

1. A Wage We Can Live On

1.1 5% wage increase per annum

HSU Members are seeking a pay increase that recognises increasing workloads and work complexity, reflects our hard work, and that keeps up with the rising cost of living.

1.2 E-Learning

Ensure computer access and time in the workplace and make clear that all training required to be completed at home is to be paid at OT rates.

1.3 Parental Leave

Paid Parental Leave of 20 weeks for the primary carer and 6 weeks for the secondary carer.

1.4 Recognition of General Support Staff

Fairer classification and progression pathways for kitchen, laundry, and production staff, recognising their vital contributions to the workplace. This includes stronger wage increases to ensure pay keeps pace with the rising cost of living.

1.5 Increase in Travel Allowance

Travel allowance rates must be increased to reflect real costs of petrol, insurance, and vehicle maintenance. Payment to apply to and from the first and last client.

1.6 Home Care 'Wear and Tear' Payment

Introduce a specific payment for home care workers to compensate for the significant wear and tear on personal vehicles used daily for work purposes, in addition to mileage.

1.7 Broken Shifts

Substantial improvements to broken shift arrangements, including higher penalties, capped spread of hours, and limits on the number of breaks.

1.8 Client Cancellations

Guarantee that workers will be paid for rostered hours even when clients cancel appointments at short notice. This ensures income security and prevents staff from bearing the financial risk of cancellations.

1.9 Uniforms

Provide sufficient uniforms at no cost to employees, with replacements supplied regularly. Where uniforms must be laundered, a laundry allowance should be paid.

1.10 Casual Employment

Casual employment provisions will reflect the recent changes to the law, with stronger rights to conversion and a commitment to maximise permanent jobs, enshrined in the agreement.

1.11 Pay Points and Progression

Establish clear, fair, and transparent pay points and progression pathways for all employees, so that current experience, years of service, and skills are properly recognised. This includes senior classifications across all streams.

2. A More Democratic Workplace

2.1 Workplace Delegates rights

Ensure appropriate recognition of the Health Services Union's role in the workplace, with the inclusion of new rights and entitlements as outlined in the Fair Work Act and relevant Awards, enshrined within the Enterprise Agreement.

2.2 Union Induction Rights

HSU representatives to have access to staff inductions to inform new employees about their workplace rights and union membership benefits.

2.3 Paid Union Meetings

Enshrine the right for HSU members to attend a paid 30-minute union meeting each quarter.

2.4 Delegates' Leave

Paid leave for union delegates to attend training, conferences, and union events, fostering empowered workplace representation.

2.5 Genuine Consultation

Consultation provisions that include genuine consultation with the Union prior to a definite decision to introduce major change.

2.6 Consultative Committees

Local and Peak Consultative Committees to be enshrined in the Enterprise Agreement so that workers are afforded the opportunity to have more control over their working lives.

2.7 Translated information

Ensure important information including but not limited to, major workplace change, policies, enterprise agreements, are available for people in appropriate languages.

2.8 Improved Disciplinary Procedure Clause

Introduce a fairer and more transparent disciplinary process, ensuring workers are treated with dignity. The clause should guarantee:

- The right to a support person or union representative at all disciplinary meetings.
- Clear timeframes for disciplinary processes.
- Written reasons for all decisions.

- No disciplinary action without proper investigation and an opportunity for the employee to respond.

2.9 Care Minute Transparency

Commitment to maintaining safe staffing levels and an appropriate skill mix that meet mandated direct care minute requirements, with transparent monthly reporting to staff on care minute delivery and a fair, accessible process for addressing any shortfalls or non-compliance.

3. A Safer Workplace

3.1 Infection Control Leave

5 days paid leave per annum for employees required to isolate due to COVID-19 or other illness which prevents work, such as a gastro outbreak.

3.2 Improvements to Personal Leave

Fifteen days paid personal leave.

3.3 Sick leave evidence

No requirement to provide medical certificates for absences of personal leave of up to 3 days and change evidence clause from "other evidence satisfactory to the employer" to reasonable person/statutory declaration.

3.4 Short Staff and Hazard Pay

Establish a hazard pay allowance, providing fair compensation to employees in the aged care industry who face hazardous conditions, risks, and physical hardships in their work, acknowledging the additional challenges and difficulties they encounter, including outbreaks, understaffing, dementia care, and residents with mental health issues.

3.5 Roster Notice

Rosters to be displayed on a monthly basis and two weeks' notice will be given of a change in a roster.

3.6 Predictable Hours

Commitment for staff to have regularly rostered hours – being days of the week and start/finish times – confirmed in their contract, to ensure staff can plan their lives.

4. Recognising the Value of Our Work

4.1 Certificate IV Recognition

Recognition of the *ACE-DC-Specialist* as described in the Aged Care Award. Employees who complete a Certificate IV in Aged Care, or equivalent should receive a higher classification in recognition of their advanced skills.

4.2 Secure, Stable Work for All Workers

Support service staff shall have secure and ongoing employment, not casualised or replaced by care staff being redirected into their work.

Ensure that workers are not being used to fill in short staffing gaps, including Community Care being used in RACs.

4.3 Medication Recognition and Allowance

Recognition of additional responsibility through an allowance or higher pay rate.

A CSE/PCW/ACE will be paid an allowance of \$2.00 per hour if they have completed the unit of competency "HLTHPS007- Administer and Monitor Medications" and is required to administer medication within legal parameters to residents.

4.4 Mentoring/Buddy Recognition and Allowance

Recognition of additional responsibility through an allowance or higher pay rate.

A Mentor/Buddy is an employee who agrees to be appointed in such a role, and who has completed the required training to support and guide new employees. An employee who is appointed as a Mentor will be paid an allowance of \$5 per hour when Mentoring new staff.

Employees who do not qualify for the allowance will not be required or expected to Mentor staff.

4.5 Support for Career Development

Greater opportunities for career progression, including paid or 'in-house' support for further education/qualifications for all employees.

4.6 Right to Disconnect

Include the Right to Disconnect in the Enterprise Agreement to ensure employees are not expected to answer calls or perform work outside their rostered hours, safeguarding work-life balance.

4.7 Reproductive Leave

12 days paid leave to cover reproductive health needs, including fertility treatment and related medical procedures.

4.8 Domestic and Family Violence Leave

Additional support with access to twenty days paid leave to ensure safety and wellbeing.