

## It's a Yes at Advantaged Care

Dear Member,

We can now report that the results for the Advantaged Care Enterprise Agreement vote have come back and a majority of staff – 58% – have voted 'yes' to accept the agreement.

The next step is for the agreement to be sent to the Fair Work Commission for approval.

Pleasingly, Advantaged Care has agreed to the HSU's request for the first 2.5% pay increase to be passed on from 1 January 2020, even though the Commission will not have approved the agreement yet.

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

- 2.5% wage increase from the first pay period on or after 1 Jan 2020
- 2.5% wage increase from the first pay period on or after 1 Jan 2021
- 2.5% wage increase from the first pay period on or after 1 Jan 2022

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

- Improved annual leave – making it easier for staff to access the additional week of 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 overtime rates for overtime worked on Saturdays, with 200% now payable for all Saturday overtime
- Increased casual rates for work on public holidays, increased from 250% to 275% (to be introduced from 1 July 2020)
- Improved weekend penalty rates to be introduced in July 2020
- New provision guaranteeing a minimum break of 10 hours between shifts, which may only be shortened to 8 hours by mutual agreement with employees
- Clear guarantee that rosters will be provided at least 2 weeks in advance

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.

If your colleagues aren't yet HSU members, ask them to join up today either online at [www.hsu.asn.au/join](http://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