

HSU Members' Claim	Estia response
Staff to have regularly rostered hours - being days of the week and start/finish times each day - confirmed in their contract.	Not agreed
Commitment to resource at least to the 'minimum staff time standards' (MSTS) as described in the Aged Care Royal Commission Recommendations.	Not agreed
Estia to provide the HSU with its care minute reporting on a quarterly basis.	Not agreed
Ensure replacement of staff who are on leave with 'like for like' staff.	Agreed in principle
Provisions to also include a new shift loading or allowance commensurate to the level of short staffing where the obligation is not met.	Not agreed
Wage increases of 5% per annum.	To be negotiated
Commitment to pass on - in full - any increase to award wages won from the HSU's work value cases.	To be negotiated
New entrants in Care Stream to be paid from CSE Grade 2, to ensure compliance with Aged Care Award.	To be negotiated
Employees who hold a first aid certificate to be paid a first aid allowance when required to use those skills.	To be negotiated
Paid parental leave of 14 weeks for the primary carer and 6 weeks for the secondary carer.	2 weeks for primary carer only
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.	Not agreed
No requirement to provide medical certificates for absences of personal leave of up to 3 days.	Not agreed
Improved support for victims of family violence, through a quantum of paid leave being available to assist staff members in need.	Updated to legal requirement
Stronger support for staff who volunteer to assist with emergency activities, through paid VEMA leave to support active members.	Increased from 3 to 5 days unpaid
Greater opportunities for career progression, including paid or 'in-house' support for further education/qualifications for all employees.	Being negotiated
Recognition of the HSU's valuable role in the workplace.	Not agreed
Rights for union members to be paid to attend union training and conferences.	Not agreed
Improved consultation provisions, that seeks to meaningfully engage the HSU throughout the change process, with the union being a direct party to discussions.	Not agreed
Improved dispute resolution provisions, that ensure staff have genuine protections in the workplace.	Not agreed
The HSU shall be permitted to hold a paid on-site meeting of up to 30 minutes in duration every three months.	Not agreed