

ACT Health: Updated Summaries for Support Services EA Vote

Dear Member,

Please find more information about key outcomes from our enterprise bargaining campaign for a new Support Services Enterprise Agreement (the Agreement). These summaries are for assisting you with understanding the 213-page Agreement that you will be asked to vote for between 4 to 18 April.

Attached is an updated Summary of outcomes from when negotiations ended, and a table for wages rises and pay tables taken from the draft Agreement for more detail.

Full pay tables can be found at page 174-176 of the Agreement that has been distributed by ACT Health. A hard copy is available at Food and Ward Services tea rooms. Copies can also be accessed by contacting the HSU Office on 1300 478 679 or emailing your local organiser on ben.halliday@hsu.asn.au.

Please take the time to have a look before voting.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD

**What have HSU delegates and members achieved in with the draft Enterprise Agreement?
Summary of Claims, pay and wage increases**

Our HSU Claims	Where it ended up?	Meet HSU Claims?
New Classification structure for Wardsperson that enables the distinction between different duties by classification descriptors	Increase in grade for wardspersons and a commitment to continue discussions in relation to a new CSO classification. Agreement to conduct a classification review of the Health Service Officer and Allied Health Assistant Classification. Agreement to continue discussions of the allowance claims made on behalf of Hospital Assistants through the classification review process.	Partially with more work to do in 2019
Tea Breaks: 2 separate 10-minute breaks or a combined 20-minute break	Two paid 10-minute tea breaks agreed	Yes
Additional breaks on 12 hour shifts: Staff currently working 12 hour shifts are only provided the standard 30 minute lunch break	An additional 10 minute paid tea break for employees working 12 hour shifts.	Yes
Meal allowance: choice between a meal allowed or the provision of a meal on overtime	Clarified that meal allowance must be provided if a meal in the staff cafeteria is not available.	Partially
Laundry allowance: payment of an allowance for laundering of uniforms	Uniforms: Provision of 5 shirts and 3 pants on commencement and replacement on an as needs basis to both Food and Ward Services.	No but members can get a tax deduction from the ATO for laundering uniforms
Additional annual leave: for working more than ten Sundays.	Not agreed.	No
Public holidays in lieu: Workers who are rostered off on a public holiday will be provided a day in lieu or the equivalent pay according to the actual hours worked.	Employer agreed to provide the day off in lieu or pay according to the actual hours worked	Yes
The provision of a meal in the Agreement - Food Services	Award meal provided under policy to be included in the Agreement	Yes
Adequate footwear – Food Services	Footwear to be provided to Food Service staff at no cost to employees	Yes
Allied Health Assistants – removal of qualification barrier	Agreed to develop competencies to allow progression to top band.	Partially

Wage and Superannuation increases

Date	Wage Increase
5/10/2017	2.25%
14/6/2018	0.5%
13/12/2018	1.35%
13/6/2019	1.35%
12/12/2019	1.35%
11/6/2020	1.35%
10/12/2020	1.35%
10/6/2021	1.35%
	Superannuation increase
1/7/2018	0.25%
1/7/2019	0.25%
1/7/2020	0.25%

See Wage rises and Pay tables for Health Service Officer Level 1 – Level 9 attached to this email for more information

Wage rises and Pay tables for Health Service Officer Level 1 – Level 9

CLASSIFICATION	Pay Rates at 6.4.2017	2.25% from 5/10/2017	0.5% from 14/6/2018	1.35% from 13/12/2018	1.35% from 13/6/2019	1.35% from 12/12/2019	1.35% from 11/6/2020	1.35% from 10/12/2020	1.35% from 10/6/2021
<u>HEALTH SERVICE OFFICER</u>									
Level 2	\$45,301	\$46,320	\$46,552	\$47,180	\$47,817	\$48,463	\$49,117	\$49,780	\$50,452
	\$45,796	\$46,826	\$47,060	\$47,695	\$48,339	\$48,992	\$49,653	\$50,323	\$51,002
	\$46,317	\$47,359	\$47,596	\$48,239	\$48,890	\$49,550	\$50,219	\$50,897	\$51,584
	\$46,843	\$47,897	\$48,136	\$48,786	\$49,445	\$50,113	\$50,790	\$51,476	\$52,171
Retention Point TCH only	\$47,687	\$48,760	\$49,004	\$49,666	\$50,336	\$51,016	\$51,705	\$52,403	\$53,110
Level 3	\$48,385	\$49,474	\$49,721	\$50,392	\$51,072	\$51,761	\$52,460	\$53,168	\$53,886
	\$48,913	\$50,014	\$50,264	\$50,943	\$51,631	\$52,328	\$53,034	\$53,750	\$54,476
	\$49,433	\$50,545	\$50,798	\$51,484	\$52,179	\$52,883	\$53,597	\$54,321	\$55,054
	\$49,958	\$51,082	\$51,337	\$52,030	\$52,732	\$53,444	\$54,165	\$54,896	\$55,637
Retention Point TCH only	\$50,041	\$51,167	\$51,423	\$52,117	\$52,821	\$53,534	\$54,257	\$54,989	\$55,731
Level 4	\$49,958	\$51,082	\$51,337	\$52,030	\$52,732	\$53,444	\$54,165	\$54,896	\$55,637
	\$50,582	\$51,720	\$51,979	\$52,681	\$53,392	\$54,113	\$54,844	\$55,584	\$56,334
	\$51,205	\$52,357	\$52,619	\$53,329	\$54,049	\$54,779	\$55,519	\$56,269	\$57,029
	\$51,869	\$53,036	\$53,301	\$54,021	\$54,750	\$55,489	\$56,238	\$56,997	\$57,766
Level 5	\$52,606	\$53,790	\$54,059	\$54,789	\$55,529	\$56,279	\$57,039	\$57,809	\$58,589
	\$53,494	\$54,698	\$54,971	\$55,713	\$56,465	\$57,227	\$58,000	\$58,783	\$59,577
	\$54,380	\$55,604	\$55,882	\$56,636	\$57,401	\$58,176	\$58,961	\$59,757	\$60,564

	\$55,221	\$56,463	\$56,745	\$57,511	\$58,287	\$59,074	\$59,871	\$60,679	\$61,498
Level 6	\$55,221	\$56,463	\$56,745	\$57,511	\$58,287	\$59,074	\$59,871	\$60,679	\$61,498
	\$56,066	\$57,327	\$57,614	\$58,392	\$59,180	\$59,979	\$60,789	\$61,610	\$62,442
	\$56,828	\$58,107	\$58,398	\$59,186	\$59,985	\$60,795	\$61,616	\$62,448	\$63,291
	\$57,595	\$58,891	\$59,185	\$59,984	\$60,794	\$61,615	\$62,447	\$63,290	\$64,144
Level 7	\$59,230	\$60,563	\$60,866	\$61,688	\$62,521	\$63,365	\$64,220	\$65,087	\$65,966
	\$60,283	\$61,639	\$61,947	\$62,783	\$63,631	\$64,490	\$65,361	\$66,243	\$67,137
	\$61,384	\$62,765	\$63,079	\$63,931	\$64,794	\$65,669	\$66,556	\$67,455	\$68,366
	\$62,549	\$63,956	\$64,276	\$65,144	\$66,023	\$66,914	\$67,817	\$68,733	\$69,661
Level 8	\$64,188	\$65,632	\$65,960	\$66,850	\$67,752	\$68,667	\$69,594	\$70,534	\$71,486
	\$65,354	\$66,824	\$67,158	\$68,065	\$68,984	\$69,915	\$70,859	\$71,816	\$72,786
	\$66,564	\$68,062	\$68,402	\$69,325	\$70,261	\$71,210	\$72,171	\$73,145	\$74,132
	\$67,825	\$69,351	\$69,698	\$70,639	\$71,593	\$72,560	\$73,540	\$74,533	\$75,539
Level 9	\$69,148	\$70,704	\$71,058	\$72,017	\$72,989	\$73,974	\$74,973	\$75,985	\$77,011
	\$70,400	\$71,984	\$72,344	\$73,321	\$74,311	\$75,314	\$76,331	\$77,361	\$78,405
	\$71,705	\$73,318	\$73,685	\$74,680	\$75,688	\$76,710	\$77,746	\$78,796	\$79,860
	\$73,075	\$74,719	\$75,093	\$76,107	\$77,134	\$78,175	\$79,230	\$80,300	\$81,384
	\$74,552	\$76,229	\$76,610	\$77,644	\$78,692	\$79,754	\$80,831	\$81,922	\$83,028
	\$76,482	\$78,203	\$78,594	\$79,655	\$80,730	\$81,820	\$82,925	\$84,044	\$85,179
	\$78,145	\$79,903	\$80,303	\$81,387	\$82,486	\$83,600	\$84,729	\$85,873	\$87,032

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