

# What we're fighting for



## 1. A Wage We Can Live On

- **5% wage increase per annum**  
A 5% wage increase per annum to ensure staff are well paid for the great work we do.
- **Uniform**  
Ensure employers provide sufficient uniforms, or pay an appropriate allowance, to all staff.
- **NDIS & Police checks paid by the employer**
- **Home Care - travel allowance**  
Ensure staff are paid for all work kilometres, including from home to the first job and from the last job to home.
- **E-Learning**  
Ensure that e-learning is conducted at work, in paid time, or that employees are paid overtime if completed at home.
- **Phone allowance/usage**  
Ensure any mobile device required for work is supplied by the employer or an allowance paid.
- **Parental leave**  
Paid Parental Leave of 14 weeks for the primary carer and 6 weeks for the secondary carer.

## 2. A More Democratic Workplace

- **Union rights**  
Ensure recognition of HSU members' vital role in the workplace, including paid leave to attend union training, and support to undertake union activities.
- **Genuine consultation**  
Ensure genuine consultation with union members prior to a decision being made and the formation of consultative committees.
- **Translated information**  
Ensure support for employees with English as a second language, to ensure they understand their rights at work.

## 3. A Safer Workplace

- **Special sick leave**  
Two weeks paid leave per annum for employees required to isolate due to COVID-19 or other

illness which prevents work, such as a gastro outbreak.

- **Sick leave evidence**  
No requirement to provide medical certificates for absences of personal leave of up to 3 days.
- **Hazard pay**  
Establish a hazard pay allowance to compensate employees who face dangerous conditions or risks in their work, acknowledging the additional challenges they encounter.
- **Roster notice**  
Ensure rosters are displayed on a monthly basis and that two weeks' notice is given of a change in a roster.
- **Home Care - Admin time allowance**  
Paid time to complete required administrative tasks that fall outside a worker's ordinary hours.
- **Predictable hours**  
Ensure regularly rostered hours - being days of the week and start/finish times - confirmed in contracts, to ensure staff can plan their lives

## 4. Recognising the Value of our Work

- **Medication recognition and allowance**  
Recognition of additional responsibility through an allowance or higher pay rate.
- **Mentoring 'buddy' allowance**  
Recognition of additional responsibility through an allowance or higher pay rate
- **Home Care - reimbursement for out-of-pocket expenses**  
Workers to receive reimbursement for any expenses arising from social outings with residents.
- **Support for career development**  
Greater opportunities for career progression, including paid or 'in-house' support for further education/qualifications for all employees.