

*Re: Enterprise bargaining with St John of God, Burwood and Richmond.*

The table on pages 2-3 below, without prejudice, enumerates the HSU's claims as of 14<sup>th</sup> of March 2024. The HSU membership has endorsed these claims.

Topic of claim	Description of claim	Employer's response (TBD)	HSU members' position on employer's response
Negotiating a better agreement.	Each term and condition of the agreement is to be on par with, or better than, those of the previous agreement. All employees covered by the agreement are to be better off than they were on the previous agreement.		
Annual increases to wages and other rates of pay	<p>Wages and allowances to increase the current<sup>1</sup> rates at least 6.5% per annum.</p> <p>Administrative increases and/or back-payments where relevant.</p> <p>All rates of pay are to be better than those of the HPSS Award that take effect throughout the life of the agreement, including the rates that come into effect per periodic reviews of the Award.</p>		
Superannuation	Employer contributions to superannuation to be at least 1% greater than the minimum per the superannuation guarantee throughout the life of the agreement.		
Consultation and Dispute Procedures	Add: the relevant caregivers must be informed that they are entitled to representation by the HSU.		
TOIL to accrue at overtime rate	Time off in lieu of overtime, referred to in 17(k)(i), should accrue at the applicable overtime rate instead of the ordinary rate.		

<sup>1</sup> This refers to the rates of pay that are in effect as of 2024, consequent of the (presumed) yearly administrative increases since 2018. That is, it does not refer to the rates that took effect as long ago as 2018.

Updates to the Kilometre Allowance	Clause 22 and Table 7 to be updated per ATO rates, without prejudicing the base increases to rates of pay described above.		
Queen's Birthday.	Update the name of this public holiday in clause 24.		
Domestic Violence Leave (Paid)	Access to 10 days paid p.a. for caregivers who work as full-time, part-time, or casual employees. Clause to mirror, or improve upon, that of the Fair Work Act.		
New allowance for infectious disease handling	Additional remuneration, e.g. a per shift allowance, for infectious control purposes, including: performing cleaning duties in an infectious area, or performing duties in transporting or assisting an infectious patient. Quantum forthcoming.		
Definition of "immediate family"	Clarify definition of "immediate family" to include step-relations and adoptive relations per the Act. (This must preserve, or strictly improve upon, the entitlements currently in place.)		
Minimum engagement for casual employees	Minimum engagement to be at least 3 hours' pay, rather than the 2 hours described under clause 14(g).		
Casual loading is additional to shift penalties	Clarify that casual employees are to receive their casual loading <i>in addition to</i> , not in place of, their shift penalties or part thereof. For example, if the shift penalty rate on Sunday is 75%, and the casual loading rate is 25%, a casual employee should be paid 75%+25% loading for time worked on Sunday.		
Review of selected classifications	Review of select classifications and progression structures under Schedule 1, as well as classification-specific increases not prejudicing the annual wage increases above. Specific classification proposals forthcoming.		