

What do you think of your EBA offer?

Dear Member,

We want to hear from you. Please go to the following link and have your say on the offer from management: https://www.surveymonkey.com/r/theorchards_eba

Your Enterprise Agreement

HSU members at The Orchards have been calling for an enterprise agreement, to ensure that your pay and conditions keep pace with others in the Aged Care Industry.

Union members set several priorities – including improved pay rates, reasonable staff levels and improvements to conditions – which formed our Log of Claims.

We appreciate that there are many challenges facing the Aged Care industry and that poor government funding in recent years has put further pressure on.

However we believe that you, the dedicated and hard-working staff at The Orchards, deserve quality pay and conditions in line with the rest of the industry. Most organisations are paying wage increases of between 2.5% - 3.5% per year. Why shouldn't you be paid as well as others, for working just as hard?

Management have responded to each of your claims, but have said 'no' to most of the requests. Attached to this email is a full response, detailing what has been agreed, somewhat agreed, or not agreed.

Management have also proposed pay increases of:

December 2018 – Award rates plus 1%

December 2019 – Award rates plus 1.5%

December 2020 – Award rates plus 2%

Will you accept this offer?

We want to hear from you about this offer. Please go to the following link and let us know what you think and if you think we should accept this offer: https://www.surveymonkey.com/r/theorchards_eba

We will always be guided by HSU members, so we need to hear from you. If your colleagues are not yet HSU members, encourage them to join today at www.hsu.asn.au/join or by calling 1300 478 679, so that they can have their say.

We will be in contact with HSU members soon about the next steps.

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

Please see an update on management's response to HSU members claims.

This is a 'traffic light' document. The items in green are agreed, yellow are somewhat agreed and red is not agreed.

HSU Members Claim	Management Response
Term: 3 year agreement with obligation to renegotiate within 6 months of expiry.	Agreed
Fair pay increase: Members are seeking a 5% wage increases per annum to wages and allowances, to bring them more in to line with other industry providers.	<p>Management are proposing to increase wages each December, on top of the National Wage Case increases in July.</p> <p>Management are proposing: December 2018 – Award rates plus 1% December 2019 – Award rates plus 1.5% December 2020 – Award rates plus 2%</p>
Review of staff levels: Commitment to work with the HSU to formally review staffing levels across all classifications, during the life of the Agreement, Review to focus on determining adequate staff to resident ratios, for the level of care expected as well as hours of work required to get work done in areas such as laundry and kitchens.	Not agreed
Enhance Workload Management clause: Include positive obligations on management to monitor workloads and report levels of staffing to employee at regular paid staff meetings.	Not agreed
Guarantee to backfill: Commitment to backfill planned and unplanned absences, to ensuring staffing levels remain reasonable.	Not agreed
Medication Shift Allowance: Introduce an allowance for employees rostered onto a shift containing medication rounds.	Not agreed
Preference of Engagement: Permanent employees (full-time and part-time) to be offered vacant shifts before casuals or agency staff.	Not agreed for inclusion in EA
Outsourcing Arrangements: Where the employer choses to outsource any work, it will ensure that the workers performing that work are paid and subject to the same terms and conditions of employment that apply under the Agreement.	Not agreed
Minimum engagements: Increased minimum engagements to 4 hours for all staff.	Agreed, except for mandatory training or meetings.
Partial redundancy provisions: Include an agreed process to compensate staff with a partial redundancy, in the event that their hours are forcibly reduced.	Not agreed

Site Consultative Committee: establish a committee made up of employees and management to discuss workplace issues (including workload) to increase communication. Meetings to occur on a minimum quarterly basis.	Not agreed
Improved consultation: Stronger process around consultation in cases of major change to the workplace.	Agreed to include new consultation provision
Status Quo: Include provisions in the disputes procedure to ensure the status quo is maintained while the dispute process procedure is being worked through.	Agree to include provision that work will continue as per Act, but not full guarantee of status quo remaining.
Evidence for Personal Leave: evidence will only be required after an employee has taken more than 2 days of consecutive personal leave, as per current arrangements.	Not agreed for inclusion in EA
Paid Parental Leave: Paid parental leave of 14 weeks for the primary caregiver and 6 weeks for the non-primary caregiver.	Not agreed
Natural Disaster Leave: 3 days dedicated leave where an employee is unable to attend work due to adverse weather which either prevents or threatens life or property	Agreed to 1 day per year for such purposes
Domestic Violence Leave: 10 days paid leave per annum dedicated for this purpose, access to counselling services, and requests for flexibility and changing of hours be granted to assist victims of domestic violence.	Agreed to up to 5 days unpaid leave for such purposes
Bereavement leave: Additional bereavement leave in cases of the death of an immediate family member.	Not agreed
Payslips: All leave balances to be displayed on employee payslips.	Not agreed for inclusion in EA
Uniforms: Right to request new uniforms if they become damaged or experience excessive wear and tear, on an annual basis.	Not agreed for inclusion in EA
Union noticeboard: Access to a notice board for union representatives to place relevant material.	Not agreed for inclusion in EA
Inductions: Process for union officials to welcome new employees to the organisation and discuss with them the benefits of being a union member.	Agreed
Commitment to industry: Commitment to engage with other participants across the industry and support an industry wide campaign for better funding for aged care facilities, including provision of leave to activist staff for the purpose of attending employer supported campaign related activities.	Not agreed