



**BIGGER.  
STRONGER.  
UNITED.**

**YOUR AGED CARE UNION**

## **SA AGED CARE GOVERNMENT DIRECTIVE**



### **FREQUENTLY ASKED QUESTIONS**

#### **Q. What does the South Australian government directive say?**

A. The Government directive says three things relevant to Aged Care workers:

1. From **27 August 2020** Personal Care Workers are restricted from working across more than one residential aged care facility
2. Personal Care Workers who are providing care in a residential aged care facility within **1.5 meters** of a resident must wear Personal Protective Equipment including a facemask
3. All people who are providing personal care to a resident in a residential aged care facility **must undertake Covid-19 infection control training**

#### **Second Job**

#### **Q. What does this actually mean?**

A. This direction means that if you work as a **Personal Care Worker** across **more than one residential aged care facility** you must choose one employer (your primary employer) to continue to work at, and must let your other employer (your secondary employer) know that you will not be working with them for this period of time.

#### **Q. When does this direction come in to affect?**

A. This direction takes effect from **27 August 2020**.

#### **Q. How do I choose which aged care facility to work at?**

A. If you work across two or more residential aged care facilities, UWU recommends you choose the facility where you are able to access more work hours as your primary employer. You should also advise your primary employer that you would like more hours to compensate for the hours you have lost. Your union has a tool to help you explain this to your employer, contact the union office for assistance.

#### **Q. Will I receive financial compensation for my loss of income?**

A. Unfortunately no, the SA government does not intend to provide financial compensation to PCWs who lose income due to this directive.

#### **Q: What can I do to make up the gap in my income?**

A. Your first step should be to speak to your primary employer about getting some extra hours. If this is not possible you may be entitled to access the JobSeeker payment provided through Services Australia.



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**Q. Can my secondary employer threaten to fire me if I don't choose them?**

A. Absolutely not; this is a government directive. **Your job at the secondary employer must be protected** during the time you are unable to work there. If you are being threatened, please contact your union for assistance ASAP.

**Q. Can I still work a second job in Home Care, Disability or in a job outside the community sector?**

A. **YES**, the direction only prevents PCWs working across **more than one residential aged care facility**. You can still work a second job in home care, disability or outside the community sector. If your employer is telling you otherwise, please contact your union for assistance.

**Q. What happens if I work as a PCW in one residential aged care facility and in hospitality at a second residential aged care facility - does this direction apply to me?**

A. No, this direction does not apply to you. The direction only applies if you provide **direct personal care at more than one facility**.

**Q. Can I take annual leave from my secondary employer to make up my lost income?**

A. Yes, if you have leave accrued you can take annual leave from your secondary employer. If your employer is causing problems with this please contact your union ASAP for assistance.

**Q. How long will this direction last for?**

A. Right now we don't know how long this direction will last for.

**Q. Are nurses and allied health workers affected by this announcement?**

A. This government direction regarding second jobs **only applies to PCWs** in the first instance. The SA health department has not given us a clear answer on why nurses and allied health workers are being treated differently. We think this is unfair and insulting to care workers.

**Q. Does the direction apply to agency staff?**

A. Yes, this direction also applies to agency staff who work as PCWs across more than one residential aged care facility.



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**Q. I heard that PCWs who have had to only work in one facility in Victoria are receiving income to cover lost wages. Why do Victorians get supported and not us?**

A. Good question. Because of the current Covid-19 outbreaks in residential aged care in Victoria, the Federal Government has provided funding to the Victoria government to assist residential aged care workers with lost income. Right now there is no outbreak in South Australian facilities. The South Australian government has made this decision themselves and neither they nor the Federal Government has committed money to assist aged care workers.

#### **Personal Protective Equipment (PPE)**

**Q. Do we have to wear face masks?**

A. Yes, all South Australian PCWs who work less than 1.5 meters from an aged care resident are required to wear appropriate PPE. This includes a face mask.

**Q. What happens if our facility doesn't have appropriate PPE?**

A. The SA health department has said that they will be providing appropriate levels of PPE to each residential aged care facility. If your facility doesn't have appropriate levels of PPE please contact your union ASAP for assistance.

**Q. My facility is telling me to continue to reuse the same mask. What should I do?**

A. The SA health department has said that they will be providing appropriate levels of PPE to each residential aged care facility. If your facility is telling you to reuse your PPE, please contact your union ASAP for assistance.

#### **Covid-19 Infection Control Training**

**Q. When do we have to undertake the training?**

A. The training must be undertaken and completed by dates determined by the Department of Health. Speak to your provider for more information.

**Q. How will the training be conducted?**

A. The SA Health Department has indicated that the training will be conducted online, but that the training will be developed to include simple language and visual images to make it easier for workers to engage with. We will continue to push the department for some face-to-face training for worker as well.



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#### **Other Questions**

**Q. Can my employer require me to tell them about my second job?**

A. Yes, the direction requires employers to collect details about workers second jobs for their facility's infection control plans.

**Q. Can I access paid pandemic leave if I contract Covid-19 and have to isolate?**

A. The South Australian Government is currently discussing whether to provide paid pandemic leave for aged care workers to isolate. We should have more information on this soon.

**Q. What happens if there is a Covid-19 outbreak at my facility?**

A. If there is a Covid-19 outbreak at your facility please contact your union ASAP. Also refer to the [Covid-19 Outbreak At My Workplace FAQ](#) for more information.

**Q. What if I have more questions?**

A. If you have more questions please contact your union office for assistance:

**Member Support Hotline: 1800 622 900**

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