

What do you think of your latest offer?

Dear Member,

At our last meeting, Allity management proposed a new wage offer for you. The new offer is for a four year enterprise agreement, which would cover you until 2022. Management has proposed the following pay increases:

Classifications	First Increase 1 Jan 2018	1 Oct 18	1 Oct 19	1 Oct 20	1 Oct 21	1 Oct 22
All Nursing, Administration and GSO Grade 5 employees	2.2%	2.2%	2.2%	2.2%	2.2%	2.2%
GSO Grade 1-4 employees and Lifestyle employees	3%	2.2%	2.2%	2.2%	2.2%	2.2%

What do you think of the new offer? Send any feedback to HSU Bargaining Officer Chris Friend at chris.friend@hsu.asn.au and share this information with your colleagues.

The union has several concerns. This offer:

- Does not include your full back pay, to your last notional increase in October 2017.
- Provides low pay rates for General Services Officers, only marginally above the Award minimum.
- Locks wages in place for a long time, meaning we can't negotiate again for 4 years.
- Divides the workforce by offering different pay increases for different jobs – we think everyone deserves a fair and reasonable increase!

We don't think that you should settle for a 2.2% wage increase for the hard work that you do. Recently many aged care providers – who already have higher rates of pay – have agreed to higher annual wage increases than 2.2%. For example, Uniting, Southern Cross Care and nearly 100 organisations that adopted the Aged & Community Services Australia (ACSA) template agreement, have agreed to better and higher pay increases.

We think that you deserve a fair and reasonable pay offer, but it's up to you. Everyone will get a say on the final offer when it is put out to a vote. Please share this information with your colleagues and if they're not yet HSU members, ask them to join online at www.hsu.asn.au/join or by calling 1300 478 679.

We will update members after the next negotiation meeting. If you have any questions, please contact your HSU Delegate or call us at the HSU Office.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD