

## **Northcott Agreement: pay goes up by 3% in union-won pay rise**

Dear Member,

**Thanks to the efforts of the Australian Council of Trade Unions (ACTU), minimum industry rates will increase by 3% from the first full pay period after 1 July.**

The ACTU argued on at the Fair Work Commission (FWC) that the minimum industry rates needed a significant jump to support workers facing cost of living pressures.

Late last week the FWC handed down its National Wage Review, deciding that all industry minimum rates should rise by 3%.

This means that Northcott employees covered by the Northcott Agreement will receive a 3% pay increase from the first pay period after 1 July.

This unfortunately won't impact the rates for transferred employees as the Community Living Award (CLA) falls under the NSW Industrial Relations Commission.

### **What does this all mean for bargaining?**

Not much. Northcott is legally required to pass on this wage rise to its Agreement covered employees, meaning a pay rise with no trade-offs (the best type!)

### **What next?**

Thank you to members who have completed the HSU Bargaining Survey. Your responses will be collated and sent out to members to consider. These will then form the basis of our claims when bargaining kicks off shortly.

Northcott's recent memo to employees is the strongest indication yet that when bargaining does kick off, management wants one agreement to cover all employees.

While the gap closes between wages in the Northcott Agreement and the CLA, there are still significant differences in the working conditions, like awake shifts and personal leave.

Union members have said that any move to one agreement shouldn't be at the expense of some workers over others. We need to stand strong – a united Northcott workforce who work together to get the best agreement possible. If you know someone who isn't a union member, forward this email to them so they know about the union-won pay rise and how to join (just visit [www.hsu.asn.au](http://www.hsu.asn.au) or call the Union on 1300 HSU NSW).

If you are interested in getting more involved, contact HSU Bargaining Officer Lauren Hutchins via email [lauren.hutchins@hsu.asn.au](mailto:lauren.hutchins@hsu.asn.au).

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