

# Summary of key changes: IVF Australia Support Services EA

Below is a summary of the IVF Australia's EA offer to staff. **This is your agreement and we encourage everyone to have a say in this important vote.**

If a majority vote 'yes' to accept the offer, the agreement will be sent to the Fair Work Commission for approval. If a majority vote 'no' the HSU will represent members in further negotiations with management.

Voting is scheduled for **Monday 22 February 2021 to Friday 26 February 2021 (inclusive)**. Make sure you have your say!

## The Money

IVF Australia has proposed a pay offer of 1.8% flat wage increase for the next 3 years, with the first increase being back dated to November 1 2020 if the agreement is voted up. They have also acknowledged an increase in volume last year and have committed to a one-off payment of 1% of a staff members earnings for the calendar year of 2020. This offer is also conditional on the agreement being approved.

## Improvement to conditions

In addition to the pay offer above, the Bargaining Team have been successful in negotiating improvements to conditions, including:

- An increase of Parental leave from 10 to 12 weeks, this change is subject to the agreement being voted up.
- An introduction of a classification structure and a commitment by IVF Australia to introduce a re-classification policy in 2021 that allows staff to move through classifications more efficiently and with less bias than before, this policy is to be made in consultation with staff and members should be as involved as possible.
- The 1 week of additional annual available to shift workers should be more easily accessible thanks to wording changes clarifying what requirements need to be met.
- Uniform laundering allowance for staff who are required to launder a uniform provided by IVF Australia.
- The wording of the Overtime clause has been updated to reduce management's misuse of Overtime and to allow shift workers access to Overtime when exceeding their rostered ordinary hours.
- Professional Development and Conference leave has been added to the EA, each full-time employee can apply for 5 days leave to attend a conference or seminar for the purpose of professional development.

11 February 2021