

Lavery makes an offer! What do you think about it?

Dear Member,

Firstly, I want to welcome all the new members who have joined recently and acknowledge those members who kicked off this fight years ago. Without your efforts there wouldn't be an offer.

And **yes** – we can now confirm after months of negotiations, Lavery management have finally put an offer on the table. Attached is a summary.

Your HSU Bargaining Team wants to hear from you about whether the offer is good enough.

Click here to let us know whether you are willing to accept or reject the offer:
<https://www.surveymonkey.com/r/LaveryEBA>

Your HSU Bargaining Team will report back to Lavery management on the results this week.

Do you know someone who isn't yet a member of the union and should be? Forward them this newsletter and encourage them to get on board at www.hsu.asn.au/join or call the Union on 1300 478 679. We are stronger together!

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD

Without Prejudice

6 September 2019

Lavery Enterprise Agreement 2019 – Summary of key terms

To the Bargaining Representatives,

Please find below a summary of key terms and conditions provided to the bargaining parties on 4 September, 2019. These terms and conditions represent a significant and generous package.

This is a high-level summary of the key components of the proposed Enterprise Agreement (EA) only and is subject to the specific terms of the EA (which will be circulated in due course).

Term

Lavery proposes the term of the EA to be affective 1 January, 2020 and expire 30 June 2022.

Wages

Lavery team members have received a 3% wage increase on 1 July, 2019. In addition, the EA will provide for;

- 2% wage increase on 1 January, 2020
- 3% wage increase on 1 July, 2020; and a
- 3% wage increase on 1 July, 2021.

This proposal means that Lavery team members will receive 5% in total in the current financial year and a further increase in six months on 1 July, 2020.

Loadings and Penalty rates

Lavery will provide the following loadings and penalty rates under the new EA:

- Casuals will move from 23.5% to 25% loading
- Penalty rate for working on a Saturday for full time and part time employees will move from 125% to 150%
- Casuals working on a Saturday will receive 175% (150% + cas loading of 25%)
- Working on a Sunday will be changed to the Sunday overtime rate. Full time, part time and casual employees will all receive 200% for worked hours on a Sunday. (Casuals do not receive the casual loading in addition to this Sunday overtime rate).

Current shift loading of 17% for work between 12 midnight to 6am will be removed and a consistent 15% will apply for shiftwork.

Classifications

Classifications have been simplified and position titles and roles clarified.

Laverty has reduced the number of **Grades from 66 to 33**. The result being that a number of employees will move up a grade to their new grade at the commencement of the new EA (See attached Proposed New Grade Structure).

Allowances

On Call Allowance will be increased to the following;

Monday to Saturday – \$20.30

Sunday and Public Holidays - \$40.51

Laverty will pay the allowance irrespective of whether the employee is required to work or not.

Meal Allowance will move from \$9.00 to \$13.29.

Travel Allowance will move from 61c to the ATO rate of 68c.

Domiciliary Allowance will now apply to employees performing home visits on an ad hoc basis. Employees who are permanently regularly rostered to perform Home Visits will be able to be appointed to Senior Collector, Grade 3.

Hours of work

Ordinary hours of work may now be worked up to 10 hours (available under the current EA at Clause 18 and as per the Health Professionals and Support Services Award 2010 (**Modern Award**)).

Leave

Introduction of new **Family and Domestic Violence Leave** as per the Modern Award, for employees to access up to 5 days unpaid time off work.

Introduction of **Ceremonial leave** as per the Modern Award.

Probation period for new employees of 6 months.

The new EA has also been formatted in a new way for ease of reading and understanding. On that basis there are changes to the content flow and other changes to reflect the requirements of the Fair Work Act 2009 and Modern Award.



Tim Blanche
CEO, Laverty Pathology



Melinda Hollard
Human Resources Manager

Without Prejudice

Proposed New Grade Structure for the Lavery Enterprise Agreement 2019.

Current Grade	Proposed new Grades	Current wage rates as at July 1 2019 that would apply to the new grades
Pathology Aid - Laboratory/Ancillary	Laboratory Aide	
Gde 1.1 on commencement	Grade 1	21.58
Gde 1.2 after 12 Months		
Gde 2.1 on appointment	Grade 2	22.43
Gde 2.2 after 2 years		
Gde 3.0 on appointment	Grade 3	25.18
Gde 4.0 on appointment	Grade 4	26.03
Pathology Aid - Laboratory/Courier	Courier	
Gde 1.1 on commencement	Grade 1	21.58
Gde 1.2 after 6 month		
Gde 1.3 after 2 years	Grade 2	22.43
Gde 1.4 after 2 years		
Gde 2.0 on appointment	Grade 3	23.47
Gde 3.0 on appointment	Grade 4	25.18
Pathology Aid - Support Services	Administrator	
Gde 1 on commencement	Grade 1	22.43
Gde 1.1 after 2 years		
Gde 1.2 after 2 years		
Gde 2 on appointment		
Gde 2.1 after 2 years		
Gde 2.2 after 2 years	Grade 2	23.47
Gde 3.0 on appointment		
Gde 3.1 after 2 years		
Gde 3.2 after 2 years	Grade 3	25.18
Gde 4 on appointment		
Gde 4.1 after 2 years	Grade 4	26.03
Gde 4.2 after 2 years		
Gde 5 on appointment		

Pathology Collector	Collector	
Gde 1.1 on commencement	Grade 1	22.70
Gde 1.2 after 3 months		
Gde 1.3 after 12 months		
Gde 1.4 after 2 years	Grade 2	23.47
Gde 2.0 on appointment **		
Gde 3.0 on appointment	Grade 3	24.73
Gde 4.0 on appointment	Grade 4	25.17
	Grade 5	26.03
Technical Officer	Technical Officer	
Gde 1.1on commencement	Grade 1	22.70
Gde 1.2 after 12 months	Grade 2	23.46
Gde 2.1 on appointment	Grade 3	24.73
Gde 2.2 after 12 months		
Gde 2.3 after 12 months		
Gde 3.1 on appointment **minimum 4 years on Gde 2	Grade 4	25.18
Gde 3.2 after 2 years service - on performance		
Gde 4.1 on appointment **(minimum 3years grade 3)		
Gde 4.2 after 3 years - on performance		
Gde 5.1on appointment **	Grade 5	26.71
Gde 5.2 after 2 years		
Gde 5.3 after 2 years		
Gde 5.4 after 3 years	Grade 6	29.10
Gde 6.1 on appointment **after 2 years		
Gde 6.2 after 2 years	Grade 7	30.37
Gde 6.3 after 2 years		
Scientific Officer	Scientific Officer	
Gde 1.1on commencement	Grade 1	24.73
Gde 1.2 after 12 month		
Gde 2.1 on appointment **	Grade 2	31.40
Gde 2.2 after 12 months		
Gde 2.3 after 2 years		
Gde 3.1 on appointment ** after 4 years on Gde 2	Grade 3	32.60
Gde 3.2 after 2 years		
Gde 4.1 on appointment **	Grade 4	33.89
Gde 4.2 after 3 years - on performance		
Gde 5.1on appointment **after 2 years	Grade 5	35.37
Gde 5.2 after 2 years		
Gde 5.3 after 2 years		
Gde 5.4 after 3 years	Grade 6	36.36
Gde 6.1 on appointment **after 2 years		
Gde 6.2 after 2 years	Grade 6.1	37.14
	Grade 6.2	38.79