



## It's Our Turn To Care.

### Our 5-Point Plan:

#### 1 More time to care

- One extra care hour per resident, per week.
- Mandated minimum staffing levels and a workforce mix that is focused on physical, emotional and social care and reablement.
- Access for all aged care participants to a multidisciplinary team of health professionals including psychologists, physiotherapists and social workers.

#### 2 A fair-pay workforce

- Quality jobs with fair wages that reflect the importance of our work.
- Give workers the right to a secure, permanent job.

#### 3 A quality workforce

- A "fit-for-purpose" accreditation scheme for Aged Care that reflects the needs of workers.
- Develop career paths to recruit and retain a quality workforce.
- Provide free, on-going TAFE training for workers, and minimum qualifications for entry.

#### 4 Funding that meets needs

- A funding model that ensures quality care and quality jobs.
- Return the 2.1 billion dollars that has been ripped out of aged care since 2013.
- People over profit - hold business accountable to how they allocate public funds.

#### 5 Homecare that cares

- Give Homecare recipients the care time they need.
- Restrict the use of insecure zero-hours contracts, agency and Labour Hire work.
- Allocate time for work meetings for Homecare workers.
- Blitz the waiting list for the thousands of Older Australians waiting for Homecare.

# It's Our Turn To Care in 2019

The Health Services Union and United Voice represent the dedicated and irreplaceable Personal Care and Homecare workers in every state and territory, caring for our most vulnerable, and keeping an Aged Care system in crisis afloat.

By Gerard Hayes (HSU) & Helen Gibbons (UV)

Like all Australians, we have been shocked and saddened at the revelations being heard by the Aged Care Royal Commission. Along with our members, we have been calling for an inquiry of this stature for years.

However we can't wait for the Royal Commission to report. The crisis in Aged Care has been exacerbated by devastating funding cuts, low pay and insecure work. We need to act now to fix the Aged Care system.

**Australia's gender pay gap is 14%.** If we are serious about tackling the root of this problem, we must look at the value placed on work that is predominately performed by women, like aged care. Government must intervene if this unfairness continues.

Our **5-point plan** is about the type of Aged Care system we would want for ourselves, our parents and loved ones and all older Australians who have given us so much. It's about what we value most as Australians. It's about respect, it's about fairness. **It's our turn to care.**

## Our Aged Care members speak up

"As the number of higher care residents increase, the amount of time given to each resident decreases. Staff feel guilty for not giving more time to residents."

- Robyn, Support Services, NSW

"The pay is so low I need to work multiple jobs. The industry is a part time one, very few employers will give you full time work."

- Josephine, Homecare Worker, NSW

"We do not receive the recognition you deserve for the care given to our most vulnerable people."

- Anonymous, Personal Care Worker, NSW

"It's very hard to find carers. It's very hard work, and the rate that we are on, for the work that we do, is pitiful. So it's hard to even entice people to get into that industry."

- Rebecca, Personal Care Worker, TAS

"You cannot look after and attend to the care needs of between 25 to 30 residents with 3 staff (26 hrs) over two units in one shift, you have to work like the wind to get finished by your end of shift time putting yourself at risk of injury." Sonia, Personal Care Worker, TAS



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