

The new agreement will contain all conditions of the current Warrigal Enterprise Agreement 2017, 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

- Review of current contracts to ensure they reflect the regular ongoing or 'permanent' rosters of employees.
- 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.
- Ensure replacement of staff who are on leave with 'like for like' staff.

2. Fair pay at work

- Wage increases of 5% 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.
- New Buddy Shift Allowance of at least \$4 per hour protected in the Agreement.
- Staff who are required by Warrigal to undertake medication support/administration to be paid a Medication Allowance, or appointed to a higher grade, to recognise this additional responsibility.
- Review of CSE Grade 1 roles to ensure employees are progressed to CSE Grade 2 as per agreement.
- 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.

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.
- Clear commitment that Buddy Shifts are voluntary and new commitment for appropriate training to be provided to employees taking on Buddy Shifts.
- Incentive for staff to not take unsubstantiated sick leave after giving notice of resignation by payout of unused personal leave.

4. 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.

5. Support for career development

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

6. Union rights

- Recognition of the HSU's valuable role in the workplace.
- 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.

7. No enterprise agreements may contain conditions below the Awards.