

Health Services Union SA/NT

Position Description



Position Title:	Organiser		
Salary:	\$67,248 – \$78,761 (plus super) <i>Starting salary will be determined based on skills and experience</i>	Reports To:	Organising Coordinator
Location:	170 Greenhill Road, Parkside, SA		
Employment Type:	Full-time (38-hours per week), 12-month fixed-term (with possibility of extension)		
Position Overview			
<p>In December 2019, the HSU leadership endorsed a plan to significantly grow the union. In the 16-months since the plan commenced the union has grown by 14%. The core objective of this position is to build on and consolidate this growth by recruiting new members and supporting the retention of existing members. Working as part of a small team, our ideal candidate will be highly motivated, with a passion to improve the lives of working people.</p>			
About the HSU SA/NT Branch			
<p>The Health Services Union South Australia/Northern Territory Branch (HSU SA/NT) is a specialist industry union representing workers in the health and community services sectors. HSU SA/NT members are employed at hundreds of worksites across both South Australia and the Northern Territory. These worksites include public and private hospitals, pathology laboratories and collection centres, private practices, and Aboriginal Community Controlled Health Organisations. HSU members are allied health professionals, medical scientists, phlebotomists, medical couriers, Aboriginal health workers and clerical and administrative staff. HSU SA/NT is committed to advancing and protecting the wages, conditions, and workplace rights of members through campaigning, workplace activism and a focus on member recruitment and development.</p>			
Principal Duties			
<ul style="list-style-type: none">• Identify and create member recruitment opportunities through mechanisms such as workplace mapping.• Conduct regular workplace visits to recruit members, develop member activists/delegates and increase the presence of the union.• Encourage and facilitate union members to participate in union campaigns and activities.• Implement member retention processes.• Provide basic industrial advice and support to members (more complex issues are to be referred to other union officials to enable a focus on organising and recruitment).• Communicate with potential members, members, delegates, activists and other union staff both verbally and through written medium about the objectives, actions and progress of campaigns and other union activities.• Maintain and update member, employer and workplace records in the union's membership database. <p><i>These duties are intended to reflect, in general, the requirements of the role and should not be interpreted to be all inclusive.</i></p>			

Essential Requirements

- Demonstrated skills and experience working to recruitment (or sales) targets.
- Excellent communication skills, including the ability to speak confidently and build rapport with individuals, small groups and large audiences.
- Ability to work independently under limited supervision.
- Ability to collaborate and work well within a small team.
- Computer literate, with the ability to use digital tools to communicate with members and potential members.
- Demonstrated commitment to the values and underlying principles of the union movement, social justice, community development and equity.
- A valid driver's license and willingness to travel throughout SA and the NT (noting that most travel will be focused on the Adelaide metropolitan area).
- Ability to obtain and maintain a Right of Entry permit under the *Fair Work Act 2009* (Cwlth).
- Knowledge of /or experience in the health and community services sector is desirable, although not essential.

Probationary Period

The successful candidate will be subject to a six-month probationary period. Continued employment is subject to satisfactory performance.