

2023 Opal HealthCare Enterprise Bargaining HSU Log of Claims

1. A Wage We Can Live On

1.1 5% wage increase per annum

HSU Members are seeking a pay increase that recognises increasing workloads and work complexity, reflects our hard work, and that keeps up with the rising cost of living.

1.2 NDIS and Police check paid by the employer

The employer to cover the cost of an employee's NDIS and Police Check

1.3 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.

1.4 Phone Allowance/Usage

Ensure any mobile device required for work is supplied by the Employer or an allowance paid.

1.5 Parental Leave

Paid Parental Leave of 14 weeks for the primary carer and 6 weeks for the secondary carer.

2. A More Democratic Workplace

2.1 Union rights

Ensure recognition of HSU members' vital role in the workplace, including paid leave to attend union training, and support to undertake union activities.

2.2 Genuine Consultation

Ensure genuine consultation with union members prior to a decision being made and the formation of consultative committees.

2.3 Translated information

Ensure support for employees with English as a second language, to ensure they understand their rights at work.

3. A Safer Workplace

3.1 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.

3.2 Sick leave evidence

No requirement to provide medical certificates for absences of personal leave of up to 3 days.

3.3 Hazard Pay

Establish a hazard pay allowance to compensate employees who face dangerous conditions or risks in their work, acknowledging the additional challenges they encounter.

3.4 Roster Notice

Rosters to be displayed on a monthly basis and two weeks' notice will be given of a change in a roster.

3.5 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.

4. Recognising the Value of Our Work

4.1 Medication Recognition and Allowance

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.

4.2 Mentoring Recognition and Allowance

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.

4.3 Align Personal Care Worker Grade 1's with the Aged Care Award

New Entrants in Care Stream to be paid from CSE Grade 2, to ensure compliance with Aged Care Award.

4.4 Support for Career Development

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