

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 Calvary ACT, **yellow** have been agreed to in part by Calvary ACT, and **red** have not been agreed to by Calvary ACT.

CLAIM	EMPLOYER RESPONSE
1. A WAGE WE CAN LIVE ON	
<p>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.</p>	<p>Backpay going back to 2023 3% in July 2026 2.85% in July 2027 2.5% in July 2028</p>
<p>E-Learning Ensure computer access and time in the workplace is made available to allow all mandatory training to be completed during work hours. Make clear that all training required to be completed at home is to be paid at OT rates.</p>	<p>Training normally done at work. Employees cannot be directed to complete training at home, but may request approval and will be paid ordinary rate for approved time (no overtime/penalties).</p>
<p>Parental Leave Paid Parental Leave of 20 weeks for the primary carer and 6 weeks for the secondary carer</p>	<p>12 weeks primary carer 3 weeks secondary carer Superannuation to be paid on periods of Paid Parental Leave.</p>
<p>Recognition of General Support Staff Fairer classification and progression pathways for kitchen, laundry, and production staff, recognising their vital contributions to the workplace.</p>	<p>Not agreed</p>
<p>Minimum Engagement Hours Increase the minimum engagement for part-time and casual employees to 4 hours per shift to provide greater stability and income security.</p>	<p>Agreed</p>
<p>Administrative Increase Introduction of a clause to ensure wages are increased past the EA nominal expiry date.</p>	<p>Not agreed</p>
<p>Improved Penalties and Loadings Substantial improvements to shift penalties and public holiday loadings for all employees, including higher rates for evenings, nights, weekends, and public holidays, so that unsociable hours are properly recognised and rewarded.</p>	<p>Any employees classified as a Personal Care Workers (including medication competent) or Team Leaders (PCW or EN Qualified) will be paid a Sunday penalty rate of 200%</p>

2. A MORE DEMOCRATIC WORKPLACE

<p>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.</p>	<p>Agreed</p>
<p>Union Induction Rights HSU representatives to have access to staff inductions to inform new employees about their workplace rights and union membership benefits.</p>	<p>Not agreed</p>
<p>Paid Union Meetings Enshrine the right for HSU members to attend a paid 30-minute union meeting each quarter.</p>	<p>No guaranteed entitlement. Employer may approve paid union meetings case-by-case, paid at ordinary rate for meeting duration.</p>
<p>Delegates’ Leave Paid leave for union delegates to attend training, conferences, and union events, fostering empowered workplace representation.</p>	<p>Up to 5 days paid leave for initial delegate training, 1 paid training day per year per delegate, plus 4 additional paid days per year shared between delegates for conferences, meetings or training.</p>
<p>Genuine Consultation Consultation provisions that include genuine consultation with the Union prior to a definite decision to introduce major change.</p>	<p>Not agreed</p>
<p>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.</p>	<p>Employees can request consultative meetings. A committee may be established by agreement, but there is no guaranteed local or peak committee in the Agreement.</p>
<p>Translated Information Ensure important information including but not limited to, major workplace change, policies, enterprise agreements, are available for people in appropriate languages.</p>	<p>Not agreed</p>

3. A SAFER WORKPLACE

<p>Infection Control Leave Two weeks paid leave per annum for employees required to isolate due to COVID-19 or other illness which prevents work, such as a gastro outbreak.</p>	<p>Up to 3 days paid leave per year where an employee contracts gastro, influenza, COVID-19 or another virus during a workplace outbreak.</p>
<p>Increases to Personal Leave Fifteen days paid personal leave.</p>	<p>Not agreed</p>

<p>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.</p>	<p>Agreed</p>
<p>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, like working in outbreak conditions, working short staffed, working with dementia patients.</p>	<p>Not agreed</p>
<p>Roster Notice Rosters to be displayed on a monthly basis and two weeks’ notice will be given of a change in a roster.</p>	<p>Not agreed</p>
<p>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.</p>	<p>Not agreed</p>

4. RECOGNISING THE VALUE OF OUR WORK

<p>Medication Recognition and Allowance Recognition of additional responsibility through an allowance or higher pay rate.</p> <p>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.</p>	<p>New PCW (Cert IV Medication Competent) classification introduced for employees who assist residents with medications.</p>
<p>Mentoring Recognition and Allowance Recognition of additional responsibility through an allowance or higher pay rate.</p> <p>A Mentor 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 \$5.00 per hour when mentoring new staff.</p> <p>Employees who do not qualify for the allowance will not be required or expected to mentor staff.</p>	<p>Not agreed</p>
<p>Support for Career Development Greater opportunities for career progression, including paid or ‘in-house’ support for further education/ qualifications for all employees.</p>	<p>New entitlement of 2 days paid professional development leave per year for courses, conferences or study related to employees’ work.</p>

<p>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.</p>	<p>Not agreed</p>
<p>Birthday Leave One day of paid leave each year to be taken on, or around, the employee's birthday.</p>	<p>Not agreed</p>
<p>Reproductive Leave Paid leave to cover reproductive health needs, including fertility treatment and related medical procedures.</p>	<p>Not agreed</p>
<p>Domestic and Family Violence Leave Additional support with access to twenty days paid leave to ensure safety and wellbeing.</p>	<p>Agreed</p>
<p>Emergency/FACS Leave Paid leave to attend emergencies and family responsibilities, where personal leave is exhausted.</p>	<p>Not agreed</p>
<p>No Below Award Conditions No terms and conditions to be less than those set out in the applicable modern Award including but not limited to overtime, shift penalties, and allowances.</p>	<p>Not agreed</p>