

The HSU Log of Claims sets out our priorities for fair wages, safer conditions, and respect for the work we do. It's a united call for meaningful improvements to pay and workers' rights at your workplace. Below is a report on management's response to HSU members claims.

This is a 'traffic light' document. The items in **green** have been agreed to by Guide Gogs NSW/ACT, **yellow** have been agreed to in part by Guide Gogs NSW/ACT, and **red** have not been agreed to by Guide Gogs NSW/ACT.

CLAIM	EMPLOYER RESPONSE
Improvements to the agreement An annual wage increase that continues beyond the nominal expiration of the Agreement.	Not agreed
Any negotiated wage increases will retrospectively apply from the expiration of last agreement. Apply current annual adjustment conditions until new EA is finalised when new rate will apply and be backdated to expiry date.	Not agreed
Improvements to pay Clarification regarding reclassification and pay progression processes to ensure fairness, transparency and opportunity The inclusion of the work car to be accounted for in both the salary and the Agreement	Not agreed
An annual wage increase to the agreement that is above CPI by a buffer percentage of 1%	Not agreed
Ensuring fair pay increases also apply for secondment positions (IE. Practice leads, APS roles, etc.)	Agreed
The inclusions of an allowance for employees who use extended language skills in the workplace, such as AUSLAN & Braille	Not agreed
Increase of the Motor Vehicle Allowance to \$0.99 per kilometre in line with the SCHADS & HPSS Awards or the ATO rate, whichever is greater	Not agreed
An enhancement of redundancy payments to improve overall, then additionally improve for people aged over 45 years old.	Not agreed
Superannuation payments to be calculated on salary which includes grossing up the benefit component of salary.	Not agreed
An additional Sole Worker allowance	Not agreed
Clause 15.3 should apply to all overtime payments - Return of casual loading for weekend and public holidays on top of penalty rates.	Not agreed

<p>Improvements to conditions Clarification and fair rules regarding paid travel time & expected 30 minutes commute</p>	Agreed
Removal of requirement to roster day in 15min blocks, protection against unnecessary admin burden of excessive rostering of working day	Not agreed
The reinstatement of 3 ex gratia leave days over the Christmas shutdown period	Not agreed
Removal of the requirement to take annual / paid leave over the Christmas shutdown period, or the flexibility to work during shutdown period	Not agreed
Reduce restrictions on cashing out annual leave entitlements	Not agreed
Increased to 15 days removing the need for CEO approval for an additional 5 days	Agreed to in part
Opening up the Support Leave definition to apply to family members with disability or chronic conditions	Not agreed
An increase to Professional Development Leave per year, along with reducing barriers to access PD Leave	Agreed
Recognition & protection of Working from Home (WFH) provisions in the EA	Not agreed
Stronger flexibility regarding working hours & protection of flexible working arrangements	Not agreed
The inclusion of a consultation clause that requires GDN to consult with staff before workplace changes are decided	Not agreed
The inclusion of a disputes settlement clause that allows for all employment matters to be raised and taken to the Fair Work Commission if not resolved	Not agreed
Improvements to compensation & support for travel expenses	Not agreed
The inclusion of 3 days paid Trade Union Leave	Not agreed
Removal of evidence requirements for Family & Domestic Violence leave	Not agreed
<p>Improvements to Parental Leave:</p> <ul style="list-style-type: none"> • 18 weeks paid parental leave for primary parent • 6 weeks paid parental leave for secondary parent • That superannuation is paid on all parental leave (paid and unpaid) 	Not agreed
An increase to Long Service Leave to 10.5 weeks per 10 years, then 1.5 weeks per year (15 weeks) after 10 years	Not agreed