

## Your new EA – it's a yes for RFBI!

Dear Member,

We are pleased to report that the voting results for the RFBI Enterprise Agreement 2018 have come back, and an overwhelming majority – 94.7% – have voted 'yes' to accept the agreement.

We believe this is good outcome and all HSU members should be proud of the gains you've made in this agreement.

Your new agreement delivers a 2.5% wage increase each year, with a 3% wage increase in 2021. You've also improved conditions in your workplace, including:

### **New Classification Structure:**

- New classification system to provide employees with an improved career path. RFBI has committed to developing employees and fostering career development.
- All current Grade 1 employees will be promoted to the equivalent of Grade 2, once the new agreement is in operation.
- Safeguards in place to ensure that all competency assessment is fair and transparent, including a strong appeal process.

### **Improved Conditions:**

- Superannuation to be paid on all RFBI paid parental leave (was not included in current EA).
- New 'Medication Allowance' of \$1.50 per hour for Level 1 employees (currently CSE Grade 1 and CSE Grade 2) who work a medication shift.
- Increased 'Purchased Additional Leave' option, increased from 1 week to 2 weeks.
- New provision for employees working between 5 – 6 hours to request to either, take a 30 minute meal break, or finish 30 minutes early, or work (and be paid for) the full 6 hours without a meal break.
- Increased uniform and laundry allowances.
- New clause providing support to employees experiencing domestic or family violence, including 5 days unpaid leave per year.

### **Home Care specific improvements:**

- Improved Sunday penalty rates, increased from 175% to 200%.
- Increased minimum engagement for part-time employees, from 1 hour to 2 hours per day.
- Ensure staff will be paid for any shifts cancelled with less notice than 5pm the day before.

- Improved broken shift allowance, to be paid 'per break' not just once 'per day'.
- Improved payment of KM allowance for work related travel.

Finally, this has all been achieved while protecting our current conditions at work.

Congratulations to all HSU members who took part in the campaign. However, a strong workplace isn't just about getting a new enterprise agreement – it's about staying united to make sure that everyone is treated fairly. We have improved our conditions at work, but now it's up to union members to make sure the new agreement is implemented properly.

As HSU members, we all work together to ensure that our rights are looked after and that everyone is respected in the workplace. If your colleagues aren't yet HSU members, ask them to join up today either online at [www.hsu.asn.au/join](http://www.hsu.asn.au/join) or by calling 1300 478 679. Only when you're an HSU member are you part of the team campaigning for a fair workplace, and only HSU members are covered for assistance from the union, like our Member Services Division.

The next step is for your agreement to be filed with the Fair Work Commission for approval. We'll keep members up to date and let you know once the agreement has been approved and is in operation.

Congratulations on your new enterprise agreement.

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