

New Estia pay offer + improved conditions

Dear Member,

HSU members said loud and clear to Estia that a 2.5% wage increase was not good enough. Over 80% said that they would not support that offer and wanted a better deal.

We took this message to Estia at our last negotiation meeting and we've been able to secure a better pay offer, as well as more improvements to your conditions at work. Details of the offer are below.

Estia are now taking this offer out to staff to vote on. It's your agreement and we encourage all HSU members to get involved in this process.

If a majority of staff vote 'yes' to accept the offer, the agreement will be sent to the Fair Work Commission for approval.

If a majority vote 'no', then we will go back to the bargaining table and continue to represent HSU members. Make sure you have your say.

New pay offer

Estia have proposed a new pay offer of:

July 2020 – 3%
July 2021 – 2.75%
July 2022 – 2.5%

Improved conditions

HSU members have argued strongly for improvements to conditions. We have been able to win improvements, without giving up any of your existing conditions or entitlements.

Attached to this newsletter is a flyer outlining all of the improvements. Some of the key changes are:

Improved leave

- 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.
- Improved annual leave provisions giving easier access to the additional week of annual leave for shift workers.
- Additional paid leave to assist staff suffering from family and domestic violence, of up to 5 days per year.

Improved penalty rates and overtime

- New provision that part-time staff (non-nursing) will be paid overtime, if directed by Estia to work in excess of their rostered ordinary hours.
- Improved overtime rates, with double time now payable for all overtime worked on Saturday.
- 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. Improved overtime for casuals, ensuring it is now payable for work in excess of 10 hours in a day, when previously it was not.

Improved workload management

- Enhanced provisions for workload management, including a new procedure for dealing with workload issues at staff meetings.
- New commitments around staff replacement ensuring that when staff replacement is required, Estia will do so as soon as practicable.

Improved uniform provisions

- Clearer uniform clause to ensure staff will be provided with an adequate number of uniform items appropriate to their occupation.
- Estia has also given the unions a commitment to work with members to review the uniform design, outside of the EA process.

Improved training provisions

- Full commitment that e-learning will be undertaken during work time, not your own time.
- All training will now be paid at appropriate shift or weekend penalty rates – previously it was not.
- Increased minimum pay to 2 hours for all training completed outside of ordinary rostered shifts, up from 1 hour.
- New provision ensuring that employees working more than 10 hours of training, outside of ordinary hours, will be paid at overtime rates.

Next steps

The HSU will be attending upcoming information sessions, to talk to members about the proposed agreement and answer any questions that you have. Please share this information and our flyer with your colleagues.

Remember, this is your agreement and it's up to you to decide if to accept it or not.

If your colleagues are not yet HSU members, please let them know that the EA will be going to a vote and encourage them to join the union. New members can join online at www.hsu.asn.au/join or by calling 1300 478 679.

If you have any questions, please get in touch with your local HSU delegate or the HSU office.

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

Your Estia Enterprise Agreement

Estia have increased their pay offer and now propose:

July 2020	July 2021	July 2022
3%	2.75%	2.5%

THE ESTIA OFFER

HSU members have argued strongly for improvements to conditions and we've won some significant improvements, without giving up any of your existing conditions or entitlements.

Improved Leave

- 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.
- Improved annual leave provisions giving easier access to the additional week of annual leave for shift workers.
- Fairer provisions for accruing annual leave, ensuring that staff can accrue up to 2 years' worth of leave before being directed to take it.

Improved penalty rates and overtime

- Clear guarantee that part-time staff (non-nursing) may agree, but cannot be directed, to work in excess of their rostered ordinary hours at base rates of pay.
- New provision that part-time staff (non-nursing) will be paid overtime, if directed by Estia to work in excess of their rostered ordinary hours.
- Improved overtime rates, with double time now payable for all overtime worked on Saturday.

- Improved overtime for casuals, ensuring it is now payable for work in excess of 10 hours in a day, when previously it was not.
- 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.

Additional support for victims of family or domestic violence

- Additional paid leave to assist staff suffering from family and domestic violence, of up to 5 days per year.
- Clearer provisions on how to access leave and stronger support for employees seeking assistance with family or domestic violence.

Improved workload management

- Enhanced provisions for workload management, including a new procedure for dealing with workload issues at staff meetings.
- New commitments around staff replacement ensuring that when staff replacement is required, Estia will do so as soon as practicable.

Improved uniform provisions

- Clearer uniform clause to ensure staff will be provided with an adequate number of uniform items appropriate to their occupation.

- Estia has also given the unions a commitment to work with members to review the uniform design, outside of the EA process.

Improved training provisions

- All training will now be paid at appropriate shift or weekend penalty rates, previously it was not.
- Full commitment that e-learning will be undertaken during work time, not your own time.
- Increase minimum pay to 2 hours for all training completed outside of ordinary rostered shifts, up from 1 hour.

- New provision ensuring that employees working more than 10 hours of training, outside of ordinary hours, will be paid at overtime rates.
- New provisions ensuring that shift and weekend penalties will be paid for attendance at compulsory meetings and fire drills.
- New provisions for AHPRA registered employees to access leave to undertake their CPD training.

HAVE YOUR SAY

Remember, this is your agreement and it's up to you to decide if to accept it or not.

If a majority of staff vote 'yes' to accept the offer, the agreement will be sent to the Fair Work Commission for approval.

If a majority vote 'no', then we will go back to the bargaining table and continue to represent HSU members.

Make sure you have your say.