



# Warrigal & HSU Enterprise Agreement

Below is a report on Warrigal 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.

## *HSU Members Claim*

## *Warrigal Response*

### **Ensure resident care & appropriate staffing**

Review current contracts to ensure they reflect the regular ongoing or ‘permanent’ rosters of employees.	<b>Not agreed - Current EA provisions remain</b>
Staff to have regularly rostered hours – being days of the week and start/finish times each day – confirmed in their contract.	<b>Agreed to include in new contracts of employment</b>
Commitment to resource at least to the ‘minimum staff time standards’ (MSTS) as described in the Aged Care Royal Commission Recommendations.	<b>Not agreed</b>
Ensure replacement of staff who are on leave with ‘like for like’ staff.	<b>Not agreed</b>

### **Fair pay at work**

Wage increases of 5% per annum.	<b>Not agreed</b>
Commitment to pass on – in full – any increase to award wages won from the HSU’s work value cases.	<b>Not agreed</b>
New Buddy Shift Allowance of at least \$4 per hour protected in the Agreement.	<b>Agreed</b>
Review of CSE Grade 1 roles to ensure employees are progressed to CSE Grade 2 as per agreement.	<b>Not agreed</b>
Employees who hold a first aid certificate to be paid a first aid allowance when required to use those skills.	<b>Not agreed</b>

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

Paid for parental leave of 14 weeks for the primary carer and 6 weeks for the secondary carer.	<b>Increased paid parental leave from 9 weeks to 12 weeks</b>
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.	<b>New provision for up to 5 days additional personal leave, in exceptional circumstances</b>
Commitment for leave requests to be processed within 2 business days.	<b>Not agreed</b>

No requirement to provide medical certificates for absences of personal leave of up to 3 days.	<b>Agreed in most cases, but Warrigal reserves the right to request a certificate in some circumstances</b>
Improved support for victims of family violence, through a quantum of paid leave being available to assist staff members in need.	<b>5 days of paid leave is now provided to employees needing assistance</b>
Stronger support for staff who volunteer to assist with emergency activities, through paid VEMA leave to support active members.	<b>Up to 5 shifts of paid leave is now available, per year</b>
Clear commitment that Buddy Shifts are voluntary and new commitment for appropriate training to be provided to employees taking on Buddy Shifts.	<b>New provision ensuring employees must agree and be trained before undertaking mentoring</b>
Incentive for staff to not take unsubstantiated sick leave after giving notice of resignation by payout of unused personal leave.	<b>Not agreed</b>

#### **Ensure conditions of employment are consistent**

New enterprise agreement to contain the most advantageous provisions from current enterprise agreements in effect (Warrigal, IRT, Bupa) for all employees. For example, paid birthday leave, as per the IRT agreement.	<b>Not agreed</b>
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#### **Support for career development**

Greater opportunities for career progression, including paid or 'in-house' support for further education/qualifications for all employees.	<b>Not agreed</b>
Employees who are required to hold a first aid certificate to be given paid time to attend such training and for course fees to be paid by Warrigal.	<b>Not agreed</b>

#### **Union rights**

Recognition of the HSU's valuable role in the workplace.	<b>Not agreed</b>
Rights for union members to be paid to attend union training and conferences.	<b>Union delegates will have access to 1 day per year for union training events</b>
Improved consultation provisions, that seeks to meaningfully engage the HSU throughout the change process, with the union being a direct party to discussions.	<b>Not agreed</b>