

## Wage offer and EBA update at Christadelphian Aged Care

Dear Member,

Negotiations with Christadelphian management about your new enterprise agreement are continuing.

Management have tabled a wage offer of 2.5% per year, over the next three years. Further to that, following representation from your union, we can report some progress has been made in improving the working conditions in the agreement.

### **The offer so far**

Management have presented the following wage offer:

- 2.5% wage increase, annually, for the next three years for all Aged Care and Health Professional classifications, and
- Back pay to 1 July 2019, if the agreement is voted up at the first offer

The HSU has also been able to secure the following improvements to working conditions:

- Improved payments for acting up in Higher Grade Duties that mean you'll be paid after 2 hours work, not 3 days.
- Stronger rights for members to accrue up to 10 weeks of annual leave, before being required to take it.
- Clearer provisions for payment of annual leave loading, to ensure you get paid all of your entitled loading.
- Improved redundancy provisions, ensuring that staff are properly compensated with a severance pay.
- Greater protections ensuring fairer breaks between shifts of at least 10 hours.
- Increased paid leave for members suffering family or domestic violence, increased from 3 days to 5 days per annum, with an additional 5 days unpaid leave also available.
- Improved training provisions, ensuring that all employer directed training (except for fire safety or emergency training) will be scheduled in an employee's ordinary hours. Further, any training outside of ordinary hours will be paid at overtime rate.

These improvements have been secured without having to trade-off or lose any current conditions. Christadelphian management are also still considering further important issues raised by the HSU and we will share their response once we have it.

## **What do you think?**

What do you think about the offer so far? This is your enterprise agreement, so we want to hear from you. If you have any feedback or questions please email HSU Bargaining Officer Chris Friend at [chris.friend@hsu.asn.au](mailto:chris.friend@hsu.asn.au) for information. All HSU members will have a say on the final offer when is put forward for staff to consider and vote on.

## **Next steps**

We are continuing to meet with management and put forward the issues that are important to HSU members. We will be in touch with HSU members when we have more information and we will send a copy of any proposed agreement to you to consider, prior to management putting the agreement out to a vote.

If your colleagues are not yet HSU members, ask them to join the union so that they can stay up to date. They can join online at [www.hsu.asn.au/join](http://www.hsu.asn.au/join) or by calling 1300 478 679.

In unity,

A handwritten signature in black ink, appearing to read 'Gerard Hayes', written in a cursive style.

Gerard Hayes  
Secretary, HSU NSW/ACT/QLD