

Japara Enterprise Agreement Approval

Dear Member,

Recently we received confirmation that a majority of staff had voted to accept the proposed Japara Enterprise Agreement 2019. The agreement was voted up with 96% of voters saying 'yes' to the proposal.

Japara have applied to the Fair Work Commission for the agreement to be approved.

The Fair Work Commission is now reviewing the enterprise agreement to make sure that every employee is 'better off overall' under the proposed agreement, compared to the Aged Care Award.

The Commission has identified a number of issues, including:

- Issues with payments for attending compulsory meetings or fire drills, which are only paid at 'ordinary rates', but could be subject to overtime under the Awards
- Concerns about employees working in excess of their rostered hours at the ordinary rate of pay, when they may be eligible for overtime.

The HSU will continue to represent members throughout the enterprise agreement approval process and we will keep you up to date with the progress of the agreement.

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, missed back pay 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 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 Services Division or our HSU journey insurance.

We will keep you up to date with the progress of approval.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD