







Opal Healthcare has put out some misleading claims as part of their "EA Offer". Let's fact check them:

## What Opal says is on offer

-  ~~15% AWARD INCREASE PASSED ON TO ELIGIBLE TEAM IN JULY 2023~~
-  ~~A 0.5 INCREASE TO SUPERANNUATION FOR ALL TEAMS FROM 1 JULY 2023~~
-  ~~WORK VALUE PHASE 3 INCREASE~~

## What's actually on offer

-  This is not an "offer" from Opal, it is a legal requirement. The 15% Award increase was won by HSU members in our Work Value Case and Opal have simply met their obligation to pay the minimum Award rate. All aged care providers are required to meet this.
-  This is not an "offer", it is a legal requirement. All employers must increase their superannuation contribution to 11.5% from 1 July 2024 to comply with federal law. This increase will happen whether or not the EA is voted up.
-  Any decision in the HSU's Work Value Case to further lift Award pay rates is completely separate to bargaining at Opal. Opal will need to comply with any Award increases that lift your wages above the current rate.

Do not be misled by Opal. The increases above are legal minimum requirements that Opal must comply with. These increases will apply, whether staff vote for the enterprise agreement or not.

## What's next?

HSU members are campaigning for fair pay increases at Opal, above the legal minimum in the Award. Make sure you're part of the campaign, join the HSU today!

