

What we're fighting for



1. A Wage We Can Live On

5% wage increase per annum

A 5% wage increase per annum to ensure staff are well paid for the great work we do.

NDIS & Police checks 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.

E-Learning

Ensure that e-learning is conducted at work, in paid time, or that employees are paid overtime if completed at home.

Parental leave

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

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

Union rights

Ensure recognition of HSU members' vital role in the workplace, including paid leave to attend union training, and support to undertake union activities.

Genuine consultation

Ensure genuine consultation with union members prior to a decision being made and the formation of consultative committees.

Translated information

Ensure support for employees with English as a second language, to ensure they understand their rights at work.

3. A Safer Workplace

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.

Sick leave evidence

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

Roster notice

Ensure rosters are displayed on a monthly basis and that two weeks' notice is given of a change in a roster.

Predictable hours

Ensure regularly rostered hours - being days of the week and start/finish times - confirmed in contracts, to ensure staff can plan their lives

4. Recognising the Value of our Work

Medication recognition and allowance

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

Mentoring 'buddy' allowance

Recognition of additional responsibility through an allowance or higher pay rate

Support for career development

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

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.