arrangements for after school care or may arrangements with extended family, which could be a burden on them as well.

Change to start and finish times

20. I really appreciate that ISCH has been supportive of my family needs and changing my hours of work to meet my family commitments. I have not had the same experiences with all past employers.
21. The coordinator of the area I work in sets our days and start and finish times. Recently I changed my day and start and finish times because my eldest child has started high school (which is a big change) and my younger child no longer participates in after school programs.
22. I was previously working three long days a week, 9 am to 5 pm on Monday to Wednesday. My children were participating in after school programs, so I didn’t have to pick them up immediately after school.
23. I changed my days and start and finish times to the ones at paragraph 11 of this statement through the following process:
 - a. I discussed my needs with my colleagues and proposed some hours that took into account all the issues stated at paragraph 10 to 17 of this statement

- b. I considered the comments of my colleagues and made some changes
 - c. I then approached the coordinator and discussed my proposed new hours of work. The coordinator agreed with the proposed hours and asked me to put this in writing
 - d. I sent an email with the new hours of work (see paragraph 11).
 - e. The coordinator approved the new hours of work by replying to the email.
24. I do not believe that this process was cumbersome or burdensome for ISCH, including putting the days and hours of work in writing.



Angela Jamieson
29 April 2016