

## **Your new pay offer: Still not good, some people worse off!**

Dear Member,

Following the HSU raising the threat of industrial action, Catholic Healthcare have finally come back with another EBA offer.

**Unfortunately, it is clear that Catholic Healthcare are still ignoring staff.** They're ignoring your concerns and they're ignoring reasonable offers to finally settle this negotiation and move forward.

HSU members have proposed a very reasonable counter-offer of a 2.5% wage increase each year, for all staff, **but Catholic Healthcare management have refused to even discuss it with us.**

They have changed or cancelled several planned meetings with us, all while preparing a new offer – **that is worse off for some people.**

Catholic Healthcare are now offering you:

2018 – 2.3%

2019 – 2%

2020 – 2%

While this is 0.3% better off for some people in year 1, **it is worse off for hundreds of CSE2 employees, who were previously offered 2.5% in the first year.**

Catholic Healthcare are proposing to delay their cut to the medication allowance by another year, which is an improvement, but they are still going to cut the allowance in 2020, which will leave some staff thousands of dollars worse off.

The HSU has also filed a formal dispute with the Fair Work Commission, asking the Commission for help to get negotiations back on track so that we can finally resolve this agreement.

We don't want to drag this out any longer than needed, but staff deserve a fair pay increase and 2% per year is not good enough.

Despite refusing to meet with the bargaining committee, Catholic Healthcare are pushing ahead with a vote.

In the event the vote goes ahead, we are still recommending to members to **Vote NO** to this poor offer.

In the event of a No vote, the discussions with members about taking industrial action will continue.

Catholic Healthcare should start valuing its staff and offer a pay rise at least as good as the average Aged Care industry pay rise.

We will only get a better outcome when we are active and united. If your colleagues aren't yet HSU members, please ask them to join our campaign for fair pay online at [www.hsu.asn.au/join](http://www.hsu.asn.au/join) or by calling 1300 478 679.

In unity,

A handwritten signature in black ink, appearing to read 'Gerard Hayes', with a long, sweeping underline.

Gerard Hayes  
Secretary, HSU NSW/ACT/QLD