

This is what we're fighting for at Estia!

Dear Member,

Following consultation with members and responses to our online survey, the union has compiled your HSU claims for the new Estia Health NSW Enterprise Agreement.

These claims are the top workplace issues for HSU members and call on management to improve pay and allowances, increase staffing levels and ensure that everyone has fair conditions at work.

We will be working hard to make positive gains to your enterprise agreement and ensure that your important entitlements are not lost or given up.

Your claims call on management to:

- Offer a fair pay increase that rewards the hard work that you do;
- Increase staffing levels and ensure that workloads are reasonable;
- Ensure staff are getting all current entitlements – including breaks at work and reasonable amenities; and
- Protect all your penalty rates and working conditions.

Attached is the full list of your claims. Please share these with your colleagues so they know exactly what union members are campaigning for. If your colleagues are not yet HSU members but support our campaign, ask them to join today by going online to www.hsu.asn.au/join or by calling 1300 478 679.

We have served our claims on management and we will be meeting with them this week to go through our claims and to hear any changes management would like to make to the agreement. We will report back to all HSU members following that meeting.

Remember, if your colleagues aren't members then they might not know what's going on. We get the best outcome when we are strong and united, so ask them to join online at www.hsu.asn.au/join or by calling 1300 478 679 so they can get involved.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD



Estia Health NSW Enterprise Agreement 2019 HSU Log of Claims (Without Prejudice)

The proposed Agreement will contain all conditions of the Estia Health NSW Enterprise Agreement 2016, except where varied to be more favourable by this Enterprise Agreement, as well as those mandated by the Fair Work Act.

Agreement Operation

Term and renegotiation of Agreement: 3 year (dependant on wage outcomes) with obligation to renegotiate within 6 months of expiry.

Award compliance: Updated terms to ensure that all conditions are compliant with relevant Awards and that all employees are better-off overall. Please see attached Award analysis.

Wages & Allowances

Fair pay increase: Members are seeking a 5% wage increase, per annum, to wages and allowances.

Increased Allowances: Increase to both Uniform Allowance and Laundry Allowance, to better compensate employees for work-related uniform expenses. Parties to investigate alternate uniforms, that are a better fit for purpose, as well as the option for all uniforms to be provided by Estia.

Staffing Issues

Improved staff levels: Guarantee to improve staffing levels. Commitment to work with the HSU to formally review staff levels during the life of the Agreement. Review to examine the workloads required for the expected care outcomes, the classifications required to achieve those outcomes and the hours of work needed to get work done in all areas of the business.

Enhanced Workload Management clause: Include obligations on management to monitor workloads and to report levels of staffing to employees at regular staff meetings.

Breaks review: Ensure that all staff are taking their rostered breaks and report to the union to ensure compliance with agreement provisions.

Career path development: Structured and supported pathways for employees to grow their skills, knowledge and experience in the sector, which can be recognised through higher classifications.

Staff Amenities: Guarantee in agreement that each site will have adequate staff amenities, including lockers, space for making meals and cleaning facilities.

Job Security

Preference of Engagement: Permanent employees (full-time and part-time) to be offered vacant shifts before casuals or agency staff.

Outsourcing Arrangements: Where the employer chooses to outsource any work, it will ensure that the workers performing that work are paid and subject to the same terms and conditions of employment that apply under the Agreement.

Consultation and Relationship with Management

Consultative committee: Establish a consultative committee, made up of employees and management to discuss workplace issues (including workload) to increase communication. Meetings to occur on a quarterly basis.

Dispute Resolution: Ability to dispute any matter in the employment relationship, not just matters in the Agreement.

Employee Leave

Paid Parental Leave: Paid parental leave of 26 weeks for the primary caregiver and 12 weeks for the non-primary caregiver. Updated terms to ensure that any primary care giver can access paid parental leave.

Domestic Violence Leave: 10 days paid leave per annum dedicated for this purpose, access to counselling services, and requests for flexibility and changing of hours be granted to assist victims of domestic violence.

Bereavement leave: Additional bereavement leave in cases of the death of an immediate family member.

Payslips: All leave balances to be displayed on employee payslips.

Positive Union Relationship

Union noticeboard: Access to a notice board for union representatives to place relevant material.

Inductions: Structured process for union officials to welcome new employees to the organisation and discuss with them the benefits of being a union member.

Rights Reserved

The HSU reserves the right to add or remove claims from the log during the negotiations dependent upon the employer's claims and progress of negotiations.