

Your new enterprise agreement – It's a Yes at Estia

Dear Member,

We can now report that the voting results for the Estia Health NSW Enterprise Agreement 2019 have come back, and an overwhelming majority – 96% – have voted 'yes' to accept the agreement.

This is clear outcome and all HSU members should be proud of the wins you've had in this agreement.

Your new agreement delivers wage increases for the next three years:

- Jan 2020 – 3%
- Jan 2021 – 2.75%
- Jan 2022 – 2.5%

You've also improved conditions in your workplace, including:

- All accrued personal/carers leave will now be displayed on payslips;
- Increased paid compassionate leave of 10 days (increased from 2 days) in the case of the death of a spouse;
- Full commitment that e-learning will be undertaken during work time, not your own time;
- New provision that part-time non-nursing staff will be paid overtime, if directed by Estia to work in excess of their rostered ordinary hours.
- Improved Afternoon Shift Penalty with the 12.5% penalty rate now kicking in earlier, from 12 noon.
- Weekend and Public Holiday rates for casuals to be increased by 25%, from July 2020.

These wins have all been achieved while protecting your current conditions and rights at work.

Congratulations to all HSU members who took part in the campaign. However, a strong workplace isn't just about getting a new enterprise agreement – it's about staying united to make sure that everyone is treated fairly.

We have improved our conditions at work, but now it's up to union members to make sure the new agreement is implemented properly.

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 Service Division or our HSU journey insurance.

The next step is for your agreement to be filed with the Fair Work Commission for approval. We'll keep members up to date and let you know once the agreement has been approved and is in operation.

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