



HSU - THE AGED CARE UNION



2025 IRT EA LOG OF CLAIMS

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 workplace rights at IRT.

HSU members are fighting for fair pay, safer workplaces, and the respect we deserve. Our Log of Claims is a united demand for real improvements to wages and conditions at IRT.

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 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.

1.4 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.

1.5 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.

1.6 Recognition of General Support Staff

Fairer classification and progression pathways for kitchen, laundry, and production staff, recognising their vital contributions to the workplace.

1.7 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.



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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.

3. A SAFER WORKPLACE

3.1 Infection Control Leave

Introduction of 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.



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3. A SAFER WORKPLACE (COTD)

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Introduction of 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 Outbreak 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.

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 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.

3.6 Workplace Health and Safety Improvements

Enhance existing WHS provisions, including robust fatigue management, to ensure safer workplaces

3.7 Customer Cancellation Provisions

Align customer cancellation provisions with updated terms in the SCHADS Award to protect employees' working hours and incomes.

3.8 Stable Rostering Protections

Address chaotic rostering practices by establishing clear and enforceable roster change protections.

3.9 Safe Staffing Levels

Introduce a clause requiring IRT to maintain safe staffing levels, with quarterly care minutes reporting to ensure compliance.



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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 Support for Career Development

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

4.4 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 worklife balance.

4.5 VEMA Leave

Stronger support for staff who volunteer to assist with emergency activities, through paid VEMA leave to support active members.