

What do you think? Your pay offer & changes to Annual Leave

Dear Member,

Management have offered a 2% annual wage increase to all staff, but have offered some people a higher increase in the first year – what do you think of that offer? See details below.

Your union has been in negotiation with Catholic Healthcare management about your new enterprise agreement for several weeks. While there have been some positive outcomes – including increases to bereavement leave, increases to partner parental leave and improved uniform provisions – there are also some changes that could be concerning.

We have also just learnt that management are implementing changes to the way shift worker annual leave will be accrued, without having consultation with the union. We have made it clear that we don't agree with this process and that proper consultation should take place *before* changes are implemented.

We want to hear from you

This is your agreement, and your HSU negotiation team will be guided by union members. Please send your feedback to HSU Bargaining Officer Chris Friend by emailing chris.friend@hsu.asn.au so that we can collectively gather your views on these proposals. If your colleagues are not yet union members, ask them to join today so that they can also give their feedback. New members can join online at www.hsu.asn.au/join or by calling 1300 478 679.

Your pay offer

Management are essentially offering a 2% per annum wage increase. However, they are offering some people a bigger pay increase than others for the first year, before dropping them back to 2%. The offer is:

Classification	2018	2019	2020
CSE 2	3%	2%	2%
Admin Co-ordinator	3%	2%	2%
AIN (Thereafter level)	3%	2%	2%
All other classifications	2%	2%	2%

This looks like a classic divide and conquer tactic. Management are offering the classification with the largest number of people – CSE 2, which has approximately 960 employees – a bigger wage increase than everyone else, in the hope that it will get the agreement across the line.

What do you think about this offer? What do you think about only getting a 2% increase in 2019 and 2020?

Changes to your Annual Leave?

Shift workers currently enjoy an extra week of annual leave each year, to recognise that you work weekends and outside of normal business hours. Management has proposed changing both the definition of who is a 'shift worker', and the way that the extra week of annual leave is applied.

Management told the HSU that they believe only people who work a fully rotating roster – across all 24 hours and across the whole week – should be entitled to the extra week annual leave, even though that's not what's in your current agreement and not what's in the Aged Care Modern Award.

If management are successful in changing the definition of who is considered a shift worker, thousands of current employees could lose annual leave each year. The union has stated firmly that we do not agree with this change, nor do we believe it is something that could even be legally permitted in the agreement.

To be clear, management can only change the definition of who is a 'shift worker' by changing it in the enterprise agreement. That is something that you would need to agree to by voting to accept.

What do you think about the change? Would you vote to reduce the annual leave for shift workers?

Changes to Annual Leave Accruals?

Management have also just announced that they will change the way the additional week is accrued. Instead of accruing this leave each pay cycle, they will 'assess' everyone in July to see if you qualified over the last year.

The HSU has written to management saying that any changes should be dealt with in the agreement, and requesting that no change be implemented, at least until consultation has taken place. We are concerned about negative impacts from these changes being rushed through. We will keep members updated.

Changes to your Medication Allowance?

Finally, management propose to change the medication allowance rate and how it is applied. They propose to reduce the allowance from \$4.77 per hour, to \$0.90

(90 cents) per hour, but will continue to pay the allowance for the whole shift. Management's rationale is that the allowance is currently being incorrectly applied. They have also said that this change can open up the allowance to more people per shift.

The HSU has said that we'll always consider ways to apply the allowance more fairly, and to give more people access to higher rates of pay. We've argued that any changes must include strong commitments to increase the number of people who can receive this allowance, to ensure that it is more fairly applied to more staff, but also not force staff to do med shifts if they don't want to.

What do you think about changes to the medication allowance? Do you think that medication shift can be more fairly shared among staff?

Your union agreement

This is your agreement, so we want to hear from you about the proposed changes. If your colleagues are not yet union members, ask them to join today so that they can also share their feedback. New members can join online at www.hsu.asn.au/join or by calling 1300 478 679. Please share this newsletter and encourage members to email feedback to the union at chris.friend@hsu.asn.au so that we can form a collective response.

In unity,

A handwritten signature in black ink, appearing to read 'Gerard Hayes', with a long, sweeping horizontal stroke extending to the right.

Gerard Hayes
Secretary, HSU NSW/ACT/QLD