

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 Uniform

Improved Uniform provisions that have them provided by the employer or an allowance paid, and that this be within consultation with the employee.

1.3 NDIS check paid by the employer

The employer to cover the cost of an employee's NDIS check to align it under the same provision of police checks.

1.4 Home Care- Travel Allowance

The reimbursement of kilometers to be paid for all kilometers, including from home to the first job and from the last job to home.

1.5 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.

1.6 Phone Allowance/Usage

Where a mobile phone is required, it should be supplied by Employer or an allowance paid to employees if required to use personal phone.

1.7 Parental Leave

Paid Parental Leave of 14 weeks for the primary carer and 6 weeks for the secondary carer.

1.8 Support Services Recognition

The Employer recognise the vital role that our support services workers perform in the workplace by offering wages equal to personal care workers.

2. A More Democratic Workplace

2.1 Union rights

Appropriate recognition of the Health Services Union's role in the workplace, paid leave for union members to attend training and events, appropriate facilities, and amenities for delegates, paid on site meeting time, and access to inductions for new staff.

2.2 Genuine Consultation

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

2.3 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.

2.4 Translated information

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

3. A Safer Workplace

3.1 Infection Control Leave

Introduction of 10 days paid leave for employees required to isolate due to COVID-19 or other illness which prevents work, such as a gastro outbreak.

3.2 Sick leave evidence

No requirement to provide medical certificates for absences of personal leave of up to 3 days.

3.3 Hazard (Short Staffing and Outbreak) Pay

Establish a specific 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.

3.4 Roster Notice

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

3.5 Home Care- Admin time allowance

Paid time to complete required administrative tasks that fall outside a worker's ordinary hours.

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 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.

4.2 Mentoring Recognition and Allowance

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

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\$ per hours when Mentoring new staff.

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

4.3 Home Care- Reimbursement for Out-of-Pocket Expenses

Workers to receive reimbursement for incurred expenses arising from social outings with residents.

4.4 Support for Career Development

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

4.5 Aged Care Employee – Direct Care

All HSU aged care enterprise agreements to contain a care classification structure based on the 'Aged Care Employee – Direct Care' structure in the Aged Care Award, with no employees to be disadvantaged by changes to their wages or conditions.