

Update: Crib Away Allowance

Dear Member,

You might remember late last year HSU was before the full bench of the Commission and the Ministry was asked to investigate further modelling of what it would cost to return everyone to base (Newsletter [here](#)).

There has been some progress on that front; however, what has come out it is that is allegedly not enough to cover the whole value of the allowance. This means there is a gap between what the IRC originally ordered as an allowance (around an hour's pay), and the amount of 'cost savings' that the employer admits to. Again, the unfair government sector wages regulation requires that any increase to workers pay over 2.5% must be funded by cost savings.

PTO delegates met yesterday and recommended that the HSU legal team ask the Commission to decide on the difference between the hour's pay that was originally awarded and what the cost savings the employer is admitting to. In practice this will mean saying that we are satisfied that we've done the best we can to prove our case and we are going to prioritise the following things:

- Payment of the full 2.5% with back pay for July 2017, and July 2018.
- An allowance for cribbing away back-dated to July 2017.
- Retaining the size of the allowance.

There was another method of proving the cost savings that must have been realised since the change, which included PTOs going back to base for breaks for period of time in order to measure the difference in productivity. It is the assessment of our legal team that this would create an extended delay in finalising the matter and on that basis the PTO delegates unanimously decided to go with the above method.

It must be remembered, the Commission will make a decision that it thinks is fair and reasonable. So that means that nothing is really off the table. It is also important to be aware that this is not based on any settlement proposal by the Ministry.

This approach is consistent with what HSU delegates have said all along: that members deserve an allowance to compensate for needing to take crib breaks away from their base. And if HealthShare want it so badly it should be worth paying for it.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD