



# **Bupa Aged Care & HSU Enterprise Agreement 2023 Log of Claims (Without Prejudice)**

*The new agreement will contain all conditions of the Bupa Aged Care Australia, NSWNMA, ANMF (NSW Branch) and HSU NSW Branch, New South Wales Enterprise Agreement 2018, except where varied to be more favourable by this enterprise agreement, as well as those mandated by the Fair Work Act.*

## **1. Ensure great resident care through appropriate staffing**

- Commitment for staff to have regularly rostered hours – being days of the week and start/finish times – confirmed in their contract, to ensure staff can plan their lives.
- Commitment to resource at least to the ‘minimum staff time standards’ (MSTS) as described in the Aged Care Royal Commission Final Report Recommendations.
- Bupa to provide the HSU with its care minute reporting on a quarterly basis
- Ensure replacement of staff who are on leave with ‘like for like’ staff.
- Provision to include a new shift loading or allowance commensurate to the level of short staffing.

## **2. Fair pay at work**

- Wage increases of 5% per annum.
- Clear commitment for the employer to pass on in full, any increase to award wages won from the HSU’s work value cases, by lifting enterprise agreement rates by equal amounts to the relevant modern award.
- New Buddy Shift Allowance protected in the Agreement.
- Staff who are required by Bupa to undertake medication support/administration to be paid a Medication Allowance, or appointed to a higher grade, to recognise this additional responsibility.
- New Entrants in Care Stream to be paid from CSE Grade 2, to ensure compliance with Aged Care Award.

## **3. Better care when we need help**

- Paid for parental leave of 14 weeks for the primary carer and 6 weeks for the secondary carer.
- 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.
- Stronger support for staff who volunteer to assist with emergency activities, through paid VEMA leave to support active members.

## **4. Support for career development**

- Greater opportunities for career progression, including paid or ‘in-house’ support for further education/qualifications for all employees.

## **5. Union rights**

- Recognition of the HSU’s valuable role in the workplace.
- Rights for union members to be paid to attend union training and conferences.

- Improved consultation provisions, that seeks to meaningfully engage the HSU throughout the change process, with the union being a direct party to discussions.
- Improved dispute resolution provisions, that ensure staff have genuine protections in the workplace.
- The HSU to have the ability to hold a paid meeting of at least 30 minutes once a quarter.

**6. No enterprise agreements may contain conditions below the Awards.**