

16 June 2022

Rebecca Viney & Randall Millington
Health Services Union NSW/ACT

By email: Rebecca.Viney@hsu.asn.au; randall.millington@hsu.asn.au

CC: Bargaining Delegates Tracey Umback, Darwin Chu

Dear Rebecca and Randall

Revised Wage Offer for Calvary Riverina - Health Professionals and Support Services Enterprise Agreement (Corrected Version)

I refer to our recent negotiations for the replacement enterprise agreement for Health Professionals and Support Service employees at Calvary Riverina Private Hospital.

I further refer to your conversation with Mark Douglas, Industrial Relations Manager on 15 June 2022, whereby he explained a human error had caused the wage offer to be inaccurate and resulted in inconsistent relativities that, if unchanged, would have been unfair to other employees.

Please find below corrected wage offer for clarity and accept our apologies.

Following our last meeting on 2 June 2022, we reviewed our comparison data and found errors in what we were provided by our external consultants, which led to some misunderstandings of where our original wage offer was positioned in the market. Having corrected the data, we are now presenting you with an increased wage offer.

The below percentages represent all-up increases that will be applied to the existing wage rates from the first full pay period on or after the date specified:

- 1 September 2021 and 1 March 2022
 - Hospitality Staff – 3% in Sept + 3% in Mar (6% Total)
 - Cooks – 4% in Sept + 4% in Mar (8% Total)
 - D&A Counsellors – Level 1 Years 1 to 4 – **5.5%** in Sept and **5.5%** in Mar (**11%** Total)
 - D&A Counsellors – Level 1 Year 5 – 8% in Sept and 8% in Mar (16% Total)
 - D&A Counsellors – Level 2 Years 1 to 3 – 7.25% in Sept and 7.25% in Mar (14.5% Total)
 - D&A Counsellors – Level 2 Years 4 to 5 – 8% in Sept and 8% in Mar (16% Total)
 - All Other Staff – 1.5% in Sept and 1.5% in Mar (3% Total)

- 1 September 2022 – All Staff – 2.5%
- 1 September 2023 – All Staff – 2.5%

Please note the proposal to transition from 6 month wage increases to annual wage increases will have an additional positive effect on employee’s wages. Due to this change, Calvary Riverina’s employees’ actual earnings will increase by a minimum 3.35% in Financial Year 2022/2023 (Year 2 of the Agreement) and a minimum 8.87% over 3 years.

To illustrate this last point, we have modelled a theoretical part-time employee’s earnings to the wage offer:

OLD EA FY2020/2021			NEW EA 2021/2022			2022/2023			2023/2024		
Jul	\$ 3,293.33		Jul	\$ 3,392.87		Jul	\$ 3,495.42		Jul	\$ 3,582.80	
Aug	\$ 3,293.33		Aug	\$ 3,392.87		Aug	\$ 3,495.42		Aug	\$ 3,582.80	
Sept	\$ 3,342.73	1.50%	Sept	\$ 3,443.76	1.50%	Sept	\$ 3,582.80	2.50%	Sept	\$ 3,672.38	2.50%
Oct	\$ 3,342.73		Oct	\$ 3,443.76		Oct	\$ 3,582.80		Oct	\$ 3,672.38	
Nov	\$ 3,342.73		Nov	\$ 3,443.76		Nov	\$ 3,582.80		Nov	\$ 3,672.38	
Dec	\$ 3,342.73		Dec	\$ 3,443.76		Dec	\$ 3,582.80		Dec	\$ 3,672.38	
Jan	\$ 3,342.73		Jan	\$ 3,443.76		Jan	\$ 3,582.80		Jan	\$ 3,672.38	
Feb	\$ 3,342.73		Feb	\$ 3,443.76		Feb	\$ 3,582.80		Feb	\$ 3,672.38	
Mar	\$ 3,392.87	1.50%	Mar	\$ 3,495.42	1.50%	Mar	\$ 3,582.80		Mar	\$ 3,672.38	
April	\$ 3,392.87		April	\$ 3,495.42		April	\$ 3,582.80		April	\$ 3,672.38	
May	\$ 3,392.87		May	\$ 3,495.42		May	\$ 3,582.80		May	\$ 3,672.38	
June	\$ 3,392.87		June	\$ 3,495.42		June	\$ 3,582.80		June	\$ 3,672.38	
Total	\$ 40,214.52		Total	\$ 41,430.00	3.02%	Total	\$ 42,818.89	3.35%	Total	\$ 43,889.36	2.50%
										Total over 3 years	8.87%

Calvary Riverina is prepared to back-pay wages and allowances to 1 September 2021 upon the successful vote of the enterprise agreement.

Our analysis shows this wage offer would position almost every Health Professional and Support Service Calvary employee ahead of NSW Health rates for the life of the Agreement.

I trust this is welcome news for employees and the HSU. It is expected that the HSU will seek feedback from its membership, and we look forward to receiving the feedback as soon as it can be obtained.

If you have any questions, please don’t hesitate to call me on 0416 948 715 or Mark Douglas, Industrial Relations Manager on 0447 801 895.

Kind regards



Greg Brylski
General Manager
Calvary Riverina Hospital