

7 May 2013

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## **BlueCare & Wesley Mission EBA Update**

**Your Bargaining Team recently met with BlueCare management and received a status update on your Log of Claims. On the following pages is a table detailing your current entitlement (where one exists) and BlueCare's response to the claim.**

**You will note that BlueCare have not given a wage offer.** This is because they believe that it will depend on what other cost items that will need to be factored into the offer, eg. they are saying the extra week of annual leave is equivalent to a 2% pay rise.

Management requested that all unions prioritise their claims. Your Delegates do not believe that there are any items on the log of claims that should be removed and have advised management of this position.

As stated previously, it is the intention of your Bargaining Team to continue to pursue a stand-alone Agreement for Administrative Staff. We will keep you informed of progress as it occurs.

You can see that the only items Management have agreed to are those that they have a legal obligation to implement and then a few that they are willing to hold discussions about.

BlueCare has some items on their own priority list that in our view look to be a reduction in your conditions. For example, BlueCare have advised that they have been 'directed' to remove the sick leave bank clause.

### **So do you think this is reasonable?**

Let us know what you think – contact one of your Bargaining Team or email: [info@qld.asu.net.au](mailto:info@qld.asu.net.au)  
– attention Jan Sheppard.

#### **Your Bargaining Team are:**

*Amanda McCarthy*

*Joan Beven*

*Kathy Josey*

*Shane Daly*

*Cecilia Condratoff*

*Julie McKenzie*

*Michel Pattison*

*Susan Brassel*

**Now is a great time to make sure your views count – join the ASU today!**  
**Go to: [www.qld.asu.net.au](http://www.qld.asu.net.au) and click 'Join' in the top menu bar.**

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**Together We Win!**

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## What BlueCare Want From You

1. Update and clarify classification structures and progression.
2. Shift definitions to be clarified:
  - Afternoon shift to be a shift commencing on or after 2:00pm but before 6:00pm.
  - Night shift to be a shift commencing after 6:00pm but before 6:00am and where the majority of hours fall between 6:00pm and 6:00am.
3. Remove \$9.70 minimum for afternoon and night shift allowances – % penalty only to apply.
4. Ability for part-time employees, by agreement, to work 11 shifts in fortnight at ordinary rates, provided they do not work more than 76 hours.
5. Personal Leave – redraft sick and family leave clauses to clarify entitlement to personal leave (sick leave and carers leave) in accordance with the Fair Work Act.
  - requirement to provide evidence of absence due to sick leave for any absence in excess of 2 days in each anniversary year.
  - requirement to provide a medical certificate if absence adjoins regular days off, public holidays or annual leave.
  - remove procedure for monitoring sick leave.
6. Remove ASU clause 8.10.7 – Sick Leave balance at 1 January, 2009.
7. Provision for unpaid shut down and for shut down (as applicable) with deduction from annual leave.

ASU Claim	BlueCare Response
<p>Agreement to be made for the administrative and clerical employees of BlueCare and Wesley Mission Brisbane.</p> <p>NB – if single agreement is adopted for care, support service, clerical and administrative workers then issues associated with drafting and reconciling the merger of two separate and distinct agreements will need to be subject to negotiation.</p>	<b>NO</b>
<p><b>Wage Adjustment</b> 5% per year for three years.</p>	<b>NO</b>
<p><b>Superannuation</b> Increase superannuation to 15%.</p>	<b>NO</b>
<p><b>Review Commitment to Preventing Workplace Bullying</b> Adopt a process and procedure for ensuring the objective to prevent workplace bullying are met.</p>	<b>NO</b>

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7 May 2013

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ASU Claim	BlueCare Response
<p><b>Ensure commitment to indigenous employment</b> Adopt paid cultural leave of five days per annum.</p>	<b>NO</b>
<p><b>Hours of Work</b> Adopt a 9 day fortnight.</p>	<b>NO</b>
<p><b>Review Workload Management</b> Workload management. Adopt a staff relief pool.</p>	<b>NO</b>
<p><b>Review classification structure and progression to ensure accuracy of descriptors and capacity to progress</b> Review role and responsibilities of co-ordinators.</p>	<b>NO</b>
<p><b>Professional Recognition</b> Review application of professional indemnity insurance. Review professional development including allowances. Adopt an allowance.</p>	<b>NO</b>
<p><b>Sick Leave</b> Maintain commitment to access (payment) to sick leave bank.</p>	<b>NO</b>
<p><b>Long Service Leave</b> Accrual to be at 1.3 weeks for each year of service and accessible after 7 years.</p>	<b>NO</b>
<p><b>Parental Leave</b> 14 weeks paid maternity leave. 14 weeks paid secondary leave.</p>	<b>NO</b>
<p><b>Special Emergent Leave</b> Adopt paid leave entitlement for personal/emergent leave of five days</p>	<b>NO</b>
<p><b>Organisational Structures</b> Review attendance and participation in cluster meetings by delegates and union officials. <i>Clause 4.3</i> Review attendance and participation in admin forums by delegates and union officials. <i>Clause 4.3</i> Review frequency and objectives of state meetings. State meetings to occur on a minimum of every 6 months. Adopt clear objectives and reporting of state meetings. <i>Clause 4.3 and Appendix 6</i></p>	<b>NEGOTIATIONS ONGOING</b>

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7 May 2013

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ASU Claim	BlueCare Response
<p><b>Review staff recognition and career aspirations to ensure process is applied</b> Adopt agreed process for assessing, promoting and implementing staff recognition arrangements.</p>	<b>NEGOTIATIONS ONGOING</b>
<p><b>Review Classification Exercise</b> Commit to timeframes and transparent process. Adopt agreed appeal and transparent process. Adopt agreed appeal processes.</p>	<b>NEGOTIATIONS ONGOING</b>
<p><b>Adopt Income Protection</b> Income protection to be paid for by BlueCare Clause 6.4</p>	<b>NEGOTIATIONS ONGOING</b>
<p><b>Review Job Security and Contracting Out Provisions</b> Commitment to direct employment of staff.</p>	<b>NEGOTIATIONS ONGOING</b>
<p><b>Annual Leave</b> Increase annual leave entitlements from 4 weeks to 5 weeks and 5 weeks to 6 weeks per annum.</p>	<b>NEGOTIATIONS ONGOING</b>
<p><b>Allowances</b> Increase all allowances by percentage equivalent of wage adjustment.</p>	<b>YES</b>
<p><b>Commit to process for renewing agreement 6 months from expiry</b></p>	<b>YES</b>
<p><b>Review agreement to ensure Fair Work Act compliant</b></p>	<b>YES</b>
<p>Ensure reimbursement for sick leave whilst on annual leave.</p>	<b>YES</b>

You can join the ASU today at: [www.qld.asu.net.au](http://www.qld.asu.net.au) and click 'Join' in the top menu bar or phone the union office on **1800 177 244**.

## YOUR COLLECTIVE AGREEMENT – YOUR SAY