

FWC approves your new Christadelphian agreement

Dear Member,

On Tuesday the Fair Work Commission approved your new Christadelphian enterprise agreement. This means that your new agreement will operate from 24 December 2019 and will be enforceable by the HSU for all HSU members.

The Commission approved the agreement, only after Christadelphian Aged Care had to make several important commitments to ensure the agreement met the legal requirements for approval.

Those commitments (known as undertakings) include:

- Clear guarantee that Health Professionals covered by the agreement will not be employed on a casual basis, and therefore will be permanent employees.
- New commitment that aged care employees or health professionals who are day workers, will not be rostered to work outside of the span of hours (6am – 6pm, Monday – Friday).
- Clear agreement that aged care employees will not be rostered to work shifts in excess of 8 hour on day shift or 10 hours on night shift.
- New commitment that casual aged care employees who are required to work in excess of 10 hours per day or in excess of 38 hour per week, will be paid overtime.
- Additional clarification that those overtime penalties will be paid in addition to the casual loading.
- Clear commitment that any time off in lieu of overtime, that has not been taken, will be payable on an employee's termination.

Attached to this email is a copy of the new agreement. Your agreement outlines your rights and conditions at work, so please have a read of it and keep a copy for yourself. If you have any questions, HSU members can contact their union organiser or the Member Service Division for assistance. Please talk to your colleagues and make sure that they are part of the union

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, bullying at work or enforcement of the new enterprise agreement.

We are strongest when we are all together. If your colleagues are not yet HSU members, please encourage 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 Service Division or our HSU ambulance cover.

In unity,

A handwritten signature in black ink, appearing to read 'Gerard Hayes', with a long, sweeping horizontal stroke extending to the right.

Gerard Hayes
Secretary, HSU NSW/ACT/QLD