

UNIFIED

THE OFFICIAL JOURNAL OF THE HEALTH SERVICES UNION

SUMMER EDITION 2022



FIX NSW HEALTH

+ PATIENT HEALTH BEFORE CORPORATE WEALTH +



THE CALL FOR A ROYAL COMMISSION INTO PUBLIC HEALTH
AGED CARE & THE FAIR WORK CASE
NSW HEALTH PATHOLOGY HOSPITAL SCIENTISTS
MOING FORWARD WITH ALLIED HEALTH
A SNAPSHOT OF 2022 AT HSU



Why join the HSU?

Membership in the HSU means standing alongside 47,000 health workers who are fighting for a better working life, every day. As HSU members, we fight together for better wages, working conditions and job security. By joining, you can help us in securing this future for all health workers.

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Authorised by Gerard Hayes Secretary HSU NSW/ACT/QLD

Unified is the official journal of the HSU NSW/ACT/QLD. We welcome your feedback and want to hear from you about what you want from your union magazine. If you have any views, news or ideas you would like to share, please send an email to editor@hsu.asn.au.

IN THIS ISSUE



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Junior Vice-President: Tess Oxley
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Assistant Secretary: Lauren Hutchins

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Aged Care: Leanne Gallagher
Aged Care: Paul Jones

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Far West: Debbie Everett
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Hunter New England: Donna Russell
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Mid North Coast: Toni Winters
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South Eastern Sydney: Tim Salutos
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Gerard Hayes, HSU
Secretary NSW/QLD/ACT

IT'S BEEN SUCH AN ACTIVE YEAR FOR THE HSU THAT IT'S ONLY NOW, LOOKING BACK, THAT WE CAN TAKE STOCK OF ALL THE THINGS WE'VE DONE TOGETHER.

I'm immensely proud of HSU members' work this year. We've recently heard the Fair Work Commission announce a 15% pay increase for aged care workers in direct care roles – a solid start, but we're keeping the pressure on for all workers to receive a 25% increase. Meanwhile, members in ambulance successfully lobbied the NSW Government to add another 2000 paramedics – again, not the end game, but a great achievement along the way to professional pay and recognition.

It's no secret that it has been a tough year. Cost of living pressures have steeply escalated, making it even harder for workers to put food on the table. But in response, the HSU has stepped up its game. It's not the time to take our foot off the pedal.

Recently, you will have seen the HSU's advertisements to **Fix NSW Health**. This is a major part of the \$1 million state election campaign that was endorsed at this year's Delegates Conference. To fix pay and conditions for members working in public health and ambulance, we need to make sure our concerns are represented at a political level. That means leaning on politicians of all persuasions to make sure HSU members get what they need.

A MESSAGE FROM THE SECRETARY

Right now, Health spending accounts for a whopping **\$33 billion** – that's one third of the total NSW budget. Health funding has been going up at double the rate of inflation, but it still isn't getting to where it needs to go. Departments are still understaffed and under strain, and HSU members' pay isn't keeping up. We need to take charge of this situation and ensure that funding is properly allocated. The HSU is calling for a Royal Commission into where the health dollar is going. Only a Royal Commission has the power to subpoena documents and compel testimony to ensure that all the funding arrangements are laid bare.

We don't have all the answers yet, but what is clear right now is that some people are taking the lion's share of health funding while much of the system is struggling. Some people may find the content of the ads shocking. I want to make this clear – we are not attacking individuals, but we are criticising the funding imbalances that allow for such a massive disparity. There are very many hard-working junior medical officers, career medical officers and staff specialists in our health system – they deserve recognition, just as every other health worker does.

HSU members will be ramping up the campaign in the next few months, and I encourage you to take every opportunity to get involved. This time won't come again.

Lastly, I want to wish you and your family a very happy and restful festive season. ■

MEMBERS GET BEHIND CAMPAIGN FOR DIGNITY & RESPECT



HSU member of several decades Shaun Dwyer & new member Genna Treisman stand together for Dignity & Respect

Unionism is about ensuring we're all treated equally – regardless of how junior or senior your role.

We all have a vital part to play, so it's vital that everyone gets the dignity and respect that they deserve.

That's the message of the HSU's Walk In My Shoes campaign, and it's a message that members have been getting behind with gusto.



Assistant Secretary/Treasurer Lynne Russell and Assistant Secretary Lauren Hutchins have been visiting members all over the state to talk to them about their experience of the union and what dignity and respect means to them. ■



HSU LAUNCHES STATEWIDE CAMPAIGN TO PUT HEALTH FUNDING IN THE SPOTLIGHT

DO YOU FEEL BURNT OUT? UNDERVALUED? LIKE A SERIOUS PAY RISE IS OUT OF REACH?

The NSW State Election is just around the corner, but we still haven't heard any commitments from the Government to improve the lives of health workers.

Wages are falling behind CPI. Housing, childcare, groceries, petrol - everything is going up except for worker pay. It's becoming harder and harder to put food on the table. The Government praised your hard work on the front lines of the pandemic, but now they are crying poor.

The NSW Health budget is massive – over \$33 billion. So why isn't there enough to go around?

While health workers' wages are stalling, health funding is being eaten up by greed and waste. We need a Royal Commission to find out where the health dollar is going and why it isn't in health workers' pockets.

Health workers are well aware of systemic understaffing and under resourcing, but it took COVID to expose the gaps in the system for all to see.

THE CAMPAIGN

At the HSU Conference this May, delegates endorsed a resolution to embark on a \$1m campaign ahead of the NSW State Election, aimed at improving wages and conditions for health workers across the board.

Wasting no time, the HSU commissioned a major research project aimed at uncovering the gaps and the blockages in the system. We are now embarking on the second phase - a major campaign called Fix NSW Health with advertisements being shown across TV and digital platforms. We need to get the message out to as many people as possible - the NSW health system is under stress and we urgently need to know where the funding is going. Doing the same thing we have been doing and expecting different results will not help.

"We can't continue down the same path," said HSU Secretary Gerard Hayes. **"Health spending accounts for one third of the total NSW budget and it's increasing at a rate double that of inflation."**

"So why are health workers still struggling under the burden of understaffed departments and deflated pay packets?"

"My major concern is that universal health care – the system that has sustained so many Australians – won't be able to keep up with the demands being placed on it. Too few people are claiming too much of the pie."

We need a Royal Commission now to see where the money is going."



In April, hundreds of health workers gather at Trade Hall to demand changes from the government, alongside with others at various sites across the state.

FIX NSW HEALTH

+ PATIENT HEALTH BEFORE CORPORATE WEALTH +



Assistant Secretary Lauren Hutchins addresses the Australian Labor Party conference

The Union was successful in having a Royal Commission into health funding adopted as official ALP policy at the NSW Labor Conference in October. Meanwhile, the NSW Minister for Health has indicated he wouldn't be averse to the idea. We are garnering as much support as possible - health workers must be foremost in the minds of all politicians.

Between now and the election in March, you'll see a lot of the HSU - on social media, on the news, and in workplaces. Keep an eye out for our ads and share them wherever you can!

THE ADS

A series of advertisements between 15 and 30 seconds long will be everywhere in the months of December, January and February. You'll see them in primetime TV slots, on Facebook and Instagram, and even on LinkedIn. This is part of the HSU's strategy to focus public attention on the importance of our health system ahead of the state election.

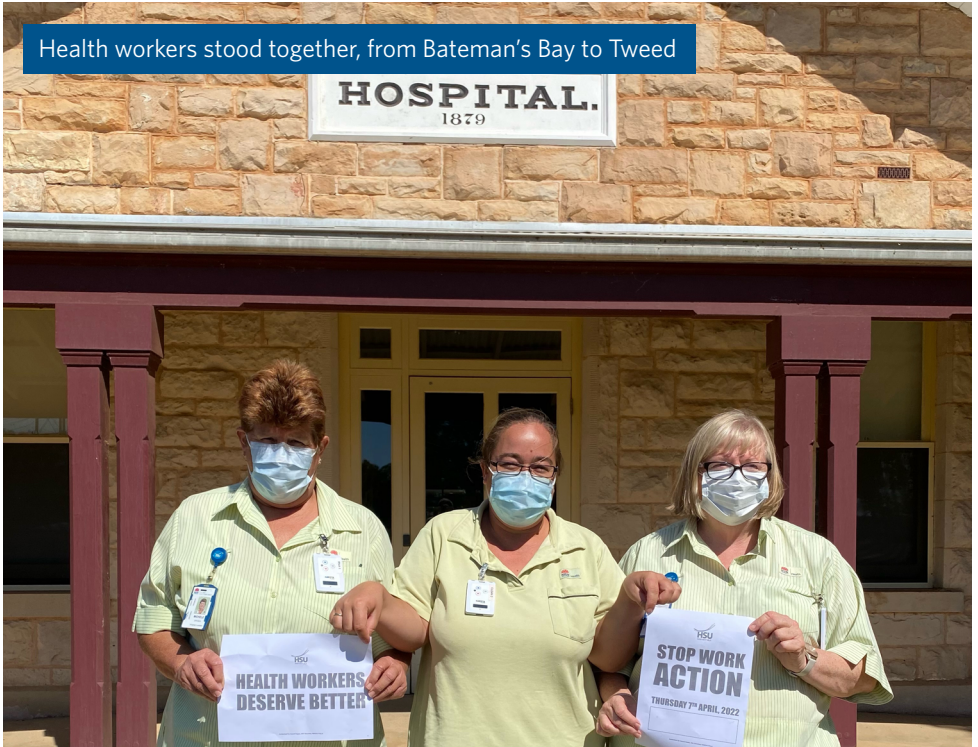
The advertisements are sometimes shocking, but with good reason. They show health workers and paramedics at the end of their rope, while patients suffer because of an overstretched system. They also show an individual sliding the proceeds into their pocket.

"I want to be very clear about this – these ads are not attacking people," said Gerard Hayes. "But we need to get to the bottom of why funding is being poured in at one end, while most health workers barely get a trickle."

HSU Secretary Gerard Hayes, Councillor Doris Borg, Delegates Tess Oxley and Alana Fernandez speak to the media at Trade Hall



Health workers stood together, from Bateman's Bay to Tweed



HSU Assistant Secretary/Treasurer Lynne Russell at John Hunter Hospital



“Wardspersons, cleaners, paramedics, health professionals, staff specialists, admin staff and junior medical officers – they’re all working their fingers to the bone and seeing very little in return. The fact of the matter is that the system is skewed towards some individuals at the top of the tree – and they are doing very nicely out of it.”

THE ACTION

At a mass members meeting held on 5 December, members agreed to take action to demand a Royal Commission and restore fairness to our health system. In the coming months members will be calling for a Royal Commission to commence as soon as possible.

Watch this space! ■

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**ADD YOUR VOICE
SCAN THE QR CODE**



Members know the time is now to fight for change

WHAT DOES THE FWC'S DECISION MEAN FOR AGED CARE?

Late on a Friday afternoon in early November, the Fair Work Commission quietly released in an important announcement – something HSU members have been spent years fighting for. The FWC declared an interim 15% pay rise for aged care and home care workers in direct care roles was, and scheduled hearings about pay increases for other classifications. Additional increases for direct care roles have also been scheduled for further FWC hearings.

This decision comes after years of dedicated campaigning, and gives some hope that change is coming – but it simply doesn't go far enough.

When the FWC handed down their decision on the HSU's Aged Care Work Value Case, they acknowledged that the existing minimum rates do not properly compensate direct care workers, including RNs, ENs, and PCWs. The Bench recognised the fact that the work undertaken had changed significantly in the past two decades, and that there is ample evidence that the needs of those being cared for have significantly increased in terms of clinical complexity, frailty, and cognitive and mental health.

This should mean that all aged care workers benefit from this long overdue decision, right? That the FWC recognises that all aged care workers, regardless of seniority

or professional qualification, are the front line of aged care work, of giving elderly Australians the care and dignity they deserve? That everyone who works in the aged care industry, regardless of seniority or qualification, is in real need of a pay rise?

At the time of print, this is unfortunately not the case. According to the FWC, the evidence that support and administrative employee workloads have increased in volume and complexity is **"not as clear or compelling"** as the facts presented to them by HSU and other unions when they declared the interim 15% for direct care roles.

We say this is unfair and wrong. While we welcome the 15% increase for direct care roles, HSU members know that larger and broader increase are needed across the industry in order to stem the staffing and wage crisis in aged care. Aged Care workers have been on the battle lines so long, they don't know if they can continue. With poverty pay in the sector, we are headed towards total collapse - or mass exodus. **Time and time again, HSU members have told their stories to the media.**

HSU members stand united to keep campaigning for a 25% pay rise for all aged care workers.



Members in catering at Cardinal Stepinac Village vowed to fight for 25% for **all** aged care workers

Members have been confused, grateful and angry. Confused over who exactly was part of this interim decision and when it was going to actually happen, grateful that their pleas had finally been heard, at least partially, and angry over the perpetual neglect of the aged care system and this partial offering to help repair it.

At the directions hearing on 22 November, we took our message directly to the Fair Work Commission, telling the media the case should be dealt with as quickly as possible, to make sure that every aged care

worker gets a pay increase. HSU members agreed all aged care workers must be covered by the pay increase, that the full 25% pay increase must be awarded by the Fair Work Commission, and any pay increase must be implemented as soon as possible.

The good news is that we have a timetable we're working towards. Stage 2 of the Work Value Case will determine when the 15% interim decision for direct care workers is implemented. This has been set for hearing on 13 February 2023. Stage 3 of the process, which will examine our claim for a 25% increase for the rest of the aged care workforce, as well as the outstanding 10% pay rise for direct care roles. No timetable for Stage 3 has been set yet.

HSU members stand united to keep campaigning for a 25% pay rise for all aged care workers.

We will continue to build our response and keep the pressure on. Through flexing our collective power, we've already made real, positive changes to the lives of aged care workers across the nation, and we'll do it again. ■



MOVING FORWARD IN ALLIED HEALTH

THE HSU'S LARGE AND DIVERSE MEMBERSHIP NOT ONLY COMPRISES ADMINISTRATION AND SUPPORT STAFF IN PRIVATE AND PUBLIC HEALTH, BUT ALSO ALLIED HEALTH PROFESSIONALS.

This has been a fast-growing space, with 2022 a particularly busy year. Members are coming together to speak about change and improvement themselves, their colleagues, and others within their profession and classification. Their purpose was clear - improvements for all, to provide better quality care for their patients and community. One member, Ellie, a radiographer from Nepean Hospital, spoke about what she and her colleagues are facing:

"We are tired. We are overworked. We need change to happen."

Outdated classifications and awards, stagnant pay, and lack of support from management are some of the challenges our Allied Health members are currently facing.

Change only comes from action and standing together, and HSU members know the importance of standing up and fighting back. In October, we celebrated International Allied Health Professions Day, with one of our own, HSU member Aaron OCallaghan, winning the Early Career Allied Health Professional of the Year Award for 2021.

Allied Health Professionals are a vital part of our health system. Whether you're a radiation therapist, a psychologist, a speech pathologist, an orthoptist or one of so many other professions that make up our Allied Health workforce - union members across Australia see you and value the work that you do. ■



Members in CCLHD are rallying behind their fellow members in Pharmacy, who are fighting to prevent vacant positions from being deleted. This is a great display of solidarity from Central Coast members.

The fight is only just beginning. Let's all stand with Pharmacy and show our support!

Contact Details

Full Name:

Date of Birth:

Gender: Man Woman Other

Phone:

Email:

Address:

Employment

Workplace:

Job title:

If you have a second Job:

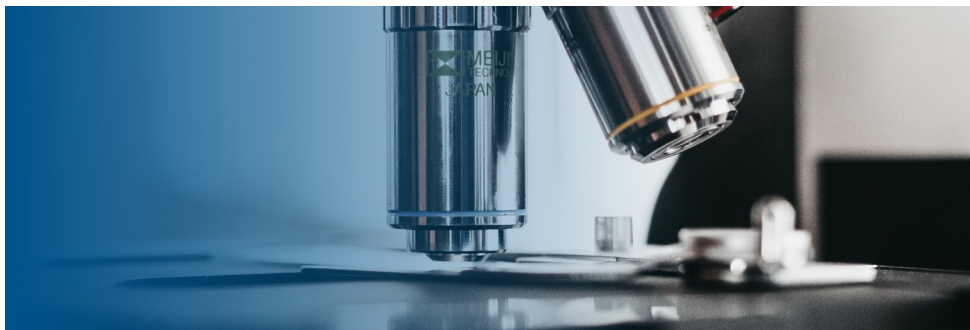
Workplace:

Job title:

Who signed you up?

Name:

HOSPITAL SCIENTISTS PUSH BACK AGAINST PAY CUTS



2022 was a big year for HSU pathology members and 2023 will be even bigger!

We entered 2022 with the prospect of a new award for Hospital Scientists which would have reduced pay and conditions, constrained career progression, and fundamentally changed the structure of laboratory career pathways.

Hospital Scientists across the state sent a clear message - we aren't going to let this change occur. Under the diligent leadership of the HSU Hospital Scientists Industrial Advisory Committee, we came together across the state to research and coordinate a mammoth evidence response to management's proposed changes.

Every member who came to meetings, every witness that shared their experience, and every staff member who contributed had a part to play. The case will be heard from February 20-28 next year, and we are confident that our combined efforts will result in a good outcome!

As we come to the close of 2022, the Hospital Scientist and Technical Officer Committees have focused on management's

most recent change - to qualification and accelerated progression policies. All Committee members agree these policy changes will hurt members across the state and we can't allow them to pass unchanged.

The policies will have the following impact:

- It will be more difficult for staff with science degrees to get Hospital Scientist roles.
- It will be more difficult for Technical Officers to progress to higher levels.
- Roles which traditionally Hospital Scientists perform will increasingly be replaced with Technical Officers.
- It will constrain the ability of local laboratories to employ the right people for roles in their labs.

The Committees have agreed that any new policies should:

- Reflect the Award qualification requirements.
- Create progression for degree qualified Technical Officers to become Scientific Officers.

- Retain recruitment autonomy for local laboratories and selection committees to meet the needs of their labs.

The HSU Technical Officer and Hospital Scientist Committees have endorsed a series of statewide mass meetings in the new year to update members and seek feedback on a list of positions to take into negotiations.

Throughout January, meetings will be held at the following major metropolitan hospital laboratories:

1. RPA
2. Westmead
3. RNSH
4. Liverpool
5. Prince of Wales
6. Nepean

7. Concord
8. John Hunter

Don't worry if you don't work at one of these locations, we will also hold online meetings for those working in regional and smaller metro laboratories so you too can have your say!

The feedback members provide will be used in our Technical Officer and Hospital Scientist Committee meetings to form the basis for negotiations around management's newest policy proposal.

The Committee agrees that a clear and understandable policy is better than the current confusion. However, the new policy must reflect the needs and views of the members across the state who work in laboratories every day. These policies cannot and should not be cooked up in an ivory tower by non-scientific staff! ■

HSU ASSISTS WNSWLHD COVID TEAM

Proud recipients of an HSU Indigenous Development Fund grant, Aboriginal Health members in WNSWLHD recently won the Inspiring Team Award for their COVID-19 response team, which led the rapid and urgent development of innovative services to provide culturally-safe and person-centred care, aiming to address the disproportionate number of Aboriginal people impacted by the initial COVID-19 outbreak in Western NSW.

The team covered huge geographical distances and supported vulnerable

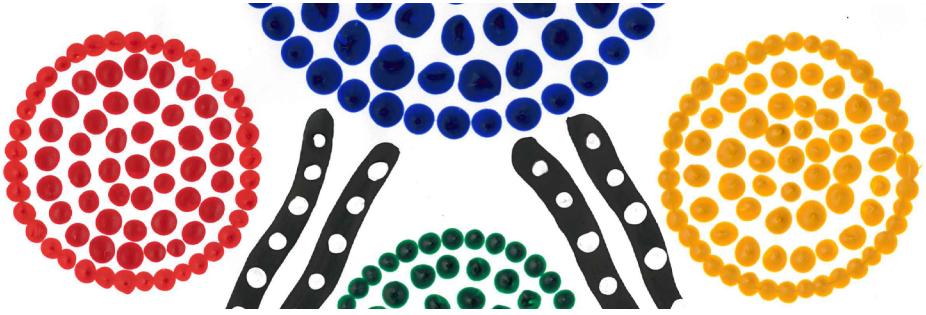
populations amid many complexities they provided innovative services like in-home testing, screening and mobile vaccination clinics. They also established a logistics centre to provide essential supports like food, medicine, toiletries, kids' packs and medical equipment.

They even went as far as dropping birthday cakes to children at home, to make sure they could still celebrate their special day while in isolation.

This resulted in a lower hospitalisation rate for Western NSW compared to NSW overall, almost half of the state-wide rate. As of March 2022, a total of 83 per cent of the Aboriginal population in Western NSW 16 and over had received two doses of vaccine compared to 8.5 per cent at the start of the outbreak. ■



HSU INDIGENOUS DEVELOPMENT FUND ENTERS NEXT ROUND



Artwork by Jo-Anne Hall - Dunghutti country

The HSU Indigenous Development Fund was established to contribute to the education of Indigenous peoples, assist with the provisions of health services in Indigenous Communities, and further any other program that benefits Indigenous communities.

It is our view that a modern trade union must act socially, not just industrially. Important initiatives like this help to support members and their communities.

The HSU NSW/ACT/QLD Indigenous Development Fund may grant funding between \$2,000.00 and up to \$10,000.00 for the implementation of a community-based project.

Projects should be completed between March 2023 and June 30, 2023. Applications are invited from community-based organisations working with Indigenous communities in the ACT, NSW and QLD.

Applications are now open for the next round of grants and will close 17 January 2023.

Applications open - 1 November 2022

Applications close - 17 January 2023

**Applications assessed by Committee
Follow up questions (if required)** -
6 February 2023

Successful applicants contacted -
Late February 2023

**Successful applicants announced by
HSU** - Early March 2023

**Successful projects or programs
completion date** - 1 July 2023

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¹ Maximum account balances for Young Saver accounts are capped at \$10,000. A savings account available to members aged 12 to 17 years. Account is also available to members under 12 years of age, where the membership is held in the parents' name in trust for the young member. Only one account per membership. Interest is calculated on the daily balance and paid monthly.



PRIVATE HEALTH GETS ACTIVE

MEMBERSHIP GROWTH AND DELEGATE DEVELOPMENT

This year, the Private Health Division has seen unprecedented growth in membership and in worksite activity across our coverage. Our membership within Private Hospitals, Pathology, Medical Imaging, Radiation Therapy and Aboriginal Medical Services has grown altogether by 187 new members in the last six months. This surge in union support is a sign that private health workers recognise they deserve better from their employers. It's also testament to the tireless work that our members and staff do every day, advocating collectively to change our working lives for the better.

Delegates are essential to that mission. At our annual delegates' conference, we passed a resolution to strive for >5.5% wage increases across the private health sector. With that goal in mind, delegates are taking a proactive approach in negotiating enterprise agreements, identifying and resolving issues in the workplace, and building a positive union culture in their worksites.

ENTERPRISE BARGAINING AND CAMPAIGNING

During 2020-2021, the COVID-19 pandemic caused significant delays to enterprise agreement negotiations. This year, however, our Division began to use enterprise bargaining as an opportunity to campaign.

Campaigning isn't always easy, but it's necessary and when done well it can transform our working lives for the better.

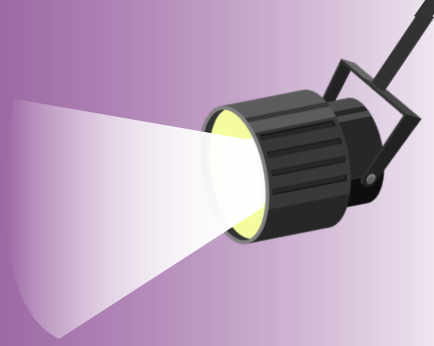
Our GenesisCare members will soon finalise their first enterprise agreement. This has been a hard-fought battle, starting in 2020 with increased membership and activity within cancer care, a petition in support of a new enterprise agreement, and ongoing negotiations throughout 2022. This campaign will culminate in fairer wages and better working conditions for GenesisCare employees. It's just one example of the obstacles we can overcome and wins we can secure through enterprise bargaining, but it's just the beginning.

Members at Healthscope hospitals also celebrated a win earlier this year when they thwarted an attempt to make 50 positions redundant around NSW. The Union argued that these were not genuine redundancies, and the Fair Work Commission agreed. Standing together, we have been able to ensure that 75% of members in the identified positions were placed back into their substantive roles, while most of the remainder have been redeployed into different positions.

WHAT'S NEXT?

The Private Division has grown significantly in both size and activity this year, so the sky is the limit for 2023. At the heart of this success are HSU delegates. Through steady campaigning and communication on the ground, we can continue to push for positive changes to pay and conditions - equalling or even excelling the public sector equivalents.

DELEGATE SPOTLIGHT



ALEX MICHAELS

WHAT INSPIRED YOU TO BECOME AN HSU DELEGATE? I was inspired to build bridges between the union members and get people to start working together more, since I believe very strongly that collective action is the way that union members are able to achieve positive outcomes.

What are some of the things delegates do day-to-day? Once you have a good idea of mapping out your workplace, the day-to-day is mostly communication. If a campaign is going, everyone needs to know, everyone needs to be discussing it, and everyone including non-members need to know what the union members are fighting for. When people approach you for help, it's a good idea to try and involve others who have the same problem, because a group of union members led by an active delegate bringing an issue forward are more likely to not just get it fixed, but to prevent it from happening as often.

WHAT ARE WE CAMPAIGNING FOR IN PRIVATE PATHOLOGY? We are negotiating our new EBA and union members are campaigning for a pay rise that reflects our contribution to society. It's unfair that these companies profited so greatly during the pandemic and are trying to lowball the workers who made that possible, and it's unfair to abandon us when inflation and cost of living are rising. We

were underpaid even before the pandemic and we deserve better.

HOW CAN WORKERS IN PRIVATE PATHOLOGY GET MORE INVOLVED IN THE HSU? If you aren't a member, then join! If you're a member, contact your organiser and try to find your local delegates and activists. Once you know some people who are also in the union and know about the active campaigns, discuss things at work! Safety hazards, pay issues, unfair practices, everything – it all needs to be out in the open. Once you are part of the group who are aware of the issues, then you can work out plans of addressing them through the union, alongside your fellow union members. This is how change happens, and the most important thing is to realise that things can actually change for the better!



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MESSAGE FROM THE ASSISTANT SECRETARY

IT'S BEEN A BIT NERVE WRACKING WRITING THIS MESSAGE – MY FIRST AS AN ASSISTANT SECRETARY ALONGSIDE THE INCREDIBLE LYNNE RUSSELL.

Words don't seem to do justice to the tenacity and grit of the HSU members I have spoken with over the last couple of months.

Take Lindy, an aged care worker of over 30 years. When she heard about the Fair Work Commission's interim decision on our Aged Care Work Value case, she was initially furious – then determined to unite members in the fight for the full 25% for all workers.

Or Kat and Sue, delegates at Sullivan Nicolaides Pathology, who stuffed thousands of envelopes to take on their multinational employer to provide a better pay offer, building up union membership in Queensland at the same time as forcing the company to pay an additional \$2 million in sign on 'bonuses'.

There's Tess, a paramedic who has campaigned for victims of domestic violence to be able to access paid leave. Finally, in November, the hard work that Tess and her fellow activists put in paid off when the Federal Government legislated 10 days paid Family and Domestic Violence Leave.

And Tina and Tony from Westmead Hospital who, in a room full of politicians, fiercely advocated for decent wages and conditions for all essential health workers, to undo outsourcing in our public hospitals and ensure that workers get their full salary packaging benefit.



Lauren Hutchins, Assistant Secretary
HSU NSW/ACT/QLD

Words don't seem to do justice to the tenacity and grit of the HSU members I have spoken with over the last couple of months.

These are but of few of the stories of HSU members who refuse to give up and are united in our fight for something better. I haven't even scratched the surface! Every one of the tens of thousands of HSU members has a story about the fight for a better system for patients and aged care residents, for workers, and for the community.

It's been an amazing couple of months with members showing yet again the sheer determination that sets HSU members apart. And we will need every part of it as we take on the challenges of 2023, as always united and stronger together. ■

MESSAGE FROM THE ASSISTANT SECRETARY/ TREASURER

IT'S HARD TO BELIEVE THAT WE'VE ARRIVED AT THE END OF ANOTHER YEAR – THIS ONE HAS BEEN SO FULL OF ACTIVITY THAT HSU MEMBERS HAVE BARELY HAD TIME TO DRAW BREATH.

I continue to be amazed by the things that our members achieve together. In this edition of Unified, you can read about the Fair Work Commission's interim decision on our Work Value Case and aged care members' resolution to fight on. You can also read about the push to uncover the funding arrangements within public health so that our members can begin to see some more benefit. Neither of these massive campaigns would ever be possible without the passion and empathy that our members display every day.

I am very lucky to be able to speak to so many HSU members and learn what drives them every day. I've been attending worksites along with our wonderful new Assistant Secretary Lauren Hutchins, and I can happily say that meeting members is always a pleasure. The **HSU Walk In My Shoes** campaign is all about celebrating the essential work performed by everyone in our health system, regardless of where you sit in the hierarchy. We all deserve dignity and respect in our roles, and it's great to hear from members how transformative this is in their day-to-day lives.

I'm honoured also to play a small part in facilitating the HSU Indigenous Development Committee, who are doing



Lynne Russell, Assistant Secretary/Treasurer HSU NSW/ACT/QLD

such vital work in supporting Indigenous members and communities. Grants awarded by the Indigenous Development Fund have been enormously successful so far – just turn to page 16 of this edition to see the wonderful work that the WNSWLHD Indigenous COVID response team conducted with the help of the HSU.

I am also very pleased to report that the HSU Welfare Fund has helped 144 members this year who experienced extreme hardship as a result of natural disasters.

The end of the year may be approaching, but next year we have an even busier year on the way.

Throughout the NSW election campaign and the ongoing aged care hearings, HSU members will stand together to be counted. I am proud to stand among you.

For now, I hope you and your family have a very happy Christmas and New Year. ■

Heath Services Union NSW/ACT/QLD

LEVEL 2, 109 PITT STREET
SYDNEY NSW 2000

Balance Sheet As at 31 October 2022

ASSETS	
Current Assets	
Cash at Bank	\$1,975,836
Cash on Hand	\$4,776
Cash Investment Accounts	\$3,233,081
Other Current Assets	\$2,323,361
Total Current Assets	\$7,537,055
Non Current Assets	
Land & Buildings	\$18,523,252
Furniture & Fixtures	\$1,619,602
Plant & Equipment	\$235,778
Motor Vehicles	\$737,107
Super Defined Benefit Fund	\$62,181
Total Non Current Assets	\$21,177,921
Total Assets	\$28,714,976
LIABILITIES	
Current Liabilities	
Trade Creditors	\$587,732
GST Liabilities	\$16,168
Employee Entitlements	\$2,994,342
Other Current Liabilities	\$205,949
Total Current Liabilities	\$3,804,190
Non Current Liabilities	\$119,125
Total Non Current Liabilities	\$119,125
Total Liabilities	\$3,923,315
Net Assets	\$24,791,661
EQUITY	
Current Earnings	(\$62,385)
Member Funds	\$19,847,388
SASS (Actuarial Gains/Losses)	\$5,006,658
Total Equity	\$24,791,661

2022 AT A GLANCE

- **980 newsletters** sent to members
- Over **16,000 followers** on social media
- Over **17,000 members** contacted the HSU for advice or support this year
- Members who sought help:
 - Public Health Division – 55%
 - Aged Care Division – 25%
 - Private Health Division – 15%
 - Ambulance Division – 5%
- **144 members** accessed the HSU Welfare Fund to assist with extreme hardship because of natural disasters
- **\$2,380,088** won for members in **538 industrial matters**
- Industrial matters: ACT Private Health - 2; ACT Public Health - 18; Aged Care - 95; Disability - 20; Private Health - 48; Public Health - 354; QLD - 1.
- **51 enterprise agreements** negotiated or ongoing
- A **forecast total of \$1.8 billion** in additional aged care wages as a **result of the HSU's Work Value Case**

ACT BARGAINING

It has been a long year for HSU members when it comes to bargaining for your agreement.

When bargaining recommenced in March everyone was expecting a much faster process, as a lot of the work had been completed in 2021. Unfortunately, the ACTPS had other ideas. After initially predicting a pay offer to be approved by Cabinet in June, then August, and then later,

McNALLY JONES STAFF LAWYERS



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McNally Jones Staff have acted for the Health Services Union for a number of years. The Principals of the firm are Michael Jaloussis, David Trainor and Richard Brennan.

Our Lawyers can assist you with **Workers' Compensation Claims, Personal Injury Claims, Relationship Disputes, Criminal Law, Superannuation Disability Claims, Sales & Purchase of Properties, Deceased Estates & Claims** and many other areas of the law.

Whatever your legal requirements or those of your family, **McNally Jones Staff** can help you.

Members receive discounted rates

it was finally provided by the Chief Minister in November! And what a pay offer it was.

Members have provided overwhelming feedback that this is a confusing pay offer that does not value the hard work you put in as frontline workers over the COVID-19 pandemic. For the majority of our members, this offer is below CPI and effectively a pay cut!

However, there are some positives to report. The Health Services Officer classification review has now been finalised and will be on the agenda for the Support Services agreement. The Health Professional Classification review has also been finalised and has been put on the bargaining table. Health Professional Members have provided their feedback on how this will be implemented and the conversation is ongoing. ■



We would like to thank all health service workers and HSU members for their hard work and dedication during the ongoing fight against COVID-19.

Carroll and O'Dea Lawyers are committed to servicing HSU members throughout NSW, ACT and QLD.

When it matters, contact Carroll & O'Dea Lawyers.

codea.com.au enquiry@codea.com.au

1800 059 278

WORKPLACE DISPUTE PROPERTY TRANSACTION

COMMERCIAL ADVICE COMPENSATION CLAIM



Liability limited by a scheme approved under Professional Standards Legislation
Level 18, St James Centre, 111 Elizabeth Street, Sydney NSW 2000



HSU delegates attended training this November to help support their colleagues - congratulations team!

NSW HEALTH BUDGET: \$33 BILLION

YOUR WAGES: FALLING BEHIND

**SO WHERE IS
THE MONEY?**

**CALL FOR A ROYAL COMMISSION
INTO NSW HEALTH FUNDING**

ADD YOUR VOICE HERE:





END OF YEAR SALE

Grab a great deal and potential tax savings with a novated lease



A great new car deal is just the beginning!

No one likes paying more for a new car than they have to. No one likes paying more tax than they have to either. Thanks to some great end of year deals and the potential tax benefits of novated leasing, Maxxia could help you get into and run a new car for less.

We have access to a limited number of cars in stock and ready to lease now, talk to us to find out what's ready to roll and what's available to order. Scan the QR code to find out more.

📞 1300 123 123

🌐 nswhealthnmaxxia.com.au/car-offers



NSW Health strongly recommends that Employees obtain independent financial advice before entering into a Novated Leasing Agreement.

**BMW Service Inclusive - Basic is based on the vehicle's condition based service monitoring system for 3 years from the date of first registration or up to 60,000 kilometres, whichever occurs first. Normal wear and tear items and other exclusions apply. Scheduled servicing must be conducted by an authorised BMW Dealer.

Things you need to know: Maxxia is an approved novated lease supplier on the NSW Health Administration Corporation Novated Leasing Panel. Maxxia is one of three approved suppliers of Novated Leases to NSW Health. This general information doesn't take your personal circumstances into account. Please consider whether this information is right for you before making a decision and seek professional independent tax or financial advice. Conditions and fees apply, along with credit assessment criteria for lease and loan products. The availability of benefits is subject to your employer's approval. Maxxia may receive commissions in connection with its services. Actual vehicle prices are based on specific vehicle and accessories, prices and savings may vary based on additional options

selected with vehicle. Maxxia does not act as your agent or representative in respect of the purchase of any vehicle. Maxxia does not provide any advice or recommendations in relation to the purchase of any vehicle. Any FBT liability incurred as a result of Novated Leasing Agreements will be the employee's responsibility. Net annual and fortnightly benefits include 50% tax share arrangement with your employer. Maxxia Pty Ltd | ABN 39 082 449 036.

See you
in 2023!

