

## HammondCare taking EA to vote: HSU has serious concerns

Dear Member,

Despite not reaching agreement with the unions, HammondCare management are pushing their proposed enterprise agreement out to a vote.

The offer contains wage increases of:

- 2.5% from the first full pay period after 1 December 2018;
- 2.5% from the first full pay period after 1 July 2019;
- 2.5% from the first full pay period after 1 July 2020;
- 2.5% from the first full pay period after 1 July 2021.

The offer also contains improved provisions around taking meal breaks, including an ability for staff to claim overtime if they work through a meal break; new paid parental leave rights for adoption leave and new provisions to use compassionate leave for other instances, such as for support when experiencing domestic or family violence.

**However, there are still some serious issues with the document, particularly the unfair application of the kilometre allowance.**

The HSU has made our position very clear. We believe that when staff are required by HammondCare to use their own personal vehicle in the course of their duties, they should be paid the KM Allowance for all of their travel.

However, HammondCare management do not agree. We believe that some staff, especially those working for HammondCare at Home, **could be significantly disadvantaged by this decision.**

HammondCare at Home employees can be directed to go to different work locations every single day. They can be required to travel long distances, in metropolitan or regional areas, at all hours of the day, where there are no other transport options in place.

We say that when they are required by HammondCare to drive their personal vehicle to or from a client, it is reasonable that they be paid the KM allowance for that travel.

Management say that they have provided a '*Travel in Extraordinary Circumstances*' protection, which 'may' provide some assistance to staff who have

to travel 'in extraordinary circumstances'. The HSU says that this protection is not good enough. It doesn't provide any clear guidelines on what an 'extraordinary circumstance' is, it is up to you as the employee to prove that you are disadvantaged and **it is entirely up to management's discretion whether they will pay anything at all.**

The HSU has also been clear that this could be a problem if the proposed agreement is voted up and sent to the Fair Work Commission for approval.

The HSU will pursue any issues that are possibly below the Award minimum at the Fair Work Commission, however this could result in delays for everyone in getting the agreement approved.

HammondCare should come to the table and fix this issue now.

Let's get serious about recognising the hard work of carers. Let's pay people fairly for the work they do, including paying the KM allowance for all travel, when staff are required by HammondCare to use their own personal vehicle.

### **What are the next steps?**

Despite the HSU having serious concerns about the KM Allowance, management are proceeding to a vote. Everyone will receive a copy of the proposed agreement, so please read it carefully so that you understand what it means for you.

If you have any questions about the offer or the voting process, please get in touch with the union so that we can assist you.

If your colleagues are not yet HSU members, make sure that they join the union so that can ask questions and be represented by the union. They can join online at [www.hsu.asn.au/join](http://www.hsu.asn.au/join) or by calling 1300 478 679.

We will be in touch with HSU members shortly with more information about the offer and the voting process. This is your enterprise agreement and you will have the final say on whether it is acceptable or not.

In unity,



Gerard Hayes  
Secretary, HSU NSW/ACT/QLD