

Below is a report on HammondCare 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

HammondCare 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.	Agreed
Commitment to resource at least to the 'minimum staff time standards' (MSTS) as described in the Aged Care Royal Commission Recommendations.	Rejected
HammondCare to provide the HSU with its care minute reporting on a quarterly basis.	Rejected
Ensure replacement of staff who are on leave with 'like for like' staff.	Rejected
Provisions to also include a new shift loading or allowance commensurate to the level of short staffing where the obligation is not met.	Countered with a 'Working Alone Allowance' \$15 per shift

Fair pay at work

Wage increases of 8% per annum.	Rejected
Commitment to pass on – in full – any increase to award wages won from the HSU's work value cases.	Agreed
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.	Rejected
New Entrants in Care Stream to be paid from CSE Grade 2, to ensure compliance with Aged Care Award.	Rejected
Employees who hold a first aid certificate to be paid a first aid allowance when required to use those skills.	Rejected
Kilometre allowance to be paid to staff automatically after 20km travelled at start and end of a shift, including broken shifts.	40km each journey paid automatically, extraordinary travel discretion still in place
HammondCare At Home staff to be paid a Car Detailing Allowance.	Rejected
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.	Rejected

Better care when we need help.

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.	3 days for Gastro & 5 days for Covid
Commitment for leave requests to be processed within 2 business days.	Down from 2 weeks to 1 week
No requirement to provide medical certificates for absences of personal leave of up to 3 days.	Rejected
Improved support for victims of family violence, through a quantum of paid leave being available to assist staff members in need.	Rejected
Stronger support for staff who volunteer to assist with emergency activities, through paid VEMA leave to support active members.	Rejected
Improved support and a quantum of leave to be available to staff to attend to matters of grief when a client/resident passes.	Rejected

Support for career development

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

Union rights

Recognition of the HSU's valuable role in the workplace.	Rejected
HSU to be involved in the orientation and induction process.	Rejected
Rights for union members to be paid to attend union training and conferences.	Rejected
Improved consultation provisions, that seeks to meaningfully engage the HSU throughout the change process, with the union being a direct party to discussions.	Rejected
Improved dispute resolution provisions, that ensure staff have genuine protections in the workplace.	Rejected
The HSU be able to hold 3 meetings every 4 months of a duration of 30 minutes, in which staff are paid for.	Rejected