

# Advantaged Care Enterprise Agreement

Dear Member,

Your current enterprise agreement (which protects all your wages and conditions at work) has a nominal expiry date of 31 December 2018.

Although your current enterprise agreement will stay in place until it is replaced or removed by the Fair Work Commission, it means that there are no more guaranteed wage increases locked after December this year.

Recently the HSU wrote to Advantaged Care management and requested that we get together and start negotiations for a new enterprise agreement.

Advantaged Care have now responded saying: 'We have given significant consideration to this decision, and have determined that at this time it is not in the best interests of the business or its employees to commence enterprise bargaining'.

They went on to list a number of reasons including that they believe the current agreement is working well overall and that there is a great deal of uncertainty in the future of aged care industry funding. However, they have offered a wage increase for next year.

## **What is the wage increase?**

Despite not agreeing to bargain, Advantaged Care have said that they are willing to pass on an administrative pay increase. Advantaged Care have told the HSU that they will pay a 4% wage increase to all non-clinical employees.

This only came after the HSU made representation to Advantaged Care on behalf of members and shows why it's important be strong and united in the HSU. When we stand together, we can get good results. We want to hear from members and hear what you think about this outcome.

## **What does this mean for your conditions at work?**

Your current enterprise agreement will stay in place, which means all your current conditions will continue. However, if we don't bargain for a new agreement, there is a chance that your conditions are not keeping pace with the conditions of other providers in the aged care industry.

Some important areas that the HSU has identified which could be falling behind others include:

- Paid parental leave, keeping your rights in line with aged care industry standards;
- Support for victims of family or domestic violence, including genuine paid leave when you need assistance;
- Natural disaster leave, for when you can't attend work or your home is affected by a disaster;
- Review of part-time hours every 6 months, not every 12 months;
- Ensuring that all shift workers are getting their additional annual leave, in line with the Modern Award;
- Personal leave of up to 2 days without need for a medical certificate.

### **What do you think?**

This is your enterprise agreement and the HSU is a member-led union, so we need to hear from you. What do you think about this decision? What do you think about the wage offer? Is it important for you that we bargain for a new agreement?

We want to hear your feedback so we can gather a collective response. You can share your feedback by discussing it with your HSU Delegate or HSU Organiser during a site visit, or send your feedback to HSU Bargaining Officer Chris Friend at [chris.friend@hsu.asn.au](mailto:chris.friend@hsu.asn.au) who will compile feedback.

Please share this newsletter and discuss this information with your colleagues. If they are not yet HSU members, they can join online today at [www.hsu.asn.au/join](http://www.hsu.asn.au/join) or by calling 1300 478 679. Together, we can get a great outcome for everyone.

In unity,



Gerard Hayes  
Secretary, HSU NSW/ACT/QLD