

- **Annual increases to be backdated on schedule with EA.**
- **Negotiations to start 6 months prior to nominal expiry.**
- **Wage increase** - 5% per year for the duration of the agreement.
- **Salary packaging** - 100% of salary sacrifice benefits to go to staff.
- **Paid mobile phone allowance** - \$20 fortnightly.
- **Home to work travel allowance if travel is more than 15km** - when working at a site that is not your regular site or if your regular site changes.
- **Travel allowance to be paid when personal cars are used for business tasks.**
- **Travel time to be paid** - travel between clients is to be paid, including mileage and time compensation.
- **NDIS and WWCC renewal to be paid.**
- **House managers** - to receive on call allowance/overtime/TIL. Consultation and minimum notice period for on call period. If unable to take lunch breaks, the whole shift to be paid.
- **Retention allowance** - for all grades at 2 years, 5 years, 10 years.
- **EA to incorporate all variations and updates to the SCHADS Award as amended from time to time. Paid rates to always remain at least 1% above the SCHADS award.**
- **Transparent pay progression** - in line with experience and qualifications.
- **Career Pathway Improvements** - transparent progression criteria. Automatic progression based on: experience, qualifications, competency. Employer to review within 2 weeks of an employee's eligibility.
- **Timely determination of reclassification/regrade requests** - employer to review at 6 months and to respond within 21 days of regrade requests.
- **Broken shift allowances** - increase and tiered broken shift allowance - one additional hour to be paid on split shifts, minimum payment for gaps, option to refuse excessive split shifts.
- **Minimum shift engagement** - minimum 3 hours shift engagement, 2 hours only in exceptional circumstances.
- **Morning shift to be paid** - base rate plus additional 50% for the first 4 hours starts from 5am.
- **Increase rostered staff on shifts.**
- **Consultation** - consultation with staff to undertaken about changes. Staffing levels to be reviewed in consultation with employees.
- **Future-Focused Changes (NDIS & Industry Trends)** - no reduction of funding changes without consultation.
- **Short staffing allowance** - if having to work short staffed, staff are to receive an allowance.

- **Sleepover reform** - conversion to active overnight rate if disturbed more than 2 times. Minimum hourly compensation for all sleepover hours. Fatigue protections. Sleepover base rate to be paid each hour.
- **Professional development** - all mandatory training to be paid. If training cannot be completed during work hours/on-site, a minimum of 3 hours to be paid when training is completed; all external training to be paid. Annual professional development allowance. Paid study leave.
- **Work-Life balance improvements** - increase to 4 weeks roster notice. Compensation for last minute changes, not limited to: roster changes, site changes (paid travel time when working at non-regular sites).
- **Fatigue & safety clause** - maximum shift length to be 10 hours, right to refuse unsafe overtime, mandatory rest breaks between shifts to be 10 hours.
- **Technology & admin work** - working and updated equipment to be provided. Paid time for case notes, documentation, mandatory reporting.
- **Portable Leave/Sector Benefits:** Alignment with portable long service leave schemes.
- **Legal Risk Areas** - when overtime is worked, it must be paid whether approved or not. Overtime payment provisions apply after permanent rostered hours and as soon as 76 hours of work is completed. Overtime to be applied immediately on days where extra shifts are picked up or allocated. All hours of work must be paid. Example: if overtime is necessary for client safety, it must be paid even if not pre-approved.
- **Right to request conversion and mandatory employer review** - as aligned with the Fair Work Act.
- **House Managers and Assistant Managers to be covered by EBA conditions under this Agreement.**
- **Higher duties allowance.**
- **TOIL for salaried workers.**
- **Overtime must be paid on the day worked** - example: if 10 hours are worked, the subsequent additional hours per day must be paid overtime and not included in fortnightly hours.
- **Gender Equality & Flexibility (expand existing clause). Flexible rostering rights, return-to-work guarantees after parental leave, secure contracted hours, part-time hours etc.**
- **Superannuation increase** - Above award superannuation, 12.5% first year, 13% second year, 13.5% third year
- **Benefits in line with modern workforce expectations** - 10 days mental health and wellbeing leave.
- **Reproductive leave** - 12 non-cumulative days paid leave for reproductive health needs - fertility treatment, miscarriage, menstruation, menopause symptoms, vasectomies and any other reproductive related issues.
- **Special personal leave** - 12 non-cumulative paid days leave for chronic illness and caring responsibilities of family members.

- **Superannuation paid on overtime** – ensuring super is paid on all hours worked.
- **Increase to Domestic violence (paid) leave** - 20 days paid per year.
- **Improved Disputes process** – Status quo is invoked when the issue is placed into dispute and shall remain till the dispute has been resolved.
- **Union Leave and Consultation** – 5 days paid per year for union delegates to attend training and notice given to HSU when a major workplace change is being proposed including changes to regular rosters.
- **Public Holiday Substitution** – Public holidays may be substituted to allow employees to observe alternative days of personal, cultural or religious significance.
- **Increase to paid parental leave** – 20 weeks paid leave for primary carer and 6 weeks paid leave for secondary carer.
- **Better Redundancy provisions** - payment to increase by 2 weeks per period of service.
- **Any matter arising during bargaining.**