

Union win! Pay increases for aged care workers at St Basil's

Dear Member,

For a long time, the HSU has been lobbying St Basil's to negotiate a new enterprise agreement with union members.

While St Basil's has indicated they will be willing to negotiate next year, **the HSU has called for union members to get a fair pay rise this year, to stop you falling behind.**

Following representation from your union, **St Basil's have proposed a 3% wage increase for all Aged Care, Home Care and Allied Health Professionals** and a 1.3% increase to all allowances.

This wage increase will be back paid to the first pay period from 1 July 2019. Attached is a copy of the letter for your information.

While this increase keeps up with the Fair Work Commission's annual wage review, it's still short of where aged care workers deserve to be and doesn't address things like changes to your conditions of employment. This will be really important when negotiating a new enterprise agreement.

It's important that we get stronger as an industry so we can push the rates of pay up much higher to where they deserve to be. If your colleagues are not HSU members yet, ask them to join up today at 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 or our HSU journey insurance.

We want to hear from you. If you have any feedback, thoughts or questions about the proposal, please contact HSU Bargaining Officer Chris Friend at chris.friend@hsu.asn.au for more information.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD

2 August 2019

Mr R Sheehy
Area Manager – Aged Care and Disabilities
Health Services Union
Level 2, 109 Pitt Street
SYDNEY NSW 2000

By Email: rob.sheehy@hsu.asn.au

Dear Rob

Re: 2019-2012 Administrative Increase for Enterprise Agreement Employees

As discussed in recent months, St Basil's have been working on our 2019-2020 budget and the potential for an administrative wage increase for coming financial year.

Our process for this year was extended to allow additional time to benchmark our labour rates with the templates published by peak bodies and the pay scales of our peers.

We are pleased to advise that the Board have approved an administrative increase to our Enterprise Agreement Staff as follows:

Employees under the St Basil's Homes and St Nicholas Canberra enterprise agreements:

Employee Category	Wage element	Administrative Increase
Aged Care worker (all levels)	Hourly Rate	3%
Allied health, including physio aides		
Home care workers		
Registered Nurse, year 5 and thereafter	Hourly Rate	6%
Registered Nurse, years 1 through 4		
All enterprise agreement staff	Allowances (including uniform, laundry and mileage)	1.3%

Employees under the Majestic Health Aged Care enterprise agreement:

Employee Category	Wage element	Administrative Increase
All enterprise agreement staff	Hourly Rate	3%
	Allowances (including uniform, laundry and mileage)	1.3%

In setting the above administrative increase, we note the following:

- Aged Care Worker and allied health care wages under our enterprise agreements were found to be at pay levels that were close to the industry template pay scales.
- Registered nurses at year 5 rates at all of our sites were found to be close to or at the pay rates in the peak body templates.
- Registered nurse years 1 through 4 under the St Basil's Enterprise Agreement were found to be below the pay rates in both the peak body templates and a comparison with peer organisations.
- We resolved to administer an increase that was more than CPI and more than the annual percentage increase in the template agreements (ACSA and LASA).

We note that the budgeted results for St Basil's for the coming financial year, including these increases, are a loss. This is true for both our budgeted accounting figures and cashflow from operations. It took a significant amount of work from the management team to determine these figures and to make the case to the Board that these pay raises should be at the above levels as we continue our investment in our workforce.

The administrative increases will be applied retrospectively from the first payroll period commencing after 1 July 2019. This process is expected to be completed over the coming two weeks.

As discussed in our recent correspondence, if you would like to meet with St Basil's to discuss any issues raised by our staff relating to this pay increase, or to workplace issues, please do not hesitate to contact me to make an appointment.

Yours faithfully,



Stephen Rooke
Chief Risk Officer