

RFBI – Progress on your new agreement

Dear Member,

Your HSU bargaining team have been meeting with RFBI management for several months, holding very thorough discussions about your new enterprise agreement.

The negotiations have been constructive, however there are many important issues on the table, so the discussion is taking some time. The HSU has been arguing strongly for increases to your pay rates, improvements to the classification structure, and to not give up any of our current conditions. We have also held a special session with Community/Home Care workers to highlight some issues specific to their roles. Below is a summary of some of the key issues that have been discussed.

Pay increase

Locking in a fair pay increase is a top priority for union members. Management is yet to present us with a formal wage offer, as we are still having detailed discussions about your classification structure and how we can improve it. However, we have made it very clear that there must be back pay to 1 July 2018, to align your pay increase with its due date. So far management have been willing to agree to this and we will continue to push this important point. We will update members on the wage offer as soon as we have more information.

Classification structure

One of our key claims was to improve the classification structure. The HSU called for all employees to be engaged from Grade 2 and for better pathways for employees to grow their career. We have lobbied for better recognition of employee's skills, knowledge and experience, which can lead to higher pay and increased opportunities. We've had some productive conversations around the bargaining table and are working on a proposal to take to staff. Although management have been listening to our concerns, reforming the structure is a big job and it's important that any changes are beneficial to employees and don't leave any staff worse off. Once we have a draft ready, the HSU will consult with union members for your feedback. This is your agreement and all HSU members will have a say in any changes.

Community/Home care

We have discussed a number of important issues for community and home care. The HSU has put forward claims to address the unfair impact of broken shifts on community care workers. We've been calling for broken shifts to only be worked by agreement, for the 'split shift allowance' to be paid for each split in the shift (not just once), and for the 'KMs travel allowance' to be paid when working any split

shift – even if the engagements are at the same client. So far we have not reached agreement on any of these issues. However, management have agreed to review the implementation of Carevision with respect to two issues – to ensure employees are given time to access (and are paid to travel to) proper facilities to take a break, and to ensure that everyone is given enough time to access clients, without being penalised for being late. Members are encouraged to bring any examples of these concerns to the union so we can follow them up.

Other issues

There have been many other issues raised. Some of the outcomes so far include:

- Permanent part-time staff to be offered additional shifts, before casuals or agency hire
- New clause supporting victims of family and domestic violence
- Increase of 1 week to the amount of Purchase Additional Leave available
- HSU noticeboards to be displayed in each facility

This is your enterprise agreement and all HSU members will get a say in the outcome. Once we have a draft proposal ready, we will share it with union members for consultation and for your feedback. If your colleagues are not yet HSU members, ask them to join today online at www.hsu.asn.au/join or by calling 1300 478 679.

If we are strong and united, we can get a great outcome together.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD