

Below is a report on SVCS 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

SVCS 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.	Rejected
Commitment to resource at least to the 'minimum staff time standards' (MSTS) as described in the Aged Care Royal Commission Recommendations.	Rejected
Garden Village to provide the HSU with its care minute reporting on a quarterly basis.	Rejected
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.	Rejected

Fair pay at work

Wage increases of 6% per annum.	Rejected
Commitment to pass on – in full – any increase to award wages won from the HSU's work value cases.	Accepted
New Entrants in Care Stream to be paid from CSE Grade 2, to ensure compliance with Aged Care Award.	Rejected
Employees who hold a first aid certificate to be paid a first aid allowance when required to use those skills.	Rejected

Better care when we need help

Paid for parental leave of 14 weeks for the primary carer and 6 weeks for the secondary carer.	Rejected
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.	Rejected
No requirement to provide medical certificates for absences of personal leave of up to 3 days.	Accepted

Improved support for victims of family violence, through a quantum of paid leave being available to assist staff members in need.	Minimum Requirement
Stronger support for staff who volunteer to assist with emergency activities, through paid VEMA leave to support active members.	No Change

Support for career development

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

Being negotiated

Recognition of the HSU's valuable role in the workplace.	Rejected
Rights for union members to be paid to attend union training and conferences.	Rejected
Improved consultation provisions, that seeks to meaningfully engage the HSU throughout the change process, with the union being a direct party to discussions.	Rejected
The HSU be able to hold meetings in which staff are paid for.	Rejected