

HSU NSW/ACT COUNCIL MEETING HELD AT THE YORK CONFERENCE & FUNCTION CENTRE, 95-99 YORK STREET, SYDNEY ON FRIDAY 4TH DECEMBER 2015 AT 8.45 A.M.

ATTENDANCE: S Joseph, G Partridge, S Haynes, J Holgate, A Wilcock, S Fraser, S Dufty, L Burns, S O'Riley, R Pike, G Reilly, P Mitchell, D Neumann, L Twyford, S Davies, L Snow, P Iffland, C Charles, J Catlin, D Turley, A Lillcrap, G Hayes and M Sterrey.

CHAIRPERSON: M Sterrey (President).

APOLOGIES: R Dunn, S Austen, P Reid, J Peacock and L Bush.

Moved S O'Riley/R Pike that the apologies be accepted.

Motion put and carried.

PROXIES: Secretary held the proxies for Councillors P Reid, S Austen and L Bush.

OBSERVERS: A Lewis, S Champness, B Cornwell, B Chapman, T Thorburn, S Hatter, D Perry, M Senthil, E Palad, A McDonald, W Boon, P Kessey, G Conroy, T Gaddelin, R Sheehy, E McEvoy, R Millington, P Compton, N Hobbs, M Milosavljevic, G Green, D O'Shaughnessy, J Milman, S Marshall, M Kearns, B Coquillon, I Knight, T Stevanja, M McLeay, B Edghill, D Austin, L Papas and C Faber.

Moved A Wilcock/S Haynes that the observers as listed above be admitted to the meeting.

Motion put and carried.

DECLARATION: Secretary advised that he will be taking out a home loan with ME Bank.

MINUTES: Moved L Burns/R Pike that the Union Council minutes of 25th August 2015 be received and adopted.

Motion put and carried.

BUSINESS ARISING: Nil.

SECRETARY'S REPORTS:

Growth

In relation to growth the Union has touched on the 32,000 member figure which is a net gain on a 1000 members this year. However we do expect retirements and resignations over the January period. There have been many achievements this year which have included the "Not

for sale” campaign in relation to privatisation, and protection of the Paramedic title which has now been legislated. In July we saw the 2.5% flow to members and in addition to that we have seen Aeromedical paramedics and Allied health assistants receive a determination above 2.5%. It should be noted that this is the first time this has occurred and is inconsistent with the wage fixing principles.

The introduction of the Delegates Conference at Rooty Hill was a great success and an embryonic step dealing with Union activities into the future.

Another first for the Union has been the implementation of the HSU Enterprise Agreement and all staff should be congratulated on a negotiation that was quite robust.

In terms of the Private Sector we have seen members at Life House maintain public sector rates in their Enterprise Agreement.

The Aged Care continues to grow and Rob Sheehy has been appointed as the Aged Care Divisional Manager. The Aged care group also recently ran the Save Sandy Campaign at Mission Australia and I can report that Sandy is still employed.

The Retired Members Sub Branch has been formed and the initial meeting consisted of 23 members. Andrew has negotiated the indemnity insurance up to \$M20 and overall the Industrial Department has been kept fully engaged by way of 66 unfair dismissal, 79 disputes, 96 award variations, the first ever Aboriginal Award as well as new awards in Allied Health and Life House.

RESOLUTION

Moved S Joseph/D Neumann that the Secretary’s report including growth, Aged Care, Private Sector, Public Sector, Organising, MSD, Ambulance and Industrial reports’ be received and noted.

Motion put and carried.

ASSISTANT SECRETARY/TREASURER’S REPORT

- Level 3 –update – at the last Council meeting it was reported we got an offer from a training college to lease out the whole space at a very good rate and that required no renovations. Unfortunately the Owners Corp have rejected the proposal. We are back to the proposal of sub dividing the Level into its individual suites. The process has started and we are going through the approval process with Council.
- Over the last year, the Union has done a lot. Apart from the industrial issues to deal with, the Union also had to tolerate the ongoing Royal Commission and the legal fees associated with that. We did however, manage to get some money back from insurance which was very helpful. Other major expenditures included continued litigation with a number of cases from the past as well as the expenditure associated with the “We All Matter” campaign and the HSU Conference in July. The staff Enterprise Agreement was completed which included wage increases, adjustments to some positions and some extra expenditure required and we also had extra staff come onboard. Even though we have had all of that additional expenditure, we have still not increased the fees. We have also managed to extend the Professional Indemnity

Insurance from \$10M to \$20M per claim. It means that the aggregate of claims that can be made has risen to \$80M. What that means is more coverage and more protection for members. The net assets of the Union have increased with the financial strength of the Union increasing by \$1.7M in the last year from \$10.7M to around \$12.5M. At the same time debt is down to \$5.2M, down from \$6.48M last year.

Moved G Reilly/S Dufty that Assistant Secretary/Treasurer's report be received and adopted.

FINANCE REPORT:

As per attached.

RESOLUTION

Moved S Davies/J Holgate the finance reports including the profit and loss statements and balance the sheet as at October 2015 be received and adopted.

Motion put and carried.

AGENDA ITEM 1 – ALP AFFILIATION

Following on from the Council meeting held in August the Union has engaged members with respect to ALP affiliation by way of a position paper that was posted on the website, a survey that was emailed out to members, weekly newsletters advising members of the debate, LAPC meetings in local health districts, Sub Branch meetings and in the media. A full report on the feedback will be supplied at the December Council meeting.

RESOLUTION

Moved G Hayes/L Burns that the Union Council resolves to enhance the Union's influence and representation politically by re-affiliating with the Australian Labor Party.

380 people were called in regards to the survey. 67.5% agreed to affiliate. 32.5% disagreed.

Vote	For affiliation	19
	Against	5
	Abstained	1

Motion put and carried.

AGENDA ITEM 2 – WOMEN'S COMMITTEE

In line with Agenda Item 3 of Council meeting of 25/8/15 I can advise that the National Council has endorsed Terms of reference for the HSU National Women's Committee and it is with this in mind that the NSW Union should now endorse Committee members for the NSW Women's Committee and two delegates to the National Women's Committee.

RESOLUTION

Moved S Joseph/G Partridge the Union Council endorses the establishment of a Steering Committee to develop a process to establish the NSW Women's Committee and the selection of two delegates to the National Committee. The process and criteria for selection to these committees should be developed prior to the 31st January 2016.

Motion put and carried.

AGENDA ITEM 3 – CHARITABLE COMMITTEE

As the Union is increasing its activity within charitable areas it is appropriate that the identification and selection of particular charities is undertaken on a basis that not only assists charitable groups but it also is in keeping with the vision and interest of the Union. It is with this in mind that the establishment of a Committee to assess and research particular charitable requests is formed to ensure that any charitable contribution is undertaken with the best interest of the membership. It is proposed that a Committee of 6 people from Council and/or Union Committee be established to fulfil these responsibilities.

RESOLUTION

Moved G Partridge/G Reilly Union Council calls for nominations for interested Councillors and Committee members to assist the Union in charitable activities.

Motion put and carried.

AGENDA ITEM 4 – MANAGERS' SALARY INCREASE

Throughout 2014/15 the Union has developed management structures that have responsibility for the respective divisions, administration and finance departments of the Union. I can advise that all Managers have operated at a higher level and promoted and developed the services and growth of the Union in way that is superior to other like organisations. The industrial, organising, financial and administration components of the organisation are not only cohesive but are supportive across the board. Much of this cohesion and support promotes the successful outcomes that we see on a daily basis. Therefore it is recommended that managers within the organisation as well as the Assistant Secretary/Treasurer and the Secretary receive a 2.5% increase in salaries retrospective to 1st July 2015 and an increase of superannuation by .5%. The abovementioned positions should also receive benefits as outlined by the 2015 Enterprise Agreement.

RESOLUTION

Moved P Iffland/L Twyford the Union Council endorse that elected officers and staff who are not covered by HSU Employee and Enterprise Agreement receive the benefits of that agreement as well as 2.5% salary retrospective to 1st July 2015 and a .5% increase in superannuation.

Motion put and carried.

AGENDA ITEM 5 – ME BANK

Council would be aware of ME Bank that was initially established as Members Equity and was borne out of Industry Super Funds. ME Bank has developed and has a strong interest in close relationships with Trade Unions and has extended the opportunity of building relationships with the HSU. An initial benefit of such relationship is a mortgage interest rate of 3.99% which is .3% less than the banks usual variable rate. Union's membership can also see access to educational program with respect to financial management of members' domestic interests. A relationship with the ME Bank does not come with a cost to the Union however, it does promote further benefits to the Union members. A relationship with ME Bank would also see assistance by way of sponsorship with respect to Conferences, publications and the like.

RESOLUTION

Moved J Catlin/G Reilly that the Union Council endorses that the HSU enter into a relationship with ME Bank and in doing so requires regular reports in relation to members' benefits and member access opportunities.

Motion put and carried.

AGENDA ITEM 6 – IT SERVICES CONTRACT

The IT Services contract between HSU and MCR – reached its three year limit in October. Under the HSU policies, tenders/expressions of interest, are to be called for every three years, in order to test the market.

An Expressions of Interest process was conducted by the Assistant Secretary/Treasurer in July and completed on the 10th August. Eleven proposals were received.

Of the eleven proposals received, four were selected to provide presentations to the HSU Audit & Finance Committee. The four were selected based on capacity to deliver the job, information known about the companies, size of the company and price. They were OzeIT, Computergate, MCR and Harbour IT.

These presentations were held on Monday 14th September 2015 before a panel made up of members of the Audit & Finance Committee able to attend including: Mark Sterrey, Andrew Lillcrap, Patricia Reid, Alan Wilcock and Angela McDonald.

In this group of proposals, the cost of the monthly service ranged from \$9000 (ex GST) to \$13,970 (ex GST) per month or \$108,000 per year to \$167,640 per year.

After some negotiation, MCR's price at \$9,775/month nearly matches the lowest priced bid of this group of four proponents, but avoids the significant costs and risks associated with transitioning to a new provider. Further, MCR have included an additional 20 hours per year of on-site maintenance, on top of the regular three days per week of on-site service.

MCR was selected by the Audit & Finance Committee to provide IT services to the HSU for the next three years until the end of 2018. This recommendation has also been reported to the Union Committee.

RESOLUTION

Moved S Fraser/L Snow that Union Council endorses the recommendation of the Audit & Finance Committee to engage MCR to provide IT services until October 2018 and that the Assistant Secretary/Treasurer be authorised to sign a new contract between HSU and MCR.

Motion put and carried.

GENERAL BUSINESS

There being no general business the meeting closed at 3.22p.m.

Chairperson