



Opal & HSU Enterprise Agreement

Below is a report on Opal 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 A Wage We Can Live On

Opal Response

5% wage increase per annum	<ul style="list-style-type: none"> - An increase of 2.25% backdated to the FFPOA 01/07/2023. - 3% from the FFPOA 01/07/2024. - 3% from the FFPOA 01/07/2025.
NDIS check paid by the employer	Not agreed
E-learning- Ensure computer access and time in the workplace and make clear that all training required to be completed at home is to be paid at OT rates.	Counter Offer
Ensure any mobile device required for work is supplied by the Employer or an allowance paid.	Not agreed
Paid Parental Leave of 14 weeks for the primary carer and 6 weeks for the secondary carer.	Not agreed- 1 week increase to primary carer leave and 1 week increase to the return to work incentive

A More Democratic Workplace

Appropriate recognition of the Health Services Union’s role in the workplace, paid leave for union members to attend training and events, appropriate facilities, and amenities for delegates, paid on site meeting time, and access to inductions for new staff.	Not agreed
Consultation provisions that include genuine consultation with the Union prior to a definite decision to introduce major change.	Not agreed
Ensure important information including but not limited to, major workplace change, policies, enterprise agreements, are available for people in appropriate languages.	Not agreed

A Safer Workplace

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
Sick leave evidence- No requirement to provide medical certificates for absences of personal leave of up to 3 days.	Not agreed
Establish a hazard pay allowance, providing fair compensation to employees in the aged care industry who face hazardous conditions, risks, and physical hardships in their work, acknowledging the additional challenges and difficulties they encounter.	Not agreed
Rosters to be displayed on a monthly basis and two weeks' notice will be given of a change in a roster.	Not agreed
Predictable Hours- 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.	Not agreed

Recognising the Value of Our Work

Recognition of the HSU's valuable role in the workplace. Recognition of additional responsibility through an allowance or higher pay rate. A CSE/PCW/ACE will be paid an allowance of \$2.00 per hour if they have completed the unit of competency "HLTHPS007- Administer and Monitor Medications" and is required to administer medication within legal parameters to residents.	Brought to \$1.32 and extended to PCW
Recognition of additional responsibility through an allowance or higher pay rate. A Mentor is an employee who agrees to be appointed in such a role, and who has completed the required training to support and guide new employees. An employee who is appointed as a Mentor will be paid an allowance of 5\$ per hours when Mentoring new staff. Employees who do not qualify for the allowance will not be required or expected to Mentor staff.	Not agreed
New Entrants in Care Stream to be paid from CSE Grade 2, to ensure compliance with Aged Care Award.	Not agreed
Greater opportunities for career progression, including paid or 'in-house' support for further education/qualifications for all employees.	Not agreed