



Cranbrook Care & HSU Enterprise Agreement

Below is a report on Cranbrook Care management’s response to HSU members claims.

This is a ‘traffic light’ document. The items in green are agreed, yellow are somewhat agreed and red is not agreed. The items left uncoloured are yet to be decided on.

HSU Members Claim

Cranbrook Care Response

Ensure resident care & appropriate staffing

Staff to have regularly rostered hours – being days of the week and start/finish times each day – confirmed in their contract.	Agreed
Commitment to resource at least to the ‘minimum staff time standards’ (MSTS) as described in the Aged Care Royal Commission Recommendations.	Not agreed
Cranbrook to provide the HSU with its care minute reporting on a quarterly basis.	Not agreed
Ensure replacement of staff who are on leave with ‘like for like’ staff.	Being negotiated
Provisions to also include a new shift loading or allowance commensurate to the level of short staffing where the obligation is not met.	Not agreed

Fair pay at work

Wage increases of 5% per annum.	Not agreed
Commitment to pass on – in full – any increase to award wages won from the HSU’s work value cases.	Agreed
Staff who are required by Cranbrook to undertake medication support/administration to be paid a Medication Allowance, or appointed to a higher grade, to recognise this additional responsibility.	Agreed
New Entrants in Care Stream to be paid from CSE Grade 2, to ensure compliance with Aged Care Award.	Agreed

Better care when we need help

Paid for parental leave of 14 weeks for the primary carer and 6 weeks for the secondary carer.	Increased “top up pay” for primary carer to 10 weeks, and 3 weeks for secondary carer
Special Sick 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.	Addition of a “pandemic leave” clause

No requirement to provide medical certificates for absences of personal leave of up to 3 days.	Agreed
Improved support for victims of family violence, through a quantum of paid leave being available to assist staff members in need.	NES Entitlement
Stronger support for staff who volunteer to assist with emergency activities, through paid VEMA leave to support active members.	Not agreed

Support for career development

Greater opportunities for career progression, including paid or 'in-house' support for further education/qualifications for all employees.	Not agreed
--------------------------------------------------------------------------------------------------------------------------------------------	-------------------

Union rights

Recognition of the HSU's valuable role in the workplace.	Not agreed
Rights for union members to be paid to attend union training and conferences.	One representative to attend two days of union events per year
Improved consultation provisions, that seeks to meaningfully engage the HSU throughout the change process, with the union being a direct party to discussions.	Not agreed
Improved dispute resolution provisions, that ensure staff have genuine protections in the workplace.	Not agreed
The HSU be able to hold a meeting on site every 4 months of a duration of 30 minutes, in which staff are paid for.	Not agreed