

What do you think of this wage offer?

Dear Member,

Negotiations with Regis management about your new enterprise agreement are continuing. Management have now tabled a wage offer for members to consider.

The wage offer includes a 2% wage increase, back paid to 1 October 2018, followed by:

- 3% wage increase from the first pay period after 1 Oct 2019
- 2.75% wage increase from the first pay period after 1 Oct 2020
- 2.5% wage increase from the first pay period after 1 Oct 2021

Regis NSW EA x 4 years (30 September 2018 to 30 September 2022)

EA increases	1 Oct 18	1 July 19	1 Oct 19	1 Oct 20	1 Oct 21	Total
NWC staff (uplifted)		3.00%				
NWC staff	2.00%		3.00%	2.75%	2.50%	10.25%
Other staff	2.00%		3.00%	2.75%	2.50%	10.25%

Back pay

Some staff will have recently received a pay increase from 1 July 2019, following the Fair Work Commission's National Wage Case (Annual Wage Review) which lifted Award wages.

For those employees who were uplifted by the 2019 national wage case (i.e. the Award rate had overtaken the EA rate), the 2% increase from 1 October 2018 is back paid until 1 July 2019, from which time staff will be on the current rate of pay until the next 3% increase from 1 October 2019.

For those employees who were not uplifted by the 2019 national wage case, the 2% increase from 1 October 2018 is back paid until 1 October 2019.

Effectively some employees will enjoy 12 months' worth of back pay and others will receive 9 months (but have received a base wage increase in July this year).

Improvements to Conditions

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

- Increased minimum engagement for part-time staff, providing more job security.
- Fairer penalty rates for employees who work through meal breaks.

- Improved annual leave provisions for shift workers, making it easier to access the additional week of annual leave.
- Fairer provisions around Regis directing staff to take annual leave, ensuring that you can accumulate up to two years' worth of leave.
- Improved provisions for sick leave, including fairer notice and evidence requirements.
- New provisions providing up to 5 days special leave for employees suffering family or domestic violence.

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 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 today so that they can stay up to date. They can join online at www.hsu.asn.au/join or by calling 1300 478 679.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD