

5 April 2013

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Australian Services Union (ASU) Report back on the Holy Spirit Northside (HSN) Enterprise Bargaining Agreement Negotiations on 27 March, 2013.

HSN responded to the Unions claims at the last meeting which occurred on Wednesday 27 March, 2013.

To find out what they said to the things that you say matter to you most please see below:

ASU LOG OF CLAIMS	HSN POSITION
<p>Increase the base wages of all staff by 6% per annum for the life of the Agreement to be paid from the conclusion of a vote accepting the Agreement.</p>	<p>HSN allocated Wage offer at 3.0% however, due to legislated changes such as:</p> <ul style="list-style-type: none"> • Superannuation Guarantee employer contributions increases of 0.25%; • New shiftworker definition means more will be in receipt of 5 weeks Annual Leave which HSN has costed at 0.45%; <p>Wage offer now stands at:</p> <ul style="list-style-type: none"> • 1st Year = 2.3% • 2nd Year = 2.3%
<p>All allowances to be increased by the same rate as wages are increased per annum.</p>	<p>Agreed.</p> <p>Allowances will be increased in line with wage increases applicable from the first full pay period following a Yes vote.</p>
<p>No reductions in existing terms and conditions of employment.</p>	<p>In principle agree however, HSN say except for:</p> <ul style="list-style-type: none"> • New shift worker definition / continuous shiftworker.
<p>No terms and conditions to be below the Health Professional and Support Services Award 2010.</p>	<p>In principle agree.</p> <p>Terms will be measured against Better Off Overall Test (BOOT) of the Fair Work Commission (FWC).</p>

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ASU LOG OF CLAIMS	HSN POSITION
Redundancy entitlements (severance pay) to be increased for all years of service above one year to 3 weeks per year.	Not agreed.
Maximum severance payments to be increased across the board to 52 weeks.	Not agreed.
Duration of the Collective Agreement to be negotiated	HSN seeks a 3 year Agreement.
Grievance and Dispute Settling Procedures Clause to refer to all matters pertaining to the employment relationship and the national employment standards.	ASU to provide clause. HSN wants standard clause.
Employer superannuation contributions increased to 15% per annum.	Not agreed.
Increase Personal/Carers leave to be increased to 15 days per year to be accrued.	Not agreed. HSN say cost would be 1.97 % increase.
Ensure shift leave provisions meet the current Fair Work standards.	No response other than commitment made above and again as follows: <i>In principle agree. Terms will be measured against Better Off Overall Test (BOOT) of the Fair Work Commission (FWC).</i>
All work on a Sunday to be paid at double time.	Not agreed.
Include a comprehensive consultation clause that ensures all staff and unions are consulted about the potential changes at work that affect them.	ASU to provide clause.
Increase laundry allowance by the same rate as the wage increase per annum and increase the number of uniforms provided to staff each year.	Allowances will be increased in line with wage increases.
Parental Leave to be increased to 14 weeks for primary care givers and 4 weeks for secondary care givers and paid after 12 months service.	ASU to provide clause.
Long Service Leave to be taken after completion of 5 years service.	No response.
Review of classification structure to enable transparency of comparability to the relevant award and where required adjust classification levels to ensure sufficient increments to provide career structure.	Not agreed. Do not believe they need to create a new classification structure as already competitive.

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ASU LOG OF CLAIMS	HSN POSITION
Other Matters pertaining to other unions claims	
Car parking discounts.	Will use similar clauses to the Nurses EB clause with no changes for the life of the next Agreement.
Union Delegates Rights.	Want clause provided.
Professional Development.	HSN commit to but do not agree to pay an allowance.

In summary, arising from the last meeting, this is what is on the table so far:

- The wage offer will be around 2.3 % in the first and second years. We have to pay for the Employers contribution increases to the Superannuation guarantee that have been legislated. We also have to pay the extra weeks annual leave that will be triggered by those workers newly defined as a shiftworker in accordance with the Modern Award.
- HSN will increase all allowances in line with wage increases.
- Carparking discounts similar to the Nurses will be incorporated into the agreement and will not change throughout the life of the next agreement.

Has HSN done enough to meet our log of claims? Our view is they have not.

Share your views with your ASU Negotiating Team by sending them to: info@qld.asu.net.au to the attention of ASU Lead Organiser, Valda Graham.

Your Negotiating Team consists of:

- Marie Malcolm – ASU Bargaining Representative
- Valda Graham – ASU Lead Organiser

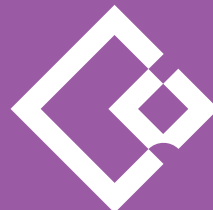
Union members working Together to improve and protect their working conditions and wages.

**Your Workplace • Your Ideas • Your Conditions • Your Unity
and Solidarity • Your Outcomes • Your Union!**

Together We Win!

together

Together is a counterpart
organisation of the ASU



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