



2016-2020

HACSU Public Mental Health EBA key outcomes

An agreement that benefits us all



THE MENTAL HEALTH UNION

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Message from HACSU State Secretary Lloyd Williams



We congratulate all of those HACSUs members who took action, maintained the bans and participated in stop work action to make a difference to both staff and clients in Victorian Mental Health Services

HACSUs members have won a very significant EBA for everyone working in Mental Health, including nurses, health professionals, PSO's, administrative, allied services, support staff, as well as consumer / carer consultants, and peer workers who are welcomed to the EBA for the first time.

HACSUs members led a campaign for better Mental Health services, staffing and safety, and we are incredibly proud to announce, together, we have made significant gains in these areas. The new EBA offers major improvements for more than just wages. We will see 128.8 additional staffing in the sector, which is the largest staffing gain ever. For the first time in an EBA, we will see the establishment of a community workload management tool. This

EBA will also hold employers to account for the continual prevention of workplace violence. These wins not only benefit members but improve the therapeutic environment and standard of care for people with mental illnesses.

I want to congratulate the hard work of the HACSUs team, especially the work of Senior Industrial Officer, Kate Marshall, Lead Organiser, James McWhinney and Assistant State Secretary, Paul Healey, who have worked tirelessly to represent the interests of all members in the development of this EBA.

We also welcome over 400 new members who have joined HACSUs during the campaign. There is strength in numbers and strength in HACSUs as the only specialist mental health union.

Lloyd Williams
HACSUs State Secretary

The Campaign

SERVICES STAFFING SAFETY



The campaign for better services, increased staffing and improved safety at work!

In early 2015, HACSU members and officials began the conversation about much needed improvements for our EBA. Better services, increased staffing and improved safety were the three major themes members wanted to campaign for. HACSU members actively participated in the development of the EBA, through surveys, the delegate's conference and forum, and special advisory groups.

NEGOTIATIONS

Negotiations began in January 2016, when HACSU was the first union to serve a log of claims on the VHIA. HACSU Senior officials represented members in meetings up to four times a week for over 9 straight months. A big congratulations to the members who came along to negotiations to provide evidence of real experiences at the bargaining table.

PROTECTED ACTION

HACSU found it necessary to take protected action in order to put pressure on the Government and Health Services to come to an agreement. HACSU members

voted to ban paper work and in particular PR1s. This action was a huge success. HACSU received reports from across Victoria where management were being forced to pick up much of the work where HACSU members were maintaining bans. The bans had no adverse clinical outcomes for clients.

STOP WORK ACTION

Negotiations began to speed up when HACSU members began to take to stop work as part of the protected action. The stop work action was a hugely effective tool in putting pressure on the health services to come to a decent agreement. As a result, members

have earned a fantastic result, with pay increases between 20% and 28% for all staff across the Mental Health sector. Without taking this action, we would not have achieved this great outcome. Congratulations to all the members who participated in this important part of the campaign. Members were prepared to be docked pay at stop work action by management to put pressure back on management to resolve the EBA. Through sacrificing a few hours pay, you have won between \$20,000 and \$37,000 in cumulative pay increases over four years for ALL workers in the mental health sector.

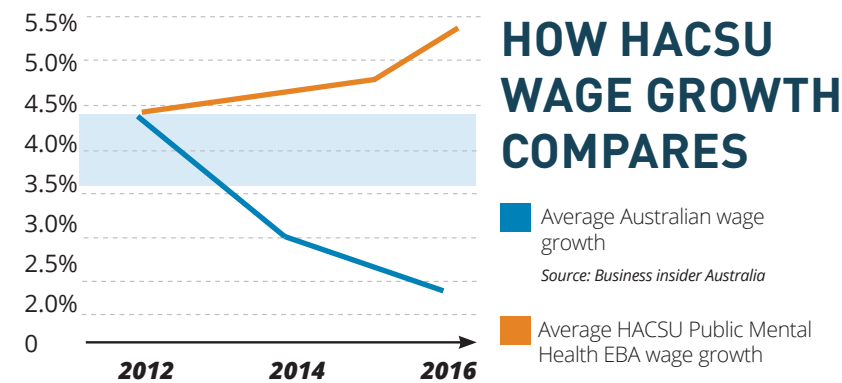
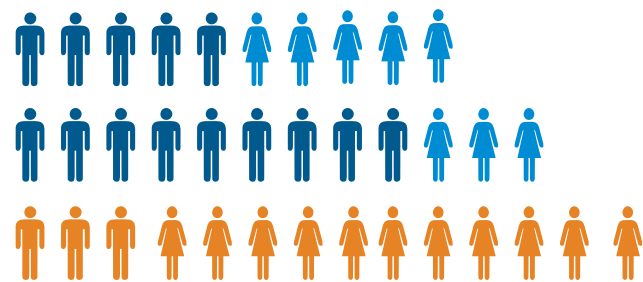


Key Campaign Wins

STAFFING

128.8 ADDITIONAL EFT!

Improved staffing, with 128.8 extra EFT, which will be phased in over the life of the agreement. Allocation of the EFT will address identified hotspots at Thomas Embling Hospital, HDUs SECUs and IPUs, Aged Psych and Mother Baby Units. This is the largest staffing gain of any EBA campaign!



CLERICAL WORKER (A YEAR 5) UP 25% OVER 4 YRS TOTAL EXTRA \$35,672
RPN (GRADE 2 YR 8) UP 28.4% OVER 4 YRS TOTAL EXTRA \$34,974
MENTAL HEALTH PROFESSIONAL (GRADE 3 YR 4) UP 17.1% OVER 4 YRS TOTAL EXTRA \$37,275

COMMUNITY WORKLOAD MANAGEMENT TOOL

For the first time, clinicians in community services will have a tool in which we can measure the workload of community clinicians. The tool will demand a 60 / 40 split between direct clinical work, and organisational duties respectively. This will be implemented over a 12 - 19 month period.

MORE LEAVE FOR HEALTH PROFESSIONALS

Health Professionals will receive an additional 2.5 days annual leave, with the opportunity to purchase an additional 2.5 days leave.

PEN AND HEALTH PROFESSIONAL EDUCATORS!

This EBA will deliver PEN and Health professional educators for the first time!

ADDRESSING WORKPLACE VIOLENCE IN THE NEW EBA

The EBA will now hold services to account for the prevention of workplace violence!

CONSULTATION ON MAJOR CHANGE

All services must now consult with HACSU on any major change which will have a significant impact on members, including violence!

LONG SERVICE LEAVE FOR CASUALS

Regular and systematic casuals will have their service recognised in order to accrue long service leave.

PAID FAMILY VIOLENCE LEAVE

Members will now have access to 20 days paid leave in a situation where they are facing domestic violence

WELCOME PEER WORKERS + NEW CAREER STRUCTURE

Peer workers are welcomed to the agreement for the first time. Peer workers will also be properly classified in a three tiered structure

5% INCREASE FOR ADMIN, ALLIED SERVICES, CONSUMER + CARER CONSULTANTS AND PEER WORKERS

MENTAL HEALTH PROFESSIONALS ACTING UP WILL BE PAID THE ALLOWANCE PER SHIFT



Common Clauses

Common clauses are important in building equity of employment provisions between all HACSU members in public mental health. This EBA will include more common clauses than any other agreement; a huge step towards equity in mental health.



ADDITIONAL COMMON CLAUSES

- Family and Domestic Violence leave
- OH&S and workplace violence
- Pre-natal leave
- Pre-adoption leave
- Purchased leave
- Redundancy
- Transition to retirement
- Recruitment to vacant positions
- Savings
- Breast Feeding
- Consultation
- Daylight Savings
- Discipline
- Dispute Resolution
- Flexible working arrangements
- Amendment to the Clause 6 with regard to consultation on information required for future Protected Action Ballots.
- Modes of employment



Allied services, managers and administrative officers, clerical, consumer / carer consultants and peer workers

Wages will be increased by at least 14% increase over 4 years for all staff. This will see increases up to \$36,000 for some workers in this category by the end of the agreement!

The pay increases will be phased as follows, with a big proportion of wage increases loaded into the front end of the agreement: 5% increase from 1 October 2016 plus sign-on bonus of \$1,561 (pro rata for part-time), 1 October 2017 additional 3%, 1 October 2018 additional 3%, and 1 October 2019 additional 3%.

There will also be a boost to classification levels for ward clerks and community team (front of clinic) admin support staff, with those currently classified as 'Clerical Worker C' lifted to a new minimum level of 'Clerical Worker B'. There will be a revised administrative structure in mental health from 1 October 2017, consisting of Level 1A, Level 1 and Level 2 replacing the old Clerical C, B and A classifications. A classification review of admin support will occur to determine if current mental health Clerical B translate to the new Level 1 or Level 2 in the revised 2017 structure.



"Clerical worker A year 5 will be up 25% over 4 years, that's an extra \$35,672 by year 4!"



5% UPFRONT INCREASE
IN BASE SALARY FOR ALL WORKERS



LUMP SUM BONUS
\$1561



NEW CLASSIFICATIONS
FOR PEER WORKERS, CARER AND CONSUMER CONSULTANTS



INCREMENT BUMP UP FOR ALL CLERICAL
NOT ALREADY ON THE TOP LEVEL



CLERICAL WORKERS

| CURRENT CLASSIFICATION | CURRENT WEEKLY RATE | NEW RATE 1 OCT 16 | NEW RATE 1 OCT 17 | NEW RATE 1 OCT 18 | NEW RATE 1 OCT 19 | CUMULATIVE BENEFIT | TOTAL WAGE INCREASE | FINAL CLASSIFICATION |
|------------------------|---------------------|-------------------|-------------------|-------------------|-------------------|--------------------|---------------------|------------------------|
| INCREASE | | 3.25% | 3.25% | 3.25% | 3.25% | | | |
| CLERICAL WKR C Y 1 | \$893.10 | \$922.10 | \$994.10 | \$1,023.90 | \$1,054.60 | \$21,959.60 | 18% | ADMIN OFFICER GRADE 1A |
| CLERICAL WKR C Y 2 | \$898.90 | \$928.10 | \$994.10 | \$1,023.90 | \$1,054.60 | \$21,065.20 | 17% | |
| CLERICAL WKR C Y 3 | \$904.50 | \$933.90 | \$994.10 | \$1,023.90 | \$1,054.60 | \$20,202.00 | 17% | |
| CLERICAL WKR C Y 4 | \$911.30 | \$940.90 | \$994.10 | \$1,023.90 | \$1,054.60 | \$19,151.60 | 16% | |
| CLERICAL WKR C Y 5+ | \$912.50 | \$942.20 | \$994.10 | \$1,023.90 | \$1,054.60 | \$18,969.60 | 16% | |
| CLERICAL WKR B Y 1 | \$919.10 | \$949.00 | \$1,059.40 | \$1,091.20 | \$1,123.90 | \$28,449.20 | 22% | ADMIN OFFICER GRADE 1 |
| CLERICAL WKR B Y 2 | \$924.90 | \$955.00 | \$1,059.40 | \$1,091.20 | \$1,123.90 | \$27,554.80 | 22% | |
| CLERICAL WKR B Y 3 | \$930.50 | \$960.70 | \$1,059.40 | \$1,091.20 | \$1,123.90 | \$26,686.40 | 21% | |
| CLERICAL WKR B Y 4 | \$937.30 | \$967.80 | \$1,059.40 | \$1,091.20 | \$1,123.90 | \$25,641.20 | 20% | |
| CLERICAL WKR B Y 5+ | \$938.50 | \$969.00 | \$1,059.40 | \$1,091.20 | \$1,123.90 | \$25,454.00 | 20% | |
| CLERICAL WKR A Y 1 | \$1,011.00 | \$1,043.90 | \$1,210.30 | \$1,246.60 | \$1,284.00 | \$38,521.60 | 27% | ADMIN OFFICER GRADE 2 |
| CLERICAL WKR A Y 2 | \$1,016.85 | \$1,049.90 | \$1,210.30 | \$1,246.60 | \$1,284.00 | \$37,616.80 | 26% | |
| CLERICAL WKR A Y 3 | \$1,022.50 | \$1,055.70 | \$1,210.30 | \$1,246.60 | \$1,284.00 | \$36,743.20 | 26% | |
| CLERICAL WKR A Y 4 | \$1,029.45 | \$1,062.90 | \$1,210.30 | \$1,246.60 | \$1,284.00 | \$35,672.00 | 25% | |
| CLERICAL WKR A Y 5+ | \$1,030.70 | \$1,064.20 | \$1,210.30 | \$1,246.60 | \$1,284.00 | \$35,479.60 | 25% | |

ADMIN AND MANAGERS

| CURRENT CLASSIFICATION | CURRENT WEEKLY RATE | NEW RATE 1 OCT 16 | NEW RATE 1 OCT 17 | NEW RATE 1 OCT 18 | NEW RATE 1 OCT 19 | CUMULATIVE BENEFIT | TOTAL WAGE INCREASE | FINAL CLASSIFICATION |
|------------------------|---------------------|-------------------|-------------------|-------------------|-------------------|--------------------|---------------------|----------------------|
| INCREASE | | 5.00% | 3.00% | 3.00% | 3.00% | | | |
| GRADE 1A | | \$919.10 | \$994.10 | \$1,023.90 | \$1,054.60 | | | GRADE 1A |
| GRADE 1 | \$979.50 | \$1,028.50 | \$1,059.40 | \$1,091.20 | \$1,123.90 | \$20,020.00 | 15% | GRADE 1 |
| GRADE 2 | \$1,119.05 | \$1,175.00 | \$1,210.30 | \$1,246.60 | \$1,284.00 | \$22,864.40 | 15% | GRADE 2 |
| GRADE 3 | \$1,247.80 | \$1,310.20 | \$1,349.50 | \$1,390.00 | \$1,431.70 | \$25,490.40 | 15% | GRADE 3 |
| GRADE 4 | \$1,402.05 | \$1,472.20 | \$1,516.40 | \$1,561.90 | \$1,608.80 | \$28,657.20 | 15% | GRADE 4 |
| GRADE 5 | \$1,556.40 | \$1,634.20 | \$1,683.20 | \$1,733.70 | \$1,785.70 | \$31,782.40 | 15% | GRADE 5 |
| GRADE 6 | \$1,710.65 | \$1,796.20 | \$1,850.10 | \$1,905.60 | \$1,962.80 | \$34,949.20 | 15% | GRADE 6 |
| GRADE 7 | \$1,890.75 | \$1,985.30 | \$2,044.90 | \$2,106.20 | \$2,169.40 | \$38,625.60 | 15% | GRADE 7 |
| GRADE 8 | \$2,115.90 | \$2,221.70 | \$2,288.40 | \$2,357.10 | \$2,427.80 | \$43,232.80 | 15% | GRADE 8 |
| GRADE 9 | \$2,299.85 | \$2,414.80 | \$2,487.20 | \$2,561.80 | \$2,638.70 | \$46,961.20 | 15% | GRADE 9 |
| GRADE 10 | \$2,496.60 | \$2,621.40 | \$2,700.00 | \$2,781.00 | \$2,864.40 | \$50,980.80 | 15% | GRADE 10 |

CONSUMER / CARER CONSULTANTS

| CURRENT CLASSIFICATION | CURRENT WEEKLY RATE | NEW RATE 1 OCT 16 | NEW RATE 1 OCT 17 | NEW RATE 1 OCT 18 | NEW RATE 1 OCT 19 | CUMULATIVE BENEFIT | TOTAL WAGE INCREASE | FINAL CLASSIFICATION |
|------------------------|---------------------|-------------------|-------------------|-------------------|-------------------|--------------------|---------------------|----------------------|
| INCREASE | | 5.00% | 3.00% | 3.00% | 3.00% | | | |
| LEVEL 1 YEAR 1 | \$961.30 | \$1,009.40 | \$1,039.70 | \$1,070.90 | \$1,103.00 | \$19,645.60 | 15% | LEVEL 1 YEAR 1 |
| LEVEL 1 YEAR 2 | \$987.30 | \$1,036.70 | \$1,067.80 | \$1,099.80 | \$1,132.80 | \$20,170.80 | 15% | LEVEL 1 YEAR 2 |
| LEVEL 1 YEAR 3 | \$1,002.40 | \$1,052.50 | \$1,084.10 | \$1,116.60 | \$1,150.10 | \$20,472.40 | 15% | LEVEL 1 YEAR 3 |
| LEVEL 1 YEAR 4 | \$1,022.90 | \$1,074.00 | \$1,106.20 | \$1,139.40 | \$1,173.60 | \$20,883.20 | 15% | LEVEL 1 YEAR 4 |
| LEVEL 1 YEAR 5 | \$1,040.20 | \$1,092.20 | \$1,125.00 | \$1,158.80 | \$1,193.60 | \$21,257.60 | 15% | LEVEL 1 YEAR 5 |
| LEVEL 2 YEAR 1 | \$1,066.50 | \$1,119.80 | \$1,153.40 | \$1,188.00 | \$1,223.60 | \$21,777.60 | 15% | LEVEL 2 YEAR 1 |
| LEVEL 2 YEAR 2 | \$1,089.30 | \$1,143.80 | \$1,178.10 | \$1,213.40 | \$1,249.80 | \$22,250.80 | 15% | LEVEL 2 YEAR 2 |
| LEVEL 2 YEAR 3 | \$1,113.30 | \$1,169.00 | \$1,204.10 | \$1,240.20 | \$1,277.40 | \$22,750.00 | 15% | LEVEL 2 YEAR 3 |
| LEVEL 2 YEAR 4 | \$1,131.40 | \$1,188.00 | \$1,223.60 | \$1,260.30 | \$1,298.10 | \$23,108.80 | 15% | LEVEL 2 YEAR 4 |
| NEW CLASSIFICATION | \$1,136.80 | \$1,193.60 | \$1,229.40 | \$1,266.30 | \$1,304.30 | \$23,212.80 | 15% | LEVEL 3 YEAR 1 |
| NEW CLASSIFICATION | \$1,178.20 | \$1,237.10 | \$1,274.20 | \$1,312.40 | \$1,351.80 | \$24,060.40 | 15% | LEVEL 3 YEAR 2 |
| NEW CLASSIFICATION | \$1,197.60 | \$1,257.50 | \$1,295.20 | \$1,334.10 | \$1,374.10 | \$24,466.00 | 15% | LEVEL 3 YEAR 3 |
| NEW CLASSIFICATION | \$1,213.90 | \$1,274.60 | \$1,312.80 | \$1,352.20 | \$1,392.80 | \$24,793.60 | 15% | LEVEL 3 YEAR 4 |

PEER WORKFORCE

| CURRENT CLASSIFICATION | CURRENT WEEKLY RATE | NEW RATE 1 OCT 16 | NEW RATE 1 OCT 17 | NEW RATE 1 OCT 18 | NEW RATE 1 OCT 19 | CUMULATIVE BENEFIT | TOTAL WAGE INCREASE | FINAL CLASSIFICATION |
|------------------------|---------------------|-------------------|-------------------|-------------------|-------------------|--------------------|---------------------|----------------------|
| INCREASE | | 5.00% | 3.00% | 3.00% | 3.00% | | | |
| LEVEL 1 YEAR 1 | 927.4 | 973.8 | 1003 | 1033.1 | 1064.05 | \$18,946.20 | 15% | LEVEL 1 YEAR 1 |
| LEVEL 1 YEAR 2 | 947.8 | 995.2 | 1025.05 | 1055.8 | 1087.5 | \$19,362.20 | 15% | LEVEL 1 YEAR 2 |
| LEVEL 2 YEAR 1 | \$987.30 | \$1,036.70 | \$1,067.80 | \$1,099.80 | \$1,132.80 | \$20,170.80 | 15% | LEVEL 2 YEAR 2 |
| LEVEL 2 YEAR 2 | \$1,002.40 | \$1,052.50 | \$1,084.10 | \$1,116.60 | \$1,150.10 | \$20,472.40 | 15% | LEVEL 2 YEAR 3 |
| LEVEL 2 YEAR 3 | \$1,022.90 | \$1,074.00 | \$1,106.20 | \$1,139.40 | \$1,173.60 | \$20,883.20 | 15% | LEVEL 2 YEAR 4 |
| LEVEL 2 YEAR 4 | \$1,040.20 | \$1,092.20 | \$1,125.00 | \$1,158.80 | \$1,193.60 | \$21,257.60 | 15% | LEVEL 2 YEAR 5 |
| LEVEL 3 YEAR 1 | \$1,066.50 | \$1,119.80 | \$1,153.40 | \$1,188.00 | \$1,223.60 | \$21,777.60 | 15% | LEVEL 3 YEAR 1 |
| LEVEL 3 YEAR 2 | \$1,089.30 | \$1,143.80 | \$1,178.10 | \$1,213.40 | \$1,249.80 | \$22,250.80 | 15% | LEVEL 3 YEAR 2 |
| LEVEL 3 YEAR 3 | \$1,113.30 | \$1,169.00 | \$1,204.10 | \$1,240.20 | \$1,277.40 | \$22,750.00 | 15% | LEVEL 3 YEAR 3 |
| LEVEL 3 YEAR 4 | \$1,131.40 | \$1,188.00 | \$1,223.60 | \$1,260.30 | \$1,298.10 | \$23,108.80 | 15% | LEVEL 3 YEAR 4 |

Mental Health Professionals

Mental Health Professionals have won major improvements for both wages and conditions, including major stepstoward leave equity with nurses.

WAGE INCREASES FOR MENTAL HEALTH PROFESSIONALS WILL BE UP TO 16% OVER 4 YEARS

EBA pay increases kicked in on October 1 2016. Wages now include the CPD. This is to avoid the tax previously slapped on the CPD lump sum payments!

INCREMENT UPLIFTS LEVEL 2 AND END OF BAND PAYMENT

End of band payment will be \$17.50 per week.

TIL TO ACCUMULATE WITH PENALTY RATES

Time in Lieu will now include penalty rates relevant to the hours worked.

MORE ANNUAL LEAVE

HACSU members have won an additional 2.5 days leave, with the option to purchase another 2.5 days. This was a huge sticking point toward the end of the campaign, and the final sticking point for negotiations. with the Government refusing to agree to any additional leave. Congratulations to all the HACSU members for holding your ground to win this additional leave.

TRADE UNION TRAINING LEAVE

Mental Health Professional delegates will now be able to access all trade union training under the paid leave provisions. rather than just grievance training.

NEW HEALTH PROFESSIONAL CLINICAL EDUCATORS.

For the first time, the EBA will include Health Professional Clinical educators. There will be an extra 15 EFT for these positions in 2020 with at least one position at each health service.

MEMBERS HAVE WON A LUMP SUM PAYMENT OF \$2076.42 (pro rata for part-time)

Which is equivalent to back pay from the previous agreement expiry on March 31st 2016 to August 4th 2016

ACTING UP ALLOWANCE

Will now be paid on a shift by shift basis instead of needing 5 consecutive shifts.

MENTAL HEALTH PROFESSIONAL WAGE RATES

| CURRENT CLASSIFICATION | CURRENT WEEKLY RATE | NEW RATE 4 OCT 16 | NEW RATE 1 NOV 17 | NEW RATE 1 NOV 18 | NEW RATE 1 NOV 19 | CUMULATIVE BENEFIT | TOTAL WAGE INCREASE | FINAL CLASSIFICATION |
|---|---------------------|------------------------|-------------------|-------------------|-------------------|--------------------|---------------------|----------------------------|
| INCREASE | | Align w Public Sector~ | 3.25% | 3.00% | 3.00% | | | |
| GRADE 1 YEAR 1 | \$1,017.50 | \$1,050.60 | \$1,084.70 | \$1,117.20 | \$1,150.70 | \$17,326.40 | 13% | GRADE 1 YEAR 1 |
| GRADE 1 YEAR 2 | \$1,081.80 | \$1,117.00 | \$1,153.30 | \$1,187.90 | \$1,223.50 | \$18,434.00 | 13% | GRADE 1 YEAR 2 |
| GRADE 1 YEAR 3 | \$1,136.80 | \$1,173.70 | \$1,211.80 | \$1,248.20 | \$1,285.60 | \$19,349.20 | 13% | GRADE 1 YEAR 3 |
| GRADE 1 YEAR 4 | \$1,206.30 | \$1,245.50 | \$1,286.00 | \$1,324.60 | \$1,364.30 | \$20,550.40 | 13% | GRADE 1 YEAR 4 |
| GRADE 1 YEAR 5 | \$1,258.70 | \$1,299.60 | \$1,341.80 | \$1,382.10 | \$1,423.60 | \$21,439.60 | 13% | GRADE 1 YEAR 5 |
| GRADE 1 YEAR 6 | \$1,316.00 | \$1,358.80 | \$1,403.00 | \$1,445.10 | \$1,488.50 | \$22,432.80 | 13% | GRADE 1 YEAR 6 |
| GRADE 1 YEAR 7 | \$1,348.90 | \$1,410.20 | \$1,473.50 | \$1,517.70 | \$1,563.20 | \$29,588.00 | 16% | GRADE 1 YEAR 7 |
| GRADE 2 YEAR 1 | \$1,316.00 | | | | | | | |
| GRADE 2 YEAR 2 | \$1,382.90 | \$1,427.80 | \$1,474.20 | \$1,518.40 | \$1,564.00 | \$23,545.60 | 13% | GRADE 2 YEAR 1 |
| GRADE 2 YEAR 3 | \$1,446.40 | \$1,493.40 | \$1,541.90 | \$1,588.20 | \$1,635.80 | \$24,632.40 | 13% | GRADE 2 YEAR 2 |
| GRADE 2 YEAR 4 | \$1,535.25 | \$1,585.10 | \$1,636.60 | \$1,685.70 | \$1,736.30 | \$26,140.40 | 13% | GRADE 2 YEAR 3 |
| | | \$1,624.40 | \$1,694.70 | \$1,745.50 | \$1,797.90 | \$33,244.90 | 13% | GRADE 2 YEAR 4 |
| GRADE 3 YEAR 1* | \$1,595.95 | \$1,647.80 | \$1,701.40 | \$1,752.40 | \$1,805.00 | \$27,185.60 | 13% | GRADE 3 YEAR 1* |
| GRADE 3 YEAR 2* | \$1,652.15 | \$1,705.80 | \$1,761.20 | \$1,814.00 | \$1,868.40 | \$28,121.60 | 13% | GRADE 3 YEAR 2* |
| GRADE 3 YEAR 3* | \$1,696.20 | \$1,751.40 | \$1,808.30 | \$1,862.50 | \$1,918.40 | \$28,901.60 | 13% | GRADE 3 YEAR 3* |
| GRADE 3 YEAR 4* | \$1,789.95 | \$1,865.70 | \$1,943.80 | \$2,002.10 | \$2,062.20 | \$37,128.00 | 15% | GRADE 3 YEAR 4* |
| GRADE 4/CLINICAL EDUCATOR* | \$2,016.75 | \$2,082.30 | \$2,150.00 | \$2,214.50 | \$2,280.90 | \$34,356.40 | 13% | GRADE 4/CLINICAL EDUCATOR* |
| GRADE 4 YEAR 1 | \$1,932.30 | 1995.1 | 2059.9 | 2121.7 | 2185.4 | \$32,910.80 | 13% | GRADE 4 YEAR 1 |
| GRADE 4 YEAR 2 | 1997.4 | 2062.3 | 2129.3 | 2193.2 | 2259 | \$34,018.40 | 13% | GRADE 4 YEAR 2 |
| GRADE 4 YEAR 3 | 2063 | 2130 | 2199.2 | 2265.2 | 2333.2 | \$35,131.20 | 13% | GRADE 4 YEAR 3 |
| GRADE 4 YEAR 4 | 2129.1 | 2198.3 | 2269.7 | 2337.8 | 2407.9 | \$36,259.60 | 13% | GRADE 4 YEAR 4 |
| DEP CHIEF GRADE 1 | \$1,595.95 | \$1,647.80 | \$1,701.40 | \$1,752.40 | \$1,805.00 | \$27,185.60 | 13% | DEP CHIEF GRADE 1 |
| DEP CHIEF GRADE 2 | \$1,652.15 | \$1,705.80 | \$1,761.20 | \$1,814.00 | \$1,868.40 | \$28,121.60 | 13% | DEP CHIEF GRADE 2 |
| DEP CHIEF GRADE 3 | \$1,696.20 | \$1,751.30 | \$1,808.20 | \$1,862.40 | \$1,918.30 | \$28,880.80 | 13% | DEP CHIEF GRADE 3 |
| CHIEF GRADE 1 Y 1 | \$1,595.95 | \$1,647.80 | \$1,701.40 | \$1,752.40 | \$1,805.00 | \$27,185.60 | 13% | CHIEF GRADE 1 YEAR 1 |
| CHIEF GRADE 1 Y 2 | \$1,652.15 | \$1,705.80 | \$1,761.20 | \$1,814.00 | \$1,868.40 | \$28,121.60 | 13% | CHIEF GRADE 1 YEAR 2 |
| CHIEF GRADE 1 Y 3 | \$1,696.20 | \$1,751.30 | \$1,808.20 | \$1,862.40 | \$1,918.30 | \$28,880.80 | 13% | CHIEF GRADE 1 YEAR 3 |
| CHIEF GRADE 2 Y 1 | \$1,789.95 | \$1,848.10 | \$1,908.20 | \$1,965.40 | \$2,024.40 | \$30,487.60 | 13% | CHIEF GRADE 2 YEAR 1 |
| CHIEF GRADE 2 Y 2 | \$1,871.00 | \$1,931.80 | \$1,994.60 | \$2,054.40 | \$2,116.00 | \$31,865.60 | 13% | CHIEF GRADE 2 YEAR 2 |
| CHIEF GRADE 3 | \$2,016.75 | \$2,082.30 | \$2,150.00 | \$2,214.50 | \$2,280.90 | \$34,356.40 | 13% | CHIEF GRADE 3 |
| CHIEF GRADE 4 | \$2,177.60 | \$2,248.40 | \$2,321.50 | \$2,391.10 | \$2,462.80 | \$37,096.80 | 13% | CHIEF GRADE 4 |
| CHIEF GRADE 5 | \$2,402.40 | \$2,480.50 | \$2,561.10 | \$2,637.90 | \$2,717.00 | \$40,918.80 | 13% | CHIEF GRADE 5 |
| ~ Align with rates from 'In-Principle' public health settlement of 2016 Enterprise Bargaining – includes partial roll-in of Public Health CPD Allowance as per additional annual leave provision plus 3.25% | | | | | | | | |
| ^ Assumes no other classification changes beyond those included above | | | | | | | | |
| * As relevant to the particular classification structure only | | | | | | | | |



A grade 3 year 4 will receive an additional \$37,275 over 4 yrs. This is an average return of 14.6 times the investment of union membership in a 4 year period



Registered Psychiatric Nurses, Psychiatric Enrolled Nurses and Psychiatric Services Officers



A full time RPN 3 will receive \$34,554 in additional wages over the next 4 years. This base wage alone, and does not include allowances, overtime, salary packaging or superannuation!

128.8 EXTRA STAFF FOR VICTORIAN MENTAL HEALTH SERVICES!

HACSU members have won the greatest increase to Mental Health Staffing in over 20 years. This EBA will see an additional 128.8 EFT introduced to the workforce. This additional staffing will address the ongoing staffing and workload crisis and help to reduce workplace violence.

PAY PARITY FOR REGISTERED PSYCHIATRIC NURSES!

HACSU members have won massive wage increases, with RPNs finally reaching parity with NSW nurses by 2019.

AGED MENTAL HEALTH AND ENROLLED NURSE EDUCATORS

This EBA will introduce aged Mental Health and Enrolled Nurse Educators.

COMMUNITY WORKLOAD MANAGEMENT TOOL

Another EBA first; this tool will allow staff and health services to measure the split between direct clinical and organisational duties.

PEN LEVEL 4

The new PEN educator will be a level 4. This EBA is the first time this classification has been introduced to an EBA!

REGISTERED PSYCHIATRIC NURSES

| CURRENT CLASSIFICATION | CURRENT WEEKLY RATE | NEW RATE 1 OCT 16 | NEW RATE 1 APR 17 | NEW RATE 1 APR 18 | NEW RATE 1 APR 19 | CUMULATIVE BENEFIT | TOTAL WAGE INCREASE | FINAL CLASSIFICATION |
|--|---------------------|-------------------|-------------------|-------------------|-------------------|--------------------|---------------------|---------------------------|
| INCREASE | | 3% | 3% | 3.25% | VARIOUS | | | |
| RPN GRADE 2 Y1 | \$1,034.30 | \$1,083.10 | \$1,115.60 | \$1,151.90 | \$1,188.40 | \$20,893.60 | 15% | RPN GRADE 2 Y 1 |
| RPN GRADE 2 Y2 | \$1,074.30 | \$1,124.30 | \$1,158.00 | \$1,195.60 | \$1,255.30 | \$22,672.00 | 17% | RPN GRADE 2 Y 2 |
| RPN GRADE 2 R 3 | \$1,114.60 | \$1,165.80 | \$1,200.80 | \$1,239.80 | \$1,322.20 | \$24,450.40 | 19% | RPN GRADE 2 Y3 |
| RPN GRADE 2 YR 4 | \$1,154.80 | \$1,207.20 | \$1,243.40 | \$1,283.80 | \$1,394.00 | \$26,478.40 | 21% | RPN GRADE 2 Y 4 |
| RPN GRADE 2 YR 5 | \$1,194.90 | \$1,248.50 | \$1,286.00 | \$1,327.80 | \$1,465.30 | \$28,496.00 | 23% | RPN GRADE 2 Y 5 |
| RPN GRADE 2 YR 6 | \$1,235.00 | \$1,289.80 | \$1,328.50 | \$1,371.70 | \$1,534.80 | \$30,409.60 | 24% | RPN GRADE 2 Y 6 |
| RPN GRADE 2 YR 7 | \$1,275.10 | \$1,331.10 | \$1,371.00 | \$1,415.60 | \$1,613.20 | \$32,786.00 | 27% | RPN GRADE 2 Y7 |
| RPN GRADE 2 YR 8 | \$1,306.50 | \$1,363.50 | \$1,404.40 | \$1,450.00 | \$1,678.50 | \$34,860.80 | 28% | RPN GRADE 2 Y 8 |
| RPN GRADE 2 YR 9 | \$1,338.00 | \$1,395.90 | \$1,437.80 | \$1,484.50 | \$1,678.50 | \$33,524.40 | 25% | |
| RPN GRADE 2 YR 10 | \$1,369.20 | \$1,428.10 | \$1,470.90 | \$1,518.70 | \$1,678.50 | \$32,208.80 | 23% | |
| RPN GRADE 2 ADVANCED | \$1,409.30 | \$1,469.40 | \$1,513.50 | \$1,562.70 | \$1,746.70 | \$34,065.20 | 24% | RPN GRADE 2 ADVANCED |
| PSYCH CLIN NURSE SPEC | \$1,409.30 | \$1,469.40 | \$1,513.50 | \$1,562.70 | \$1,746.70 | \$34,065.20 | 24% | PSYCH CLIN NURSE SPEC |
| RPN GRADE 3 Y 1 | \$1,426.00 | \$1,486.60 | \$1,531.20 | \$1,581.00 | \$1,750.00 | \$33,529.60 | 23% | RPN GRADE 3 Y 1 |
| RPN GRADE 3 Y 2 | \$1,440.20 | \$1,501.20 | \$1,546.20 | \$1,596.50 | \$1,750.00 | \$32,921.20 | 22% | |
| RPN GRADE 3 Y 3 | \$1,463.00 | \$1,524.70 | \$1,570.40 | \$1,621.40 | \$1,800.00 | \$34,554.00 | 23% | RPN GRADE 3 Y 2 |
| RPN GRADE 3 Y 4 / ANUM Y 1 | \$1,491.00 | \$1,553.50 | \$1,600.10 | \$1,652.10 | \$1,880.20 | \$37,538.80 | 26% | RPN GRADE 3 Y 3 / ANUM Y1 |
| RPN GRADE 3 Y 5 ANUM Y 2 | \$1,523.60 | \$1,587.10 | \$1,634.70 | \$1,687.80 | \$1,943.40 | \$39,447.20 | 28% | RPN GRADE 3 Y 4 / ANUM Y2 |
| RPN GRADE 4 Y 1 | \$1,561.30 | \$1,625.90 | \$1,674.70 | \$1,729.10 | \$1,900.00 | \$35,594.00 | 22% | RPN GRADE 4 YEAR 1 |
| RPN GRADE 4 Y 2 | \$1,592.60 | \$1,658.20 | \$1,707.90 | \$1,763.40 | \$1,900.00 | \$34,273.20 | 19% | |
| RPN GRADE 4 Y 3 | \$1,630.10 | \$1,696.80 | \$1,747.70 | \$1,804.50 | \$2,000.00 | \$37,887.20 | 23% | RPN GRADE 4 Y 2 |
| RPN GRADE 4 Y 4 | \$1,662.90 | \$1,730.60 | \$1,782.50 | \$1,840.40 | \$2,000.00 | \$36,498.80 | 20% | |
| RPN GRADE 4 Y 5 | \$1,682.80 | \$1,751.10 | \$1,803.60 | \$1,862.20 | \$2,100.00 | \$40,856.40 | 25% | RPN GRADE 4 Y 3 |
| RPN G4 Y1 UNIT MGR | \$1,744.90 | \$1,815.00 | \$1,869.50 | \$1,930.30 | \$2,218.70 | \$44,402.80 | 27% | RPN G4 UNIT MGR |
| RPN G4 Y2 UNIT MGR | \$1,787.70 | \$1,859.10 | \$1,914.90 | \$1,977.10 | \$2,218.70 | \$42,588.00 | 24% | |
| RPN G4 Y3 UNIT MGR | \$1,829.90 | \$1,902.60 | \$1,959.70 | \$2,023.40 | \$2,218.70 | \$40,809.60 | 21% | |
| RPN G4 Y4 UNIT MGR | \$1,829.90 | \$1,902.60 | \$1,959.70 | \$2,023.40 | \$2,218.70 | \$40,809.60 | 21% | |
| RPN G4 Y5 UNIT MGR | \$1,829.90 | \$1,902.60 | \$1,959.70 | \$2,023.40 | \$2,218.70 | \$40,809.60 | 21% | |
| RPN GRADE 5 | \$1,848.30 | \$1,921.50 | \$1,979.10 | \$2,043.40 | \$2,200.00 | \$39,041.60 | 19% | RPN GRADE 5 |
| * INCLUDES 'ROLL-IN' OF \$900 PD ALLOWANCE | | | | | | | | |

PSYCHIATRIC SERVICES OFFICERS

| CURRENT CLASSIFICATION | CURRENT WEEKLY RATE | NEW RATE 1 OCT 16 | NEW RATE 1 APR 17 | NEW RATE 1 APR 18 | NEW RATE 1 APR 19 | CUMULATIVE BENEFIT | TOTAL WAGE INCREASE | FINAL CLASSIFICATION |
|--|---------------------|-------------------|-------------------|-------------------|-------------------|--------------------|---------------------|----------------------|
| INCREASE | | 3% | 3% | 3.25% | 4% | | | |
| PSO LEVEL 1 Y 1 | \$814.80 | \$857.00 | \$882.70 | \$911.40 | \$947.90 | \$17,669.60 | 16% | PSO LEVEL 1 YEAR 1 |
| PSO LEVEL 1 Y 2 | \$837.30 | \$880.20 | \$906.60 | \$936.10 | \$973.50 | \$18,054.40 | 16% | PSO LEVEL 1 YEAR 2 |
| PSO LEVEL 1 Y 3 | \$869.40 | \$913.30 | \$940.70 | \$971.30 | \$1,010.20 | \$18,610.80 | 16% | PSO LEVEL 1 YEAR 3 |
| PSO LEVEL 1 Y 4 | \$891.90 | \$936.40 | \$964.50 | \$995.80 | \$1,035.60 | \$18,964.40 | 16% | PSO LEVEL 1 YEAR 4 |
| PSO LEVEL 1 Y 5 | \$914.60 | \$959.80 | \$988.60 | \$1,020.70 | \$1,061.50 | \$19,354.40 | 16% | PSO LEVEL 1 YEAR 5 |
| PSO LEVEL 1 Y 6 | \$937.20 | \$983.10 | \$1,012.60 | \$1,045.50 | \$1,087.30 | \$19,744.40 | 16% | PSO LEVEL 1 YEAR 6 |
| PSO LEVEL 1 Y 7 | \$955.70 | \$1,002.20 | \$1,032.30 | \$1,065.80 | \$1,108.40 | \$20,066.80 | 16% | PSO LEVEL 1 YEAR 7 |
| PSO LEVEL 1 Y 8 | \$974.40 | \$1,021.40 | \$1,052.00 | \$1,086.20 | \$1,129.60 | \$20,363.20 | 16% | PSO LEVEL 1 YEAR 8 |
| PSO LEVEL 2 Y 1 | \$978.40 | \$1,025.50 | \$1,056.30 | \$1,090.60 | \$1,134.20 | \$20,436.00 | 16% | PSO LEVEL 2 YEAR 1 |
| PSO LEVEL 2 Y 2 | \$1,007.10 | \$1,055.10 | \$1,086.80 | \$1,122.10 | \$1,167.00 | \$20,935.20 | 16% | PSO LEVEL 2 YEAR 2 |
| PSO LEVEL 2 Y 3 | \$1,023.80 | \$1,072.30 | \$1,104.50 | \$1,140.40 | \$1,186.00 | \$21,216.00 | 16% | PSO LEVEL 2 YEAR 3 |
| PSO LEVEL 2 Y 4 | \$1,046.20 | \$1,095.40 | \$1,128.30 | \$1,165.00 | \$1,211.60 | \$21,606.00 | 16% | PSO LEVEL 2 YEAR 4 |
| PSO LEVEL 2 Y 5 | \$1,064.70 | \$1,114.40 | \$1,147.80 | \$1,185.10 | \$1,232.50 | \$21,892.00 | 16% | PSO LEVEL 2 YEAR 5 |
| PSO LEVEL 3 Y 1 | \$1,092.50 | \$1,143.10 | \$1,177.40 | \$1,215.70 | \$1,264.30 | \$22,386.00 | 16% | PSO LEVEL 3 YEAR 1 |
| PSO LEVEL 3 Y 2 | \$1,116.20 | \$1,167.50 | \$1,202.50 | \$1,241.60 | \$1,291.30 | \$22,781.20 | 16% | PSO LEVEL 3 YEAR 2 |
| PSO LEVEL 3 Y 3 | \$1,140.70 | \$1,192.70 | \$1,228.50 | \$1,268.40 | \$1,319.10 | \$23,186.80 | 16% | PSO LEVEL 3 YEAR 3 |
| PSO LEVEL 3 Y 4 | \$1,159.50 | \$1,212.10 | \$1,248.50 | \$1,289.10 | \$1,340.70 | \$23,524.80 | 16% | PSO LEVEL 3 YEAR 4 |
| * INCLUDES 'ROLL-IN' OF \$900 PD ALLOWANCE | | | | | | | | |

PSYCHIATRIC ENROLLED NURSES

| CURRENT CLASSIFICATION | CURRENT WEEKLY RATE | NEW RATE 1 OCT 16 | NEW RATE 1 APR 17 | NEW RATE 1 APR 18 | NEW RATE 1 APR 19 | CUMULATIVE BENEFIT | TOTAL WAGE INCREASE | FINAL CLASSIFICATION |
|--|---------------------|-------------------|-------------------|-------------------|-------------------|--------------------|---------------------|------------------------|
| INCREASE | | 3% | 3% | 3.25% | 4% | | | |
| PSEN LEVEL 1 Y 1 | \$903.30 | \$948.20 | \$976.60 | \$1,008.30 | \$1,048.60 | \$19,162.00 | 16% | PSEN LEVEL 1 YEAR 1 |
| PSEN LEVEL 1 Y 2 | \$922.10 | \$967.50 | \$996.50 | \$1,028.90 | \$1,070.10 | \$19,479.20 | 16% | PSEN LEVEL 1 YEAR 2 |
| PSEN LEVEL 1 Y 3 | \$940.80 | \$986.80 | \$1,016.40 | \$1,049.40 | \$1,091.40 | \$19,801.60 | 16% | PSEN LEVEL 1 YEAR 3 |
| PSEN LEVEL 1 Y 4 | \$959.80 | \$1,006.40 | \$1,036.60 | \$1,070.30 | \$1,113.10 | \$20,134.40 | 16% | PSEN LEVEL 1 YEAR 4 |
| PSEN LEVEL 1 Y 5 | \$971.40 | \$1,018.30 | \$1,048.80 | \$1,082.90 | \$1,126.20 | \$20,311.20 | 16% | PSEN LEVEL 1 YEAR 5 |
| PSEN LEVEL 1 Y 6 | \$997.20 | \$1,044.90 | \$1,076.20 | \$1,111.20 | \$1,155.60 | \$20,753.20 | 16% | PSEN LEVEL 1 YEAR 6 |
| PSEN LEVEL 1 Y 7 | \$1,015.60 | \$1,063.80 | \$1,095.70 | \$1,131.30 | \$1,176.60 | \$21,060.00 | 16% | PSEN LEVEL 1 YEAR 7 |
| PSEN LEVEL 1 Y 8 | \$1,037.60 | \$1,086.50 | \$1,119.10 | \$1,155.50 | \$1,201.70 | \$21,444.80 | 16% | PSEN LEVEL 1 YEAR 8 |
| PSEN LEVEL 2 Y 1 | \$1,059.70 | \$1,109.30 | \$1,142.60 | \$1,179.70 | \$1,226.90 | \$21,824.40 | 16% | PSEN LEVEL 2 YEAR 1 |
| PSEN LEVEL 2 Y 2 | \$1,070.80 | \$1,120.70 | \$1,154.30 | \$1,191.80 | \$1,239.50 | \$22,001.20 | 16% | PSEN LEVEL 2 YEAR 2 |
| PSEN LEVEL 2 Y3 | \$1,081.70 | \$1,131.90 | \$1,165.90 | \$1,203.80 | \$1,252.00 | \$22,193.60 | 16% | PSEN LEVEL 2 YEAR 3 |
| PSEN LEVEL 2 Y 4 | \$1,107.40 | \$1,158.40 | \$1,193.20 | \$1,232.00 | \$1,281.30 | \$22,635.60 | 16% | PSEN LEVEL 2 YEAR 4 |
| PEN LEVEL 3 Y 1 | \$1,136.80 | \$1,188.70 | \$1,224.40 | \$1,264.20 | \$1,314.80 | \$23,134.80 | 16% | PEN LEVEL 3 YEAR 1 |
| PEN LEVEL 3 Y 2 | \$1,178.20 | \$1,231.30 | \$1,268.20 | \$1,309.40 | \$1,361.80 | \$23,810.80 | 16% | PEN LEVEL 3 YEAR 2 |
| PEN LEVEL 3 Y 3 | \$1,197.60 | \$1,251.30 | \$1,288.80 | \$1,330.70 | \$1,383.90 | \$24,143.60 | 16% | PEN LEVEL 3 YEAR 3 |
| PEN LEVEL 3 Y 4 | \$1,213.90 | \$1,268.10 | \$1,306.10 | \$1,348.50 | \$1,402.40 | \$24,414.00 | 16% | PEN LEVEL 3 YEAR 4 |
| PEN LEVEL 4 (EDUCATOR) | - | \$1,469.40 | \$1,513.50 | \$1,562.70 | \$1,746.70 | | | PEN LEVEL 4 (EDUCATOR) |
| * INCLUDES 'ROLL-IN' OF \$900 PD ALLOWANCE | | | | | | | | |

Ongoing Implementation

ROLL OUT OF NEW EFT

Through the hard work and ongoing campaigning from thousands of HACSUs members, we won an incredible 128.8 extra EFT. This will be rolled out across Victoria over the life of the agreement. HACSUs has worked closely with members and the health services to identify ‘hotspots’ where demand, workload and workplace violence are of significant concern. As the additional positions come online, they will be phased in, initially across HDUs as well as the the ‘hotspots’, and then across other units.

The new PEN and Mental Health Professional positions are included in this additional EFT. They will be phased in across each cluster.

COMMUNITY WORKLOAD MANAGEMENT TOOL

This system will come online over the next 12-19 months. For the first time ever we have secured a tool to measure community workload and hold health services accountable for monitoring workload. This tool will give the union the opportunity to not only monitor and manage community clinician workloads, but further campaign for improvements in staffing services and safety.

Safety

OCCUPATION HEALTH AND SAFETY IN THE EBA FOR THE FIRST TIME

For the first time, this EBA will include clauses specifically pertaining to safety and occupational violence toward staff. HACSUs members campaigned for improved safety, and this EBA will be the first to secure members rights in a legally binding document.

The Occupational Health and Safety clause will detail OH&S working groups, prevention and management of workplace injuries, incident reporting investigation and prevention, mapping and shared information of designated working groups (DWG) and occupation violence and aggression prevention and management.

These clauses are an important outcome of the campaign for services staffing and safety. They will allow HACSUs to hold the health services to account for the safety of staff in the context of workplace violence.

BETTER STAFFING, BETTER SAFETY

HACSUs members have long claimed that increasing workloads, growing complexities of patient presentations and the spontaneous and unpredictable environment of inpatient units have been one of the biggest factors contributing to workplace violence in mental health. Additional staffing has been HACSUs’s most important claim in tackling workplace safety.



10 REASONS TO JOIN HACSUs



PROFESSIONAL INDEMNITY INSURANCE



EBA BARGAINING



INDIVIDUAL REPRESENTATIONS



ONLINE LEARNING



INDUSTRIAL ADVICE AND ASSISTANCE



INDUSTRY ADVOCACY



ONGOING SUPPORT AND CAMPAIGNS



FIELD ORGANISERS



OTHER FINANCIAL BENEFITS

BE A PART OF SOMETHING BIGGER!

Join HACSUs today

You can fax this form to 9650 8122 or Scan and email it to hacsu@hacsu.asn.au alternatively, visit www.hacsu.asn.au for more details!

ABOUT YOU

I am of aboriginal OR Torres strait Islander descent: Y ☐ N ☐

Male ☐ Female ☐ Title: _____

First Name: _____ Surname: _____

Date of Birth: _____ Postal Address: _____

Suburb: _____ Postcode: _____ Home Phone: _____

Mobile: _____ Personal Email: _____

ABOUT YOUR WORK

I also work as a private practitioner: Y ☐ N ☐

If yes, what is your annual income? _____ (HACSUs can provide Professional Indemnity Insurance for private practitioners whose income is less than \$100,000 per annum)

Job Title / Classification: _____

Service Name: _____ Work Site: _____

Unit/team name _____ Suburb: _____

Do you work more or less than 48hr per fortnight? More ☐ Less ☐

PAYMENT

Direct Debit

Please debit me: Fortnightly ☐ 4 weekly ☐ Quarterly ☐ Half Yearly ☐ Annually ☐

I/WE (name) _____ authorise and request Health and Community Services Union (HSU Vic No. 2 Branch) Direct Debit User No.017325 to arrange for funds to be debited from my/our account of the financial institution identified below and as prescribed below through the Bulk Electronic Clearing System (BECS). These drawings are for union membership dues as determined by the Branch Committee of Management. Refer to Service Agreement which can be found at hacsu.asn.au. This authorisation is to remain in force until further notice.

Account name _____ Account number: _____ BSB: _____

I/We authorise the following:

1. The Debit User to verify the details of the abovementioned account with my/our Financial Institution.
2. The Financial Institution to release information allowing the Debit User to verify the abovementioned account details.

Signature/s _____ Date: _____

Credit Card: Mastercard ☐ Visa ☐

Please charge me: Quarterly ☐ Half Yearly ☐ Annually ☐

Name: _____ Card No: _____ Expiry _____

Signature/s: _____ Date: _____

PROFESSIONAL INDEMNITY INSURANCE DECLARATION

Declaration - Civil Liability Professional Indemnity Insurance

I, the undersigned being a financial member of the Health and Community Services Union (Health Services Union Victoria No.2 Branch), hereby give notice that I appoint the said union as my agent for the purposes of giving and accepting of notices in respect of Civil Liability Professional Indemnity Insurance in accordance with the Insurance Contracts Act 1984 and its Regulations. I also undertake to report any facts or circumstances, which might give, rise to a claim under the policy to the said Union as soon as I become aware of any facts or circumstances.

Signature: _____ Date: _____

WHO'S GOT YOUR BACK AT WORK?



HACSU DOES!

Record critical incidents of violence at work with HACSU at hacsu.asn.au via the hotline 9340 4132 or via the app which you can download from the google play store

HACSU uses your reports to collate data and research around OH&S in mental health services. This data is crucial in developing better workplace safety for mental health workers.



Keep your eyes on the ball with HACSU online learning



HACSU online learning offers comprehensive and high-quality online continuing professional development courses. HACSU membership entitles you a free ePortfolio where you can track and record all your CPD activities, huge discounts on courses and free access to the online resource library.

VISIT WWW.HSU-CPD.NET.AU

take advantage of free member registration, heaps of discounts including \$100 unlimited CPD per year.



Get in touch

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ONLINE www.hacsu.asn.au www.facebook.com/hacsu

