

## Your new enterprise agreement – It's a Yes at Regis Aged Care

Dear Member,

We can now report that the voting results for the Regis Aged Care Enterprise Agreement have come back and an overwhelming majority – 98% – 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.

The agreement includes a 2% wage increase, back paid to 1 October 2018, followed by:

- 3% wage increase from the first pay period after 1 Oct 2019
- 2.75% wage increase from the first pay period after 1 Oct 2020
- 2.5% wage increase from the first pay period after 1 Oct 2021

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

- Improved annual leave provisions making it easier for staff to access the additional week of annual leave for shift workers.
- New paid 'special leave' provisions, of up to 5 days paid per year, to assist employees suffering from family or domestic violence.
- New shift allowance of 10% for aged care employees whose shift commences between 10am and 12pm, in addition to their ordinary pay.
- Increased Saturday overtime penalty rates for residential aged care employees covered by the Aged Care Award, increased to double time for all Saturday overtime hours worked.
- Improved laundry allowance, now paid on a per shift basis without a cap. In the existing agreement there is a weekly cap on the laundry allowance.
- Improved job security for part-time employees guaranteeing that, on engagement, part time employees shall agree in writing on minimum hours and the rostering arrangements for those hours.
- Clear minimum engagement of three hours for all employees, including home care employees and casuals.

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 horizontal stroke extending to the right.

Gerard Hayes  
Secretary, HSU NSW/ACT/QLD