



# HammondCare Residential Care and HammondCare At Home HSU Enterprise Agreement 2023 Log of Claims

*The new agreement will contain all conditions of the current HammondCare Residential Care and HammondCare At Home 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.
- HammondCare 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.
- Provisions to also include a new shift loading or allowance commensurate to the level of short staffing where the obligation is not met.

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

- Wage increases of 8% 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.
- Staff who are required by HammondCare 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.
- Employees who hold a first aid certificate to be paid a first aid allowance when required to use those skills.
- Kilometre allowance to be paid to staff automatically after 20km travelled at start and end of a shift, including broken shifts.
- Kilometres and travel time on weekends to be paid at the going rate i.e. time and a half or double time
- HammondCare At Home staff to be paid a Car Detailing Allowance.
- Meals and out of pocket expenses for Social engagement for clients be compensated.
- A paid 30 minute daily administration allowance to review client care plans, alerts, tasks instructions, and previous progress notes. Which is often done by staff outside working time.

## **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.
- Commitment for leave requests to be processed within 2 business days.

- No requirement to provide medical certificates for absences of personal leave of up to 3 days.
- Improved support for victims of family violence, through a quantum of paid leave being available to assist staff members in need.
- Stronger support for staff who volunteer to assist with emergency activities, through paid VEMA leave to support active members.
- Improved support and a quantum of leave to be available to staff to attend to matters of grief when a client/resident passes.

#### **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.
- HSU to be involved in the orientation and induction process.
- 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 be able to hold 3 meetings every 4 months of a duration of 30 minutes, in which staff are paid for.

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

#### **7. The HSU reserves the right for additional claims throughout bargaining**