

## Montefiore locks in low wages

Dear Member,

Your Union has received communication from Montefiore that they do not intend to improve your wages above the legal minimum amount.

Following representation from the HSU, CSE 2 staff will receive a 3% pay increase while CSE3/AIN Cert III will receive 1.8%.

Many staff will not receive any pay rise at all – again.

This decision means that Montefiore staff will be some of the worst paid staff in all of Aged Care.

The blame for this must sit with Montefiore management.

Staff would be right to question:

- Why can almost every other Aged Care employer offer above Award Wages? How have Montefiore's finances been managed so poorly as to not pay staff a decent wage?
- Since Montefiore's staff are some of the worst paid in the sector, why aren't the resident fees some of the lowest?
- Is the CEO's pay also the lowest remuneration in the sector? If not, how can that be justified?
- Why has Montefiore not been open and honest with staff? The memorandum to staff failed to mention the additional funding provided to Aged Care companies in the lead up to the last federal election. It also failed to mention the range of other funding sources that Montefiore has.
- If staff have not been accurately communicated with, has the board been accurately informed? What about residents and families?
- As the HSU pointed out, a range of areas of your long-expired agreement are now non-compliant with the Award. What industrial, reputational and financial risks has Montefiore exposed the organisation to by failing to work constructively with the HSU?
- How is having some of the worst paid workers in the sector putting Montefiore in a position to offer the best care to its residents and ensure a future where good staff can be attracted and retained?

Your union believes that you should be treated much better.

Therefore, we will be looking at all the legal, community, media and political strategies we can use to get Montefiore to pay you fairly.

We will also be visiting workplaces to discuss with HSU members how HSU members would like to campaign for better wages and conditions.

We can only campaign for higher wages with strong union membership. Encourage your workmates to join online [www.hsu.asn.au/join](http://www.hsu.asn.au/join) or phone 1300 478 679.

In unity,

A handwritten signature in black ink, appearing to read 'Gerard Hayes', with a long, sweeping horizontal stroke extending to the right.

Gerard Hayes  
Secretary, HSU NSW/ACT/QLD