

# Australian Unity Enterprise Agreement Update

Dear Member,

On Monday your HSU representatives met with Australian Unity management to start discussions for your new enterprise agreement. It was a productive meeting, thanks in large part to lots of people getting active and having a say in this important process. A big thank you to HSU representative Cora Salvador for helping to organise many representatives to participate and to everyone who has stepped up and is taking part.

At the meeting, we said that the top priority for HSU members is a fair pay increase. However, management haven't given us their pay offer yet, so keep an eye out for the latest news about your wages after the next meeting.

Management took the committee through their other claims for the new agreement. There was strong discussion around many of the proposals, including:

- **Reduced redundancy entitlement** – Australian Unity have proposed a very significant reduction to your redundancy entitlement. Although management were quick to say that there is no plan for redundancies in the future, major changes like this are very concerning. A strong redundancy entitlement is a great deterrent to outsourcing of work and provides solid job security for everyone. The committee made it very clear that this issue was one we need to discuss further and get more feedback from HSU members.
- **The term of the agreement** – The HSU argued that the agreement should be for 3 years, not 4 years. This is in line with industry standard and means your pay rates stay up to date with other aged care providers.
- **Sending staff for medical assessments** – We argued that it was unfair for Australian Unity to be able to send staff for a medical assessment without first having very good cause, counselling an employee and allowing that person to seek their own medical support in the first instance. Management will consider this proposal and respond at the next meeting.
- **Training outside of rostered hours** – The HSU argued that it is unfair to only pay staff for 1 hour, when requiring them to attend work for training outside of their ordinary rostered shift. We argued that staff should be paid the minimum engagement just like any other shift or that training should be scheduled as part of a normal work shift, so that it doesn't inconvenience staff and impact on your work/life balance.

- **Ordinary hours of work** – We found that the new agreement proposes ordinary shifts of up to 10 hours without overtime. This is different to the Aged Care Award and means that some staff could lose their right to overtime if it's applied unfairly.
- **STRIVE incentive scheme** – There was a lot of strong discussion about how to make the incentive scheme fairer and more accessible for all staff. The committee recognised the positive role that good feedback provides for staff, but also expressed concerns about how the scheme is currently implemented. Management agreed to think about the scheme and consider ways to improve it.

There was also positive discussion around a number of new inclusions, such as NAIDOC leave and a new job search entitlement to help people when their employment has been ended.

The next meeting is scheduled for 11 July at 1:30pm. At that meeting the HSU will discuss union members' claims for the new agreement. If you haven't had your say yet, make sure you fill out the online HSU bargaining survey at [www.surveymonkey.com/r/aus\\_unity\\_ea](http://www.surveymonkey.com/r/aus_unity_ea) to get involved. The union will keep members up to date on the progress of the negotiation.

### **Are your colleagues being represented?**

If your colleagues are not yet HSU members, make sure that they know what's happening and that they're represented in the negotiation – ask them to join online at [www.hsu.asn.au/join](http://www.hsu.asn.au/join) or by calling 1300 478 679 so that they can have their voice heard.

In unity,



Gerard Hayes  
Secretary, HSU NSW/ACT/QLD