

Royal Rehab Disability: It's your time to decide

Dear Member,

After some months of negotiations Royal Rehab has put its offer on the table for you and your colleagues to consider. A huge thank you to those members who attended meetings and provided feedback throughout this process.

Members said that maintaining conditions was the most important outcome in bargaining. This was the fundamental principle we took into bargaining. In response the Royal Rehab draft agreement offers:

- Pay and allowance increases in line with the Social, Community, Home Care and Disability Services Award (note: those above award will remain on their rate until it meets the Award rate);
- The maintenance of all existing conditions **for current permanent employees** except for Family and Community Services Leave (reduced from three days annually to one).

There has also been a commitment to open the classification structure to encourage support workers to progress from Level 2 to Level 3, and to the creation of a consultative committee.

However, the draft agreement has also seen the removal of the Team Leader (Level 4) classification, reductions in some conditions **for new employees** including reducing paid Parental Leave from 9 weeks to 4 weeks, no FACS Leave entitlement, and a scaled back redundancy entitlement capped at 18 weeks.

Soon Royal Rehab will send out an agreement with more detailed information about these changes. Then you and your colleagues will be asked to vote. So now it's time to decide if the Royal Rehab offer is good enough.

Please forward this newsletter onto your colleagues. With so many changes to the NDIS, frontline workers need to stand together now more than ever. New members can join at www.hsu.asn.au or by calling 1300 478 679.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD