

Combined Rail Unions'

3 April 2020

192/2020

Dear Member

Information for vulnerable employees

Currently Queensland Rail has decided not to send home vulnerable people from work. Instead they're asking you to self-identify as a vulnerable person and then they are asking you to decide for yourself whether you want to stay in the workplace or not.

The reason they're doing this is because the Queensland Government put out a directive last month that said that if you are stood down, you will be paid your usual remuneration (i.e. you won't have to use your own sick and annual leave entitlements). However, if you choose to stay at home, you will have to use your own entitlements.

The Rail Unions do not agree with the approach being taken by Queensland Rail because it's not in line with best practice and it's not in line with how other Government Departments are handling the situation. We want to see you staying safe and not being financially disadvantaged by staying safe.

What can you do about this to help us get you a better outcome?

We want you to self-identify if you meet any of the high-risk criteria but (only if you're comfortable) we want you to stay at work and not choose to go home.

We believe that when Queensland Rail has this information, they will be forced to carry out a risk assessment of the situation and will then be forced to stand you down on full pay, thus ensuring that your entitlements remain yours.

The current identified high-risk criteria as spelled out by the Federal Health Department are:

- Aboriginal and Torres Strait Islander people 50 years and older with one or more chronic medical conditions
- people 65 years and older with chronic medical conditions
- people 70 years and older
- people with compromised immune systems

If you meet any of these criteria, please send an email to HR Central and feel free to CC your union into the correspondence.

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