

# BlueCare\_Care and Support Employees Enterprise Agreement 2023

## Frequently Asked Questions



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QUESTION	RESPONSE
<b>Overview</b>	
<p>What is an Enterprise Agreement?</p>	<p>An Enterprise Agreement is an agreement between an employer and its employees that will be covered by the Agreement that sets the wages and conditions of those employees.</p> <p>To come into operation, the Agreement must be supported by a majority of employees who cast a vote to approve the Agreement and must be approved by the Fair Work Commission.</p> <p>We have been negotiating for a new enterprise agreement to cover the current one for a little while now and we are excited to be able to present a new enterprise agreement for you all to vote on.</p>
<p>Why are we negotiating an Enterprise Agreement now?</p>	<p>The current enterprise agreement (the <i>BlueCare/Wesley Mission Brisbane Care and Support Employees Enterprise Agreement 2013</i>) reached its nominal expiry date back in 2016.</p> <p>Since that time, employees have received some annual wage rate increases but we understand that our team members are being impacted by the higher cost of living and want acknowledgement for the valuable work they perform.</p> <p>Now is the right time to finalise terms and conditions that provide certainty for our people and the business for the next three years. It also re-positions BlueCare as an employer of choice, reflected in this new industry-leading package of terms and conditions.</p>
<p>How long is this new enterprise agreement intended to run for?</p>	<p>This new agreement will be in operation for a 3 year period from when it is approved by the Fair Work Commission. This means it will likely expire in around August 2026, depending on when the Fair Work Commission approves it.</p>
<p>What happens at the end of the three-year period?</p>	<p>Prior to the new agreement expiring, we will commence negotiations for another agreement.</p>

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<b>Wages Offer</b>	
<p>What is the wages offer that Blue Care has presented?</p>	<p>Blue Care has presented a wages offer which is linked to the relevant Award rates. The offer proposes to pay all employees a base rate of pay which is maintained at 5 % above modern award base rates for the 3-year duration of the Agreement. It means that regardless of any award increases over the 3-year period, that employees will always be paid <b>5% above the Award</b>.</p>
<p>What is a modern award?</p>	<p>A modern award is different to an enterprise agreement. A modern award is a set of minimum terms and conditions, including minimum rates of pay which is set by the Fair Work Commission.</p> <p>Awards apply across industries, not just to individual employers and employees.</p> <p>The Fair Work Commission increases wage rates each year usually from 1 July and sometimes decides to increase wages at other times.</p>
<p>Why is the offer linked to modern awards?</p>	<p>Enterprise Agreements should provide higher base rates of pay than modern awards, but at the very least employees must be paid at least the same base rate of pay as is set out in the modern award.</p> <p>Our current enterprise agreement expired six years ago and since that time, modern award rates of pay have been increasing at a higher rate than the increases that our team members were receiving. This means that many roles covered by the agreement are now receiving the same minimum rates as set out in modern awards.</p> <p>We needed a wages offer which guarantees that <b>all employees</b> would be paid above the modern awards for the life of the agreement. Changes to the rates in awards are made by the Fair Work Commission taking into account a range of factors, including cost of living. By following the award, employees wage increases are essentially “future proofed” in times of high inflation.</p>

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<p>How will wage rates be maintained at 5% above the award?</p>	<p>We will uplift employees base pay to 5% above the relevant award, back dated to the first full pay period after the agreement is voted up. This will be paid when the proposed agreement is approved by the Fair Work Commission. This may take a couple of months after the Agreement is voted up and will likely occur in around August 2023.</p> <p>We will then increase wage rates in line with any award increases, usually in July each year.</p>
<p>What if I'm already paid over the award, even by only a little bit?</p>	<p>We want to keep the wages proposal consistent for everyone. As an example, if you are currently paid half a percent over the Award, your initial uplift will be 4.5% to bring you to 5% above the award.</p>
<p>Will I get 5% on top of my existing hourly rate of pay?</p>	<p>No. The 5% is on top of the existing award rate. If your pay rate is currently equal to the award rate, the full 5% will be applied. If your pay rate is currently above the award rate, the percentage applied would be lower, still maintaining 5% above the award.</p>
<p>What are the wage rates paid under the Agreement?</p>	<p>The wage rates tables are in Appendix 4 of the agreement. They are also published separately on the <a href="#">Intranet here</a>.</p>
<p>When will these new rates apply from?</p>	<p>The new wage rates will apply from when the agreement commences, anticipated to be around August 2023.</p> <p>Employees will receive backpay around the first pay period after it commences back to the date the Agreement is voted up (30 June 2023).</p>

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<p>What if the Fair Work Commission grants further work value increases during the life of the agreement?</p>	<p>The terms of the proposed agreement mean that if there are further increases to modern awards, including work value increases, those increases will be passed on to the relevant employees to ensure that they remain 5% above the relevant modern award rates.</p>
<p>How do I know what increases I will get under this proposal based on my role?</p>	<p>The calculator, which can be found <a href="#">on the intranet</a>, provides the rates that will apply for most roles and classification levels based on the Fair Work Commission Work Value Case increases where applicable (the 15% which applies to some from the first full pay period after 30 June 2023) and the national minimum award rate increase of 5.75% which applies from the first full pay period after 1 July 2023.</p> <p>You will need to know your current classification level to see the increases you would be entitled to under the new enterprise agreement so have your payslip handy when you use the calculator.</p> <p>If you cannot see your role or classification in the calculator please contact <a href="mailto:employeerelations@ucareqld.com.au">employeerelations@ucareqld.com.au</a> and this information can be provided to you.</p>
<p>I'm already paid more than the rates that apply in the agreement, will I go backwards?</p>	<p>No one will go backwards under the proposed new agreement. If your current rate of pay is already more than 5% above the award, that will be maintained and will be increased when the enterprise agreement rate becomes higher than your current rate.</p>

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<p>Which roles does the 15% Work Value Case increase apply to?</p>	<p>The Fair Work Commission has decided to apply a 15% increase to relevant modern award rates from the first full pay period after 30 June 2023 to the following roles:</p> <ul style="list-style-type: none"> <li>• Personal Carers working in aged care facilities and in the community.</li> <li>• Activities Officers, Diversional Therapists, Leisure &amp; Lifestyle Team Leaders working in aged care facilities.</li> <li>• Most senior food services employee working at aged care facilities.</li> </ul> <p>The full 15% increase only applies to those whose rate of pay is currently in line with the relevant Award. For those whose rate of pay is above the Award, the increase will be less than 15% depending on their current rate of pay. The calculator linked to these FAQs outlines how the 15% uplift will be applied for selected roles.</p>
<p>I'm in the property team working in maintenance. Do I get "the 15%"?</p>	<p>Unfortunately, no, the Fair Work Commission decision does not include maintenance officers. What this agreement means for you though is that you will sit 5% above the relevant award, just like everyone else covered by the Agreement. It also means that if in the future the Fair Work Commission decides to award further work value increases to other roles working in the aged care sector, you will get the benefit of these increases to ensure that you remain 5% above the relevant modern award.</p> <p>The calculator linked to these FAQ's outlines the impact to selected employees of the Agreement proposal (including how the 15% uplift will be applied).</p>

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<p>I'm a hospitality officer working in a residential care facility. Do I get "the 15%"?</p>	<p>Unfortunately no, the <b>Fair Work Commission</b> decision does not include hospitality officers. What this agreement means for you though is that you will sit <b>5% above the relevant award</b>, just like everyone else covered by the Agreement.</p> <p>It also means that if in the future the Fair Work Commission decides to award further work value increases to other roles working in the aged care sector, you will get the benefit of these increases to ensure that you remain 5% above the relevant modern award.</p> <p>The calculator attached to these FAQ's outlines the impact to selected employees of the Agreement proposal.</p>
<p>Why is my role not eligible for the 15%</p>	<p>Eligibility for the 15% was determined by the Fair Work Commission as part of the Aged Care Work Value Case decision. The Fair Work Commission was very specific about what roles would attract the increase. However, in the future, it may decide to award similar increases to other roles working in the aged care sector.</p>



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Classification structure	
<p>I heard there is a new classification structure under this Agreement, what will it look like?</p>	<p>The new wages offer is aligned to the relevant modern awards. To ensure the new wages offer can be correctly implemented, a new classification structure which mirrors the underpinning modern awards is required.</p> <p>To achieve this a revised classification structure is being introduced which allows for a direct connection to the modern award in three new streams:</p> <ul style="list-style-type: none"> <li>• Aged Care Facilities stream – to apply to all employees who work in aged care facilities, including residential living – linked to the Aged Care Award</li> <li>• Community – Home Care stream – to apply to employees who are home carers. This includes personal carers working in the community. This stream is linked to the <i>Social Community Home Care and Disability Services Award 2010</i> – Home Care Stream</li> <li>• Community – other roles stream - to apply to employees who work in the community in non-home care roles. This stream is linked to the <i>Social Community Home Care and Disability Services Award 2010</i> – Social and Community Services Employees stream.</li> </ul> <p>A detailed mapping process has been undertaken to map currently classifications to the correct streams and classifications.</p>
<p>How do I know what my new classification will be?</p>	<p>A comprehensive mapping process has been undertaken as part of developing the new classification system. Check your payslip for your current classification and match it to the new classification on the mapping document available on the <a href="#">intranet here</a>.</p>
<p>What is the ACFDC classification?</p>	<p>This stands for Aged Care Facilities Direct Care and applies to those employees who work in Aged Care Facilities and who work in roles that are entitled to the 15% Work Value Increase.</p>
Allowances	
<p>What are the allowances?</p>	<p>The Agreement includes a range of allowances. They are covered in Appendix 5 of the Agreement and also published separately on the <a href="#">Intranet here</a>.</p>



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<p>What increases to allowances are being proposed?</p>	<ol style="list-style-type: none"> <li>1. Motor Vehicle Allowance will increase to the higher of the Award or ATO rate – currently this is the Award rate which is 92c per kilometre.</li> <li>2. The Excursion allowance will be removed, but employees will be paid for excursions based on the amount they would receive under the agreement for all hours worked (including all penalty rates, loadings and allowances).</li> <li>3. The remote overnight respite allowance has been increased to \$988.15.</li> <li>4. Other allowances (eg Uniform, Laundry, Meal) will increase by 2% on 1 July each year of the agreement’s duration</li> </ol>
<p>When will I get an increase in my kilometre reimbursement?</p>	<p>Following Agreement negotiations and if the Agreement is voted up the kilometre allowance will be back dated to the beginning of the first pay period following a YES Vote.</p>
<p>What does this mean for overtime and other penalties?</p>	<p>The percentage rate that the penalties are paid at will remain the same, but given the increase to base rates, the amount you will receive will increase.</p>
<p><b>Income protection</b></p>	
<p>What about income protection insurance, will it be staying?</p>	<p>Yes, income protection is staying! There will be no change to the existing clause of the current enterprise agreement. Blue Care understands the importance of this condition to employees.</p>
<p><b>Scope</b></p>	
<p>I heard the scope of the Agreement is changing, what is happening?</p>	<p>Allied Health Assistants will move to the new BlueCare Allied Health Enterprise Agreement. The following roles currently covered by the <i>BlueCare/Wesley Mission Allied Health and Community Service Stream Employees Enterprise Agreement</i> will move to this new agreement:</p> <ul style="list-style-type: none"> <li>• Home Care Package partners</li> <li>• Volunteer Co-Ordinator</li> <li>• Veteran Home Care Reviewer</li> <li>• Home Assist Secure Field Co-Ordinator</li> <li>• Home Assist Secure Field Officer</li> <li>• Client/Community Admissions Specialist</li> </ul> <p>Further information on the change in scope is available <a href="#">on the intranet</a>.</p>

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Other changes	
Are there any other changes from the current agreement?	The most substantial changes have been covered in the QA's above. However, there have been some other changes made to modernise the agreement and to meet legislative requirements. There is a more detailed explanation of these changes <a href="#">available on the intranet</a> .
Voting process	
Do I get a say in the new Agreement?	<p>Yes, you do. It is not compulsory but we encourage you to vote.</p> <p>All employees will be given the opportunity to vote on the new Agreement. To be approved a simple majority of those who voted must vote for the Agreement. That is 50% plus 1 of those who voted i.e. if 200 employees vote, a majority is 101.</p> <p>If the new Agreement is voted up by employees, it will then be lodged with the Fair Work Commission for approval.</p> <p>The new Agreement will come into operation 7 days after it is approved by the Fair Work Commission.</p>
When can I vote?	Voting will open at 12.01am on 22 June 2023 and close at 16.00 pm on 30 June 2023.
Is my vote a secret?	Yes, only you will know whether you voted in favour of the new agreement or not.
Who is running the vote?	BlueCare is using a very experienced independent company called CorpVote. We have used them for other BlueCare agreements.
When will we know if the vote has been successful?	CorpVote will notify BlueCare shortly after voting closes and BlueCare will then notify employees as soon as possible.
How will I be able to vote?	You can call a free telephone number or log onto a secure web site to place your vote.
Where do I get the phone number or web site?	CorpVote will email all employees eligible to vote with all of the necessary instructions.

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I'm a casual employee, do I get a vote?	Casual employees need to be scheduled to work 14 and 21 June, otherwise they will not be eligible to vote.
Where can I find out more?	<p>You can attend the roadshows scheduled in the workplace, or <a href="#">visit the intranet</a> to see the schedule and watch the presentation that has been developed that explains key features of the new Agreement. You can also read the other materials available through our intranet resource list.</p> <p>You can also ask your leader, your bargaining representative or simply email <a href="mailto:employeerelations@ucareqld.com.au">employeerelations@ucareqld.com.au</a>.</p>