

Advantaged Care Update: What do you think of this pay offer?

Dear Member,

After your hard work campaigning to get management to the bargaining table, the HSU has met twice with Advantaged Care management to discuss a new enterprise agreement.

The top priorities from HSU members have been to get a fair pay increase and to bring conditions more in to line with industry standards. We want to hear from you about the wage offer below – [click here](#) to have your say on the proposal.

Wage Offer

Advantaged Care have tabled a proposal for a 2.5% wage increase per year, for the next three years.

The HSU has said that a 2.5% wage increase would leave Advantaged Care staff lower than other aged care providers.

We have said that Advantaged Care should increase their pay offer to lift wages higher and recognise the hard work of staff.

What do you think of this offer? [Click here to have your say now.](#)

Improved Conditions

So far, we have won several improvements to conditions at work including:

- Improved annual leave for shift workers – making it easier to access the additional leave for shift workers
- Improved annual leave loading, removing the cap on annual leave loading only being payable on 4 weeks of leave per year
- Increased payments for overtime worked on Saturdays
- Increased casual rates for work on public holidays, increased from 250% to 275% (to be introduced from 1 July 2020)
- Clear guarantee that rosters will be provided at least 2 weeks in advance
- Improved provisions for staff required to work through their meal break – guaranteeing that you will be paid overtime until they get their break or until the end of the shift
- Improved notification requirements when accessing compassionate (bereavement) leave
- Clear reference to Aged Care Award provisions allowing employees to accumulate up to 8 weeks of annual leave (10 weeks in the case of a shift worker) before management can direct annual leave to be taken

These improvements have been achieved without giving up any of our current conditions and while protecting superior redundancy provisions for staff who currently accrue those benefits.

Next steps

There are still several outstanding issues, including HSU members' request for Advantaged Care to consider introducing paid medication allowance and paid parental leave.

Advantaged Care are also considering other proposals on improvements to the broken shift clause and improvements to part-time overtime provisions.

We will keep HSU members up to date as the negotiations progress, but this is your agreement so it's up to you to stay active and united.

If your colleagues are not yet HSU members, encourage them to get involved today by joining online at www.hsu.asn.au/join or by calling 1300 478 679.

And please encourage everyone to [have their say](#) on the wage offer. We are strongest when we work together and support each other.

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