

Australian Nursing Home Foundation

工资支付, 年假以及年假支付的担忧

尊敬的会员，

在最近的工作场所访问中，HSU 成员对工资单和年假以及年假支付的可获取性提出了担忧。

工资支付-员工工资单

HSU 成员和 ANHF 工作场所中的员工对他们的工资单中没有显示年假，事假/病假余额以及长期服务假的权益提出了担忧。

您的 ANHF 协议说：12.7 工资明细

雇主应雇员的书面要求，提供该雇员当前应计假期的记录。

HSU 成员指出，在以书面形式提出请求时，很难获得有关其假期余额和应享权利的记录。请求经常被管理层延迟或忽略。

为了解决此问题，HSU 要求将所有请假余额和应计的长期服务假应包括在每两周的工资单中。这样，成员就可以按照 ANHF 协议和国家员工标准 (NES) 的规定，定期访问其请假信息。

年假

作为轮班工人的 HSU 成员对他们的年假没有得到正确计算，或轮班工人的额外周数，或按比例分配在其假期余额中的误解表示出担忧。

ANHF 协议很明确：21.2 年假的应计

(a) 除轮班工人外，所有雇员在为雇主服务的每一年均可享有 4 周带薪年假。

(b) 轮班工人有权再享有一周的年假。

HSU 现在已要求提出这些索赔的成员对 ANHF 进行审查，并要求由 ANHF 管理层纠正所有年假不足和余额不足的情况。

年假支付

HSU 成员对年假以及年假支付的分配与员工在相关时期内不请假所获得的周末轮班费的不一致表示担忧。

HSU 了解到，ANHF 协议允许支付正常工作时间或相关的周末轮班中较高的年假。但是，HSU 成员担心管理层不遵守员工的正常工作日或合同规定的工作时间，只是权衡年假支付和周末轮班津贴之间最具成本效益的薪酬。

HSU 要求上述与支付工资和年假以及年假支付有关的问题应由管理层妥善解决，并纠正错误。

下一步

HSU 已通过与您首席执行官 Ada Cheng 的往来信件提出了上述所有问题，并要求就这些问题与您的 CEO 和高级管理层会面。ANHF 现在有机会认真解决这些问题，以避免将问题上报给公平工作委员会。

如果您有任何疑问或认为自己受到年假和年假费用支付不足和错误陈述的影响，[请通过电子邮件 thomas.gao@hsu.asn.au](mailto:thomas.gao@hsu.asn.au) 与您的 HSU 组织者 Thomas Gao 联系。

[当我们共同努力使管理层承担责任时，我们会变得更强大。如果您认识某个不是工会会员的人，请鼓励他们通过 www.hsu.asn.au/join 在线加入，或致电 1300 478 679。](http://www.hsu.asn.au/join)这些严重的欠薪问题是由 HSU 会员提出的。只有工会会员才能在这种广泛的问题上发表真正的声音，并受到工会的保护。

让我们团结一致。

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD

Australian Nursing Home Foundation Update

Dear Member,

During recent workplace visits, HSU members have raised concerns about the accessibility of their payslip, annual leave, and annual leave loadings.

Payment of Wages – Employee Payslips

HSU members and staff across ANHF workplaces have raised concerns about their payslips not displaying annual leave and personal/sick leave balances and long service leave entitlements.

Your ANHF Agreement says: **12.7 Particulars of Wages**

(f) The employer shall, upon written request from an employee, provide a record of that employee's current accrued leave entitlements.

HSU members have noted the difficulty in attaining records about their leave balances and accrued entitlements when requests have been put in writing. Too often, have requests been delayed or overlooked by management.

To resolve this the HSU has requested for all leave balances and accrued long service leave entitlements to be included in fortnightly payslips. This way, members can regularly access their leave information as is your entitlement under the ANHF Agreement and the National Employee Standard (NES).

Annual Leave

HSU members who are shift workers have raised concerns about their annual leave not being paid out correctly or misrepresented in their leave balances in the form of the additional week or pro rata for shift workers.

The ANHF Agreement is clear: **21.2 Accrual of Annual Leave**

(a) All employees, other than shift workers, are entitled to 4 weeks paid annual leave for each year of service with the employer.

(b) Shift workers are entitled to one additional week of Annual Leave.

The HSU has now requested a review by ANHF on behalf of members who have brought forth these claims and sought that all underpayments of annual leave and misrepresented leave balances to be rectified by ANHF management in good faith.

Annual Leave Loading

HSU members have raised concerns surrounding the payment of their annual leave loading and the inconsistent allocation of their annual leave loading payments with their weekend shift penalties the employee would have received had they not been on leave during the relevant period.

The HSU understands that the ANHF Agreement allows for the payment of the higher of annual leave loading from normal working hours or relevant weekend shift penalties. However, HSU members have concerns about the allocation of the above payments during or when they take their annual leave. Concerns have surrounded about management not complying with the employee's regular working days or contracted hours, instead weighing the most cost-effective payment between annual leave loading and weekend shift allowances.

The HSU have requested the abovementioned concerns with payment of wages and annual leave and annual leave loading to be properly addressed by management and where errors have been made to be rectified in good faith.

Next steps

The HSU has raised all of the above in correspondence to your CEO Ada Cheng, and has requested to meet with your CEO and senior management about these concerns. ANHF now has the opportunity to address these in good faith to avoid these being escalated to the Fair Work Commission.

If you have any questions or believe you are affected by underpayments and misrepresentations of your annual leave and leave loading, please contact your HSU Organiser, Thomas Gao via email thomas.gao@hsu.asn.au.

We are stronger when we work together to hold management to account. If you know someone who isn't a member of the union, encourage them to join online at www.hsu.asn.au/join or by calling 1300 478 679. These serious underpayment concerns were raised by HSU members. Only union members get a real voice in widespread issues like this and are protected by their union.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD