

# HP Stronger Together

## Wednesday December 1st 2010 - Fact Sheet



### Full day HP State-wide Strike

After unprecedented response from members supporting a full day HP State-wide Strike on Wednesday December 1st 2010, your HP Stronger Together Steering Committee has endorsed this action going ahead.

The following facts are provided to assist members and union delegates/ contacts with information to make the strike day successful.

Your HP Stronger Together Steering Committee Delegates anticipates that the Government will lodge a dispute with the Queensland Industrial Relations Commission to try and shut down the strike. Your HP Stronger Together Steering Committee will keep members informed of any recommendations of the QIRC. Please stay vigilant to your SMS, email and <http://www.hpstrongertogether.com/>.

#### Essential Services

Union members will ensure that any emergent services are covered. If Management has concerns over any aspect of the Strike Day they should refer these inquiries to Corporate HR and Industrial Relations. It is not the individual union member's responsibility to provide these responses to management.

#### For Union members

- Members will be on strike for their normal shift or roster hours for December 1
- This is Protected Industrial Action in accordance with Section 148 of the Industrial Relations Act
- There is no need for members to complete an AVAC Form for the strike day as not providing information to Share Service Provider is a Protected Action that has been notified
- There is no need for Managers to provide Contingency Plans to QLD Health as this is Protected Industrial Action.

- Members can call the QPSU on 1800 177 244 or the LHMU on 1800 065 885 or email [hp@qpsu.org.au](mailto:hp@qpsu.org.au) with any questions or clarifications they may need.
- Strike action means that you will not be paid for the day of the strike.

#### For Union Delegates and Contacts

- Union Delegates/Contacts can contact your local union organiser or email the [hp@qpsu.org.au](mailto:hp@qpsu.org.au) for any clarification or assistance needed leading up to the strike and on the strike day.

#### For HPs that are not yet members of the Union

- HPs can support their colleagues in the fight for respect for HPs and be able to take part in action by joining online before Midnight 30 November. Join online at <http://www.hpstrongertogether.com/join.htm> or fax a completed QPSU membership form to 3017 6208.
- HPs that are not part of the union cannot support their colleagues in the action. They are neither authorised nor protected in this action.

#### What can we do on the day?

- Some HPs will be taking part in protests and pickets at their local worksite, some will be taking their message to their local State Member of Parliament, some will simply spend some quality time away from work
- Email [hp@qpsu.org.au](mailto:hp@qpsu.org.au) to see if there are any activities are happening in your local area.

#### For Managers

- The vast majority of Managers support and respect the right of Union members to take part in the strike, this is their legal obligation. However some may not be aware that there are significant penalties imposed for both the employer and

individuals if this right is impeded. Managers should and can clarify their responsibilities by emailing [hp@qpsu.org.au](mailto:hp@qpsu.org.au).

- There is no need for Managers to provide Contingency Plans to QLD Health as this is Protected Industrial Action.

#### What if the Strike is called off?

- If the Government comes to its senses and offers HPs an outcome that respects and recognises your value to Queensland your HP Stronger Together Steering Committee may recommend suspending the Strike so members can fully consider the offer. If this occurs we will notify members ASAP. Please stay vigilant to your SMS, email and <http://www.hpstrongertogether.com/>.

#### FAQs

*Q. I want to take strike action do I need to apply for leave?*

A. No. There is no need to apply for leave.

*Q. My manager wants me to fill out an AVAC form for the day I am on strike do I have to?*

A. No. There is a ban on providing information to SSP about staff who are participating in protected industrial action. You are entitled to refuse to fill out an AVAC form for the strike day.

*Q. I am a manager and have been asked to compile a list of employees participating in the strike, do I have to?*

A. No. There is a ban on providing information to SSP regarding who is participating in industrial action. You are legally entitled to refuse to provide a list of employees participating in the strike.

*Q. Will I be paid for the day?*

A. If QLD Health knows that you are participating in the strike there is no requirement to pay you for the day.