



# Royal Institute of Deaf and Blind Children Enterprise Agreement(s) 2020 Initial Log of Claims (Without Prejudice)

## Introduction

In preparation for bargaining the HSU surveyed its members at RIDBC. The HSU summarises the feedback we received in this introduction.

HSU members want their current conditions maintained and improved upon.

HSU members have expressed their love and pride in working for RIDBC. They enjoy collegiate unity, teamwork, a caring and collaborative environment, and express admiration for the incredible skill of their colleagues.

However, many HSU members feel that over time the RIDBC brand as a choice employer has reduced. They feel that RIDBC has become increasingly financially driven. Many HSU members understand that this is partly a product of the NDIS funding environment but nonetheless, these pressures should not lessen the importance of RIDBC's obligation to care for and respect its employees.

Many are feeling undervalued and are worried about the ability of RIDBC to retain and recruit staff if their concerns are not addressed.

Of note is the issue of workload. HSU members feel that their concerns about workload are not heard by RIDBC management. They feel that the introduction of rigid KPIs do not reflect the quality of the work that they do. They feel that management does not understand their work and ignore their concerns.

In addition to the above, HSU members want better consultation, flexibility in working from home, and improved professional development opportunities.

This log of claims reflects these sentiments.

## 1. Maintenance of conditions

The new agreement(s) will *maintain all conditions of enterprise agreements and awards* which currently apply to staff:

- *RIDBC School Support Services (Itinerant) Teachers Agreement 2017*
- *RIDBC (Teleschool Employees) Enterprise Agreement 2016 - 2018*
- *RIDBC Therapy and Early Childhood Employees Enterprise Agreement 2017 – 2020*
- *Independent Schools NSW/ACT Standard Model (Teachers) Multi-Enterprise Agreement 2017*
- *The University of Newcastle Professional Staff Enterprise Agreement 2018*
- *Victorian Early Childhood Teachers and Educators Agreement 2016 (VECTEA)*
- *The University of Sydney Enterprise Agreement 2013-2017*
- *Health Professionals and Support Services Award 2020*
- *Social, Community, Home Care and Disability Services Industry Award 2010*
- *Professional Employees Award 2020*

except where varied to be more favourable by this Enterprise Agreement, as well as those conditions mandated by the *Fair Work Act*.

## 2. Wages and Allowances

- 5% increase to all wages and allowances per annum.
- Pay parity with public sector.
- Pay scales within a classification to recognise employee progression and skill development.
- Top of classification allowance or bonus.
- Increase in superannuation contribution amount.
- Increase salary packaging percentage to 80%.
- Back pay of employees who have not had a pay increase since their current EA passed its nominal expiry date.

## 3. Workload, Staffing and Flexibility

- Effective clause dealing with workload management and outlining procedures to deal with instances of excessive workload.
- Commitment to flexible working, especially working from home arrangements.
- Employee choice to access time off in lieu entitlements to recognise the overtime work that RIDBC employees do.

### **Specific workload concerns from HSU survey**

In recognition of the workload concerns that HSU members have raised, we have included the various comments from HSU's survey of members about workload:

- Decreasing morale because of workload issues.
- Insufficient staff rostered on but increase in occupancy.
- No replacement of staff who have left or made redundant.
- Staff on leave not backfilled.
- Inefficient work systems – e.g. lack of report writing templates, double handling tasks, lack of database integration.
- Unrealistic KPIs as only measure of performance.
- Increased tasks due to COVID pandemic.
- Economic pressure – book more appointments to make more money!
- RIDBC has become more financially driven over the past few year. This is understandable considering NDIS but respect/care for the employees should be equally important.
- Unrealistic expectations of what is required to provide a quality service.
- Poor management understanding of day-to-day work of employees and industry demands due to NDIS.
- Too varied caseload.
- Too many administrative tasks impacting time available for billable hours.
- Staff suggestions for improvement ignored by management but instead management chose to impose targets on lower level staff.
- Therapists and teachers are always completing reports, making and buying resources or doing session prep in own time.
- Where management requests a member of staff to complete a project separate to their usual casework, there should be a corresponding reduction in billable hours target or KPIs.

## 4. Better Consultation

- Joint consultative committee meeting quarterly to discuss issues of concern with representation from employee and union representatives.
- Proactive consultation on matters where there are proposals by RIDBC introduce changes that would have a significant effect on employees.

#### **5. Improved Career Paths / Training and development**

- Professional development leave of 5 days per year.
- Ability to use personal leave for professional development purposes.
- Professional development funding specific to professional role.
- Commitment to providing professional mentoring and supervision opportunities.

#### **6. Leave matters**

- Maintenance of generous annual and personal/carers leave of each industrial instrument.
- Personal/carers leave that are cumulative (and do not expire).
- Increase in paid parental / maternity leave entitlements.
- Increase all audiologist annual leave entitlements to 8 weeks per year.
- Standardisation of conditions between therapists.
- Flexibility of leave options.

#### **7. Matters concerning specific cohorts of employees**

- **TBC** upon further consultation with each cohort of employees.

#### **8. Further and revised claims following review of claims of other bargaining parties**

- The HSU Bargaining Team reserves its right to include further claims and revise claims in this log of claims following review of claims of other bargaining parties, taking into account the context and process of amalgamating industrial instruments, and the diversity of entitlements currently within those instruments.

HSU Bargaining Team  
26 November 2020