

## FWC approves your new agreement

Dear Member,

Recently, the Fair Work Commission approved your new Calvary Retirement Communities Limited (New South Wales) Enterprise Agreement. This means that the agreement is now in operation and will be enforceable by the HSU for all HSU members.

The Commission approved the agreement, only after Calvary made several important commitments to ensure it met the legal requirements for approval.

Those commitments (known as undertakings) included:

- Guarantees that the pay rates for new entrant Care Service Employees and 1st year Diversional Therapists are increased to meet the minimum wage for those classifications;
- Clear commitment that any casual Pastoral Care employees working on a Saturday will be paid their casual loading in addition to the applicable Saturday penalty rate;
- Clarification that the 10% afternoon shift penalty is payable for afternoon shifts commencing from 10am, instead of 10:30am.

Attached to this email is a copy of the new agreement for you. Your agreement outlines your rights and conditions at work, so please have a read of it and keep a copy for yourself. If you have any questions, HSU members can contact their union organiser or the Member Service Division of the union for assistance.

### **Staying strong and united**

As HSU members, we all work together to ensure that our rights are protected and that everyone is respected in the workplace. However, only HSU members can get help from the union with issues like underpayments or enforcement of the new enterprise agreement, so please talk to your colleagues and make sure that they are part of the union.

We are strongest when we are all together. 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 Service Division or our HSU journey insurance.

In unity,



Gerard Hayes  
Secretary, HSU NSW/ACT/QLD