

Below is a report on Garden Village management's response to HSU members claims.

This is a 'traffic light' document. The items in green are agreed, yellow are somewhat agreed and red is not agreed. The items left uncoloured are yet to be decided on.

HSU Members Claim

Garden Village Response

Ensure resident care & appropriate staffing

Staff to have regularly rostered hours – being days of the week and start/finish times each day – confirmed in their contract.	GV to review and consider
Commitment to resource at least to the 'minimum staff time standards' (MSTS) as described in the Aged Care Royal Commission Recommendations.	Claim yet to be addressed
Ensure replacement of staff who are on leave with 'like for like' staff.	GV to review and consider

Fair pay at work

Wage increases of 5% per annum.	Claim on hold
Commitment to pass on – in full – any increase to award wages won from the HSU's work value cases.	Claim on hold
Review of CSE Grade 1 roles to ensure employees are progressed to CSE Grade 2 as per agreement.	Claim on hold
Employees who hold a first aid certificate to be paid a first aid allowance when required to use those skills.	Not agreed

Better care when we need help

Paid for parental leave of 14 weeks for the primary carer and 6 weeks for the secondary carer.	Counter claim of 12 weeks and 4 weeks
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
Commitment for leave requests to be processed within 2 business days.	Not agreed
No requirement to provide medical certificates for absences of personal leave of up to 3 days.	GV to review and consider

Improved support for victims of family violence, through a quantum of paid leave being available to assist staff members in need.	5 days domestic paid leave in addition to the NES/Award provisions
Stronger support for staff who volunteer to assist with emergency activities, through paid VEMA leave to support active members.	Claim on hold

Support for career development

Greater opportunities for career progression, including paid or 'in-house' support for further education/qualifications for all employees.	Agree in principle, currently exploring a Study/Education Support program for staff.
--	---

Union rights

Recognition of the HSU's valuable role in the workplace.	Claim on hold
Rights for union members to be paid to attend union training and conferences.	Not agreed- case by case basis
Improved consultation provisions, that seeks to meaningfully engage the HSU throughout the change process, with the union being a direct party to discussions.	GV to review and consider