

OUR CLAIM IN BRIEF

- BETTER TRAINING AND PROFESSIONAL DEVELOPMENT FOR MEMBERS
- IMPROVED WAGES
- MORE SAY OVER ROSTERS
- IMPROVED SAFETY INCLUDING ADDRESSING OCCUPATIONAL VIOLENCE
- MANAGEMENT LISTENING TO WORKERS AND ADDRESSING CONCERNS GENERALLY
- FAIRER DISCIPLINARY PROCESSES

FOR TOO LONG YOORALLA
MANAGEMENT HAVE STALLED
ON SIGNING A NEW AGREEMENT.

**It's time for Yooralla to listen
and value their workforce!**

What can I do to get involved?

- You can join up your colleagues to HACSU.
The more members, the stronger our voice,
the better the outcome.
- Send our “Value Us Yooralla”
postcard to management
- Get a “Value Us Yooralla” sticker
- Join in all our campaign activities.

**To get involved in the campaign or find out more
about the claim contact HACSU Organiser
Asha Riehl ashar@hacsu.asn.au or on 0418 371 747.**

You can also contact the HACSU head office on our general
enquiries number **03 9340 4100** free call number
1300 651 931 or email: hacsu@hacsu.asn.au



VALUE US

YOORALLA

**INSIDE
OUR CLAIM
DETAILED
IN FULL...**

**OUR
CLAIM**

**Sign up your colleagues
to get on board with our new
enterprise bargaining claim.**

What we w

HACSU seeks opportunities to deliver the following objectives –

- **Employment conditions conducive to providing quality care for residents.**
- **Supportive employment culture – respecting and rewarding staff.**
- **Industry leading employment standards that highlight Yooralla as an employer of choice.**
- **Greater capacity to attract and retain staff with the appropriate skills, knowledge and values.**
- **Continuity of care and support for clients.**

INTRODUCTION

Major reform is coming to disability services through the NDIS, doubling the workforce.

To deliver quality care, we need to attract and retain workers. This means making disability work a career of choice by providing decent wages, conditions, training and ongoing professional development.

Through enterprise bargaining we can set decent working standards for disability support workers.

ENTERPRISE BARGAINING

An enterprise agreement (EBA) is a legally binding agreement between management and employees negotiated by union members.

EQUAL PAY

Together, over the last two years, we have made gains to lift minimum rates of pay in the modern award. The pay equity case won by HACSU and other union members was one of the biggest breakthroughs of the last 20 years.

We won a better standard of living. With our collective efforts, most workers are better off annually.

However, these gains only started the process of providing dignity to some of Australia's lowest paid workers. There's a lot more to do to ensure our wages are fair and reasonable for the professional work we do.

The equal pay case lifted the 'minimum wage' from a low base but disability support workers should not be reliant on the minimum. We want to bargain improvements above the minimum standards.

THE NDIS

The NDIS is a historic policy reform, equal to Medicare and compulsory Superannuation, which will ensure the most disadvantaged Australians receive support no matter how they acquire their disability.

The insurance-style model will allow people with a disability, and their families, to have control over the care and support they need. This, in turn will create a huge new market in disability services which will require more skilled disability workers.

However, to ensure the sector becomes an industry of choice for new workers, we will need to ensure worker's rights are protected, and wages are above the minimum in order to retain experienced workers.

These benefits need to cover the whole workforce, including disability support workers, case managers, residential workers and day and recreational program workers.

OUR CLAIM

Our claim focuses on improving the standard of living for disability support workers, addressing recruitment and retention in the industry, and improving professional development and therefore the quality of care.

On the next two pages is a detailed list of our claims that are designed to establish a better standard of living and better standard of care as we go into a new era of disability services in Australia.

Want – our cl

Below is a detailed list of our claims that are designed to establish a better standard of living and better standard of care as we go into a new era of disability services in Australia.

1. MAINTENANCE OF CURRENT PROVISIONS¹ WAGES AND CONDITIONS

1.1 WAGES AND ALLOWANCES – INCREASE OF 5% PER ANNUM

All wages and allowances (including sleepover allowance) over the life of the agreement to be 5% greater than those in the SCHADS Award and a minimum 12 month back pay.

1.2 CLASSIFICATIONS

- a) Provision of additional increments to each classification level to provide five annual experience increments for each classification (other than entry level).
- b) Review of classification structure and classification descriptors to align with SCHADS (Schedule B).

1.3 PARENTAL LEAVE

In addition to any government funded scheme increase paid maternity / primary caregiver leave to ten weeks leave and increase paid paternity/ secondary caregiver leave to three weeks paid leave.

1.4 PERSONAL TRAVEL

Reimbursement rates for use of personal vehicle for work to be increased to the minimum current ATO rates. All work use to be reimbursed, including but not limited to travel for client shopping purposes, whether the clients attend or not. Increases to maintain parity with the ATO published rates annually.

1.5 POLICE CHECKS

Reimbursement of all payments for all police checks.

1.6 PAYMENT of WAGES

Inclusion of a new clause providing for the application of a penalty if payment of wages does not occur on the specified payday.

1.7 LONG SERVICE LEAVE

- a) When calculating payment for periods of LSL, employees shall be paid at their current rate of pay as if worked i.e. receive all shift penalties, allowances and any other payment they are entitled to whilst at work.

1.8 COMPASSIONATE LEAVE

Increase compassionate leave.

2 SECURE EMPLOYMENT AND CONTINUITY OF SUPPORT HOURS OF WORK

Commitment to secure employment. Seek to maximise permanent (full time and part time) staff and reduce reliance on casual and agency.

2.1 ROSTER PRINCIPLES

- a) Implementation of a roster change process which provides notification to staff, including those on leave, of changes to roster arrangements, hours and methodology to allow employees to consult to remove or minimise the impact of any proposed changes.
- b) HACSU representation throughout consultation period.
- c) A minimum of two weeks notice to be provided to HACSU officials and staff prior to meeting with staff to consult concerning changes and to enable HACSU to be present to represent members.
- d) Rosters to be posted 28 days in advance of commencement.
- e) Fair and equitable process for recruitment to vacant lines.
- f) Cancellation of shifts to be 24 hours in advance or the employee is paid for the hours as if worked.
- g) All rosters to include a 90% component of permanent staff.

2.2 NON CONTACT HOURS

Provision of increased non-contact / administration hours in all residential unit rosters to provide for monthly paid staff meeting in all residential unit rosters and allocated hours for admin duties.

Implementation of residential services structure to include one house supervisor / Grade 5/Team Leader for each service, with the role having 50% administrative duties and 50% direct care.

2.3 JOB SECURITY FOR PART TIME EMPLOYEES

- h) Part-time employees to be guaranteed first option to work additional shifts, including regular ongoing rostered shifts.
- i) Additional shifts up to 76 hours will be treated as ordinary hours (not paid at casual rates and for all purposes) including accumulation of all leave (e.g. personal leave, annual leave, long service leave).
- j) Provision for eligible casuals to become permanent part-time.

2.4 OVERTIME

Vary the overtime clause to ensure that overtime rates apply to all employees when they work beyond their rostered hours, in excess of the daily maximum of 10 hours or on an average weekly basis.

2.5 MINIMUM SHIFT LENGTH

The minimum length of any shift for all full time, part time and casual employees will be three and a half hours. Any employee rostered for less than three and a half hours will be paid for the minimum hours of engagement.



2.6 FAMILY VIOLENCE LEAVE

Employees experiencing family violence gain access to ten (10) days' per annum of paid special leave for situations such as, but not limited to; attending medical appointments, legal proceedings, recover and other activities related to family violence. This leave is not cumulative and is pro rata for part time staff.

3. OCCUPATIONAL HEALTH AND SAFETY

Elected HSRs and deputy HSRs to be provided with paid time to attend training of the HSRs choice and dedicated time for regular workplace inspections and consultation with employees.

Induction of new clients and planned – assessment of and prep for behaviours

Commitment to support open inclusive work environment.

4. PROFESSIONALISING DISABILITY SUPPORT SERVICES

Commitment to increasing professionalism and qualifications held by Yooralla employees including study leave and financial support for relevant qualification.

4.1 TRAINING AND PROFESSIONAL DEVELOPMENT

- a) Attendance at, and travel to and from, all mandatory training sessions to be in paid time.
- b) Mandatory training shall be provided to Yooralla employees at no cost to the employee and shall include first aid, medication, manual handling, fire safety and positive behaviour support training.
- c) Yooralla to commit to delivery of staff training across all services that will provide staff to assist in communication with client groups

- d) New employees to work the first two shifts at any new residential unit in a supernumerary capacity, this includes ongoing employees being transferred to a new unit.
- e) Yooralla will develop annual training plans, on an individual basis, which is to include meeting annual mandatory training requirements, provision of training sessions and consideration of new skills training requirements arising out of client needs.

4.2 STUDY LEAVE

- a) Yooralla to provide 5 paid days per year to employees undertaking a course of study in a relevant qualification.
- b) Employees to be provided with access to employer funded certification and diplomas in disability services.

4.3 QUALIFICATIONS ALLOWANCE

A qualifications allowance to be paid to staff who hold a disability qualification or advanced diploma or higher where such qualification is not mandatory for the position held and the qualification is applicable to the employees' current area of practice.

5. MAINTENANCE OF CURRENT PROVISIONS

The new collective agreement to comprehensively include and maintain all existing national award and National Employment Standards employment terms and conditions.

6. PRODUCTIVE WORKING RELATIONSHIPS

Comprehensive rights relating to consultation and dispute settlement, including disputes relating to the National Employment Standards.

6.1 CONSULTATION

- a) Establishment of consultative mechanisms and frameworks to enhance the capacity of Yooralla employees to discuss internal changes and processes with management in a constructive and ongoing basis.
- b) Enhanced change notification process, including agreement to consult when considering changes that may have a significant impact on working arrangements and inclusive of provision of a comprehensive Change Impact Statement.
- c) Localised ongoing consultation: Yooralla to implement mechanisms for open and inclusive supported work environments.

6.2 GRIEVANCE AND DISPUTE PROCESS

Inclusion of a grievance and dispute resolution process aimed at encouraging local resolution through consultation with employees, representation and the rights and responsibilities of all parties, including disputes of an individual or group nature and/or the National Employment Standards.

6.3 REPRESENTATIONAL MATTERS

- a) Recognition of workplace representative's rights.
- b) Yooralla will provide a union notice board in an accessible location at each work site; the area will be accessible to nominated delegates and union officials.
- c) Trade union training leave for union reps.
- d) Delegates and / or union officials will be entitled to access new employees to provide union information through Yooralla induction and orientation programs, and attend team meetings.