

Allity Offer Update

Dear Member,

At our bargaining meeting on Wednesday 9 May, Allity revised their last pay offer. They have increased the general pay offer from 2.2% to 2.35% for each year, and kept a 3% increase for GSO level 1–4 in the first year. Attached is important information about your new offer, please share it with all your colleagues and if they are not yet HSU members, encourage them to join online today at www.hsu.asn.au/join or by calling 1300 478 679.

The HSU believes that this meagre increase of 0.15% from their last offer is frankly insulting. After the HSU clearly said that the previous offer wasn't good enough, management seem to think that a 0.15% increase would somehow be enough to get this poor offer over the line.

This new offer is different to the last newsletter we shared. We want to be very clear about what is now being offered and what you are now being asked to vote on:

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	2.35%	2.35%	2.35%	2.35%	2.35%	2.35%
GSO Grade 1-4 employees and Lifestyle employees	3%	2.35%	2.35%	2.35%	2.35%	2.35%

Please have a good read of the attached information and please don't hesitate to contact your union if you have any questions.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD

Time to vote

NO again!

Overwhelming survey feedback: union members say NO

At Wednesday's meeting, your unions told Allity very clearly that the current proposal was unfair and that unions would oppose any offer that didn't deliver a reasonable pay increase.

The NSWNMA reported that over 500 Allity nurses responded to a recent survey and 97% said the 2.2% pay offer was unfair, with 96% unhappy with no shift in the backpay proposal. We also told Allity 98% said that the changes to the workload clause they proposed wouldn't stop you working short.

The HSU reported similar feedback from their members saying the increase is far too low and only just above the Award minimum, that Allity not giving full back pay is unfair and that the offer locks in wages for too long, meaning that we can't negotiate again for four years.

Allity increased pay proposal of 0.15% - not enough

Both unions agree that the wage offer should be fair and that everyone should receive the same, fair pay increase, and not divide the workforce.

In response, Allity slightly increased their pay proposal by 0.15% and said managers should respond to staffing problems as soon as practicable. Allity said they have moved far enough and want you to vote on their latest proposal.

Unions offer reasonable compromise, Allity said no

We told management that this increase wasn't enough for Allity members to vote yes. If they were serious about wanting to reach agreement they should consider:

- A fair pay increase of 3.5% each year for 3 years,
- Full backpay to October 2017,
- A timeframe for management to respond to staffing problems and
- An on call roster to replace unexpected leave.



Time to vote NO again from 24 May

Allity's proposal is a 2.35% pay increase and back pay from January, which they will put to all staff for a vote. They also agreed to change the workload clause so managers respond to staffing issues as soon as "reasonably practicable".

Given so many other aged care companies have timeframes for resolving staffing problems, it makes you wonder why won't Allity agree?

Show Allity that a fair pay rise matters by voting NO from 24 May.

Need more info?

NSWNMA on 0400 304 776 or 8595 1234

HSU on 1300 478 679