

## Seeing RED at Estia

Dear Member,

Yesterday your union bargaining team met with Estia management about your new enterprise agreement.

We have now received a formal response to each of your claims and a wage offer for members to consider.

### **Wage offer**

HSU members are claiming a 5% wage increase each year, to recognise staff for the hard work that everyone does at Estia.

**However, management have not agreed and are only offering staff a 2.5% wage increase each year, for the life of the agreement.**

For most people, this is an increase of just over \$0.50c per hour.

### ***What is Estia offering you?***

Food Service Assistant = \$0.54c per hour increase

GSO (grade 2) = \$0.56c per hour increase

Cook = \$0.57c per hour increase

Allied Health Assistant (grade 1) = \$0.55c per hour increase

The HSU said that this offer was far too low, but we would take this offer back to members to see what you think of it.

### **What do you think of this offer?**

We want to hear from you to see what you think of this offer. [Click here to vote in a quick survey](#) about this offer and if we should accept it.

### **“Nothing needs to change”**

Your Union Bargaining Team has argued strongly for improvements to staffing levels, wages, improvements to uniforms and better communication and consultation.

But for the most part, management have just said that the current arrangements are good enough and nothing needs to change.

A full report with Estia’s response to all our HSU claims is attached. The report adopts a ‘traffic light’ colour code with green items being those which have been agreed in full, yellow items being somewhat agreed and red items being not agreed. As you’ll see, it’s mostly all red!

## **Next steps**

This is your agreement about your conditions at work, so we encourage everyone to get involved and be active in the process.

[Click here to vote in a quick survey](#) about this offer and if we should accept it.

If your colleagues are not yet HSU members, please share this update with them, so that they can see what HSU members are fighting for – and Estia's response. Together, when we are strong and united, we get the best deal for everyone. If they want a better deal from Estia they can join 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', with a long, sweeping underline.

Gerard Hayes  
Secretary, HSU NSW/ACT/QLD

## Estia Health NSW Enterprise Agreement – HSU Member Claims Report

HSU Claim	Status
<b>3 year agreement</b> with obligation to renegotiate within 3 months of expiry.	Estia is proposing a 3 year agreement, but no guarantee of renegotiation.
<b>5% wage increases per annum</b> to wages and allowances, to bring them more into line with other industry providers	Not agreed. Estia are offering: 2019 – 2.5% 2020 – 2.5% 2021 – 2.5%
<b>Increase to both Uniform Allowance and Laundry Allowance</b> , to better compensate employees for work-related uniform expenses. Also investigate alternate uniforms, that are a better fit for purpose, as well as the option for all uniforms to be provided by Estia.	Not agreed, although a review of uniforms (design and options) is underway by management.
<b>Review of staff levels:</b> Commitment to work with the HSU to formally review staffing levels across all classifications, during the life of the Agreement.	Not agreed. Estia believes this is an operational matter, not for EA negotiation. The HSU strongly disagrees.
<b>Enhance Workload Management clause:</b> Include obligations on management to monitor workloads and report staffing levels to employee at regular paid staff meetings.	Estia is proposing an update to this clause which include stronger obligations on management to consult better with staff, but no guarantee on staff replacement.
<b>Breaks review:</b> Ensure that all staff are taking their rostered breaks and report to the union to ensure compliance with agreement provisions.	Not agreed, Estia says that the current arrangements are acceptable.
<b>Career path development:</b> Structured and supported pathways for employees to grow their skills, knowledge and experience in the sector, which can be recognised through higher classifications.	Not agreed, Estia says the current study leave provisions are good enough.
<b>Staff Amenities:</b> Guarantee in agreement that each site will have adequate staff amenities, including lockers, space for making meals and cleaning facilities.	Not agreed for inclusion in the EA. Estia says this is an operational matter.
<b>Preference of Engagement:</b> Permanent employees (full-time and part-time) to be offered vacant shifts before casuals or agency staff.	Not agreed, Estia believe this is an operational matter.
<b>Outsourcing Arrangements:</b> Where the employer choses 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	Not agreed for inclusion in the EA.
<b>Consultative committee:</b> 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.	Not agreed. Estia believes that the current arrangements for communication and consultation are good enough.
<b>Dispute Resolution:</b> Ability to dispute any matter in the employment relationship, not just matters in the Agreement.	Not agreed
<b>Paid Parental Leave:</b> 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.	Not agreed to increased leave, however Estia has proposed to bring adoption leave in to line with parental leave.
<b>Support for victims of family or domestic violence:</b> 10 days paid leave per annum dedicated	Not agreed to increased leave.

for this purpose, access to counselling services, and requests for flexibility and changing of hours be granted to assist victims of domestic violence.	
<b>Bereavement leave:</b> Additional bereavement leave in cases of the death of an immediate family member.	Not agreed
<b>Payslips:</b> All leave balances to be displayed on employee payslips.	Not agreed for inclusion in EA, however Estia is currently examining how it can establish a kiosk system that enables staff to review all their leave.
<b>Union noticeboard:</b> Access to a notice board for union representatives to place relevant material.	Not agreed for inclusion in EA
<b>Inductions:</b> Structured process for union officials to welcome new employees to the organisation and discuss with them the benefits of being a union member.	Not agreed