

Christadelphian Enterprise Agreement Approval

Dear Member,

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

Christadelphian Aged Care 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 and the Health Professionals and Support Services Award.

The Commission has identified a number of serious concerns with terms and conditions, including:

- Concerns about the overtime provisions for part-time employees when working additional hours
- Below Award casual rates for aged care employees – the agreement currently does not provide any overtime payments for these employees
- Below Award casual rates for health professional employees – the agreement currently does not provide any overtime payments for these employees
- Concerns about the shift length for aged care employees, which are longer in the agreement than in the Award
- Concerns about the span of hours for day workers which are longer under the proposed agreement than in the Award

The HSU will press strongly for these issues to be resolved, before any agreement is approved. We will continue to represent members throughout the enterprise agreement approval process.

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,

A handwritten signature in black ink, appearing to read 'Gerard Hayes', with a long, sweeping underline that extends to the right.

Gerard Hayes
Secretary, HSU NSW/ACT/QLD