

The Tipping Foundation and Vista 2017 - 2019 EBA

A GUIDE TO HACSU WON OUTCOMES

- WAGES 2.75% ABOVE THE MINIMUM
- PUBLIC HOLIDAY RATES AND SHIFT ALLOWANCES FOR VISTA STAFF
- 25% CASUAL LOADING FOR VISTA STAFF
- MINIMUM 20 HOURS IN PART TIME CONTRACTS
- ADVANCED DSW POSITIONS
- ROSTERING CLAUSE
- PAID FAMILY VIOLENCE LEAVE
- ONGOING TRAINING AND SUPERVISION
- BETTER PROFESSIONAL DEVELOPMENT
- MANDATORY TRAINING TO BE PROVIDED IN PAID TIME
- IMPROVED CONSULTATION AND DISPUTE RESOLUTION
- AND MUCH MORE!



NO LOSS OF CURRENT CONDITIONS

This EBA will only improve existing conditions



PAID FAMILY VIOLENCE LEAVE!

Available to all Tipping Foundation and Vista staff

JOB SECURITY

- 20 minimum hours in part time contracts
- Rostering clause
- Improved disciplinary clause
- Client engagement coordinators included in the EBA

Part-time Tipping and Vista staff will now be entitled to minimum hours in part-time contracts – 20 hours per fortnight. Staff will no longer be employed on part time conditions with no minimum contracted hours. This is an incredibly important win for many members who were offered permanent roles without the contracted hours, effectively deeming them casuals without the casual benefits.

This agreement also offers a very important rostering clause. This clause will provide staff with stronger rights and job security in the event of a roster review, with HACSU to be notified of roster change and clear parameters about how staff vacancies are to be filled.

The new EBA will include an improved disciplinary clause. Disability support work comes with a heavy burden of responsibility in protecting people who are ‘at risk’, meaning that the everyday practice of support workers are very often under the microscope. This clause has been designed to better support the rights of disability support workers who are going through the disciplinary process to see that your rights are upheld and respected in line with natural justice. Client Engagement Coordinators (CECs) will now be included in the EBA. Including CECs in this agreement will offer the staff in these roles better rights and protections under the EBA. It will also afford union members the opportunity to campaign to improve the conditions for CECs within collective bargaining.

HIGHER WAGES

- 2.75% Annual wage increase
- Vista Staff to receive:
 - 25% Casual loading
 - 250% Public holiday rates
 - Afternoon and night shift allowances!

Members will receive a wage increase of 2.75%. This increase will be implemented annually in July 2017 and July 2018. Employees will still be entitled to the December Equal Remuneration Order (ERO) on the minimum award rate. The ERO increase will apply for the first pay period on or after 1 December 2017 and 2018.

Vista staff will now receive public holiday penalty rates of 250% and shift allowances for afternoon and night shift work. Vista staff who are employed as casuals will also now receive a 25% casual loading! These are important wins which acknowledge the important work that Vista staff do and properly remunerate casual staff in line with casual employees in other industries. Weekend penalties have been paid to Vista employees since 1 January 2015.



CAREER ADVANCEMENT BETTER SUPERVISION AND PROFESSIONAL DEVELOPMENT

This agreement will introduce the role of Advanced Disability Support Worker in complex houses. This is an important position for the career structure for Disability Support Workers as well as the quality of service delivery for people with a disability. HACSU bargained for this new role following the restructure that stripped away supervisory/leadership roles of Team Leaders.

Disability support workers will also now be entitled to ongoing training and supervision as well as improved professional development. It is important for both the skills of disability support workers and the quality of services that support workers are afforded proper professional development. The introduction of better supervision and professional developments confirms Tipping’s commitment to building quality services for people with a disability.

UNION TRAINING LEAVE

MEANS MORE MEMBERS CAN GET ACTIVE!



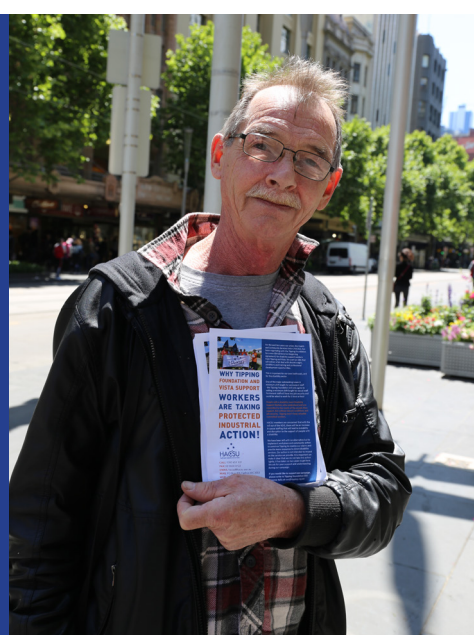
ALL MANDATORY TRAINING TO BE ON PAID TIME

Staff will now be paid during mandatory training. Disability support workers must maintain their knowledge and skills in order to deliver the best services. This means that many hours can be spent in mandatory training. All staff will now have the guarantee of the EBA that all staff will be paid whilst undertaking mandatory training. Employees in regional areas will also be provided greater support to access training.

IMPROVED CONSULTATION ON WORKPLACE CHANGE

This EBA will introduce a dispute resolution clause and improved consultation on workplace change. It is important that when management introduce plans to make changes, disability support workers who are affected are properly consulted, respected and listened to. Disability support workers play an important role as those ‘on the ground’ who have the best knowledge of the resident needs and understanding of the practices and process which deliver quality outcomes for the people we support. esGreater consultation will allow for this knowledge to be better represented during change.

OVER 4 MILLION \$\$ WORTH OF EBA INCREASES



BETTER LEAVE

The Tipping Foundation staff to be able to access long service leave after 7 years (pro rata)

Better paid parental leave

Union training leave

Study leave

Paid family violence leave

Staff at The Tipping Foundation will now be able to access long service leave after 7 years (pro rata) or have long service leave paid out after 7 years upon termination.

Paid parental leave has been increased for both Vista and Tipping employees. Staff will now receive 4 weeks paid maternity/primary caregiver leave and 2 weeks paid leave for paternity/secondary caregivers.

Union training leave has been introduced to increase union strength within Tipping and Vista. A total of 10 delegates across Tipping will now have access to 4 days paid training union training leave over any 1 financial year.

Tipping Foundation and Vista staff will now be able to access up to 10 days paid family violence leave per year. The disability workforce is a female dominated industry and many women who work in disability services are at greater risk of financial loss due to the nature of shift work. This leave will help to support families in these desperate situations.

Study leave has now been incorporated into the EBA. Study leave incentivises upskilling and provides staff with the opportunity to complete further training. This is a key step toward recognising the importance of the skills and experience of disability support workers. Personal (sick) leave has been altered so that occasions in a year where employees do not have to provide evidence have increased from 3 to 5. This will mean less of a cost impact on employees for periods of illness or injury that do not require medical attention.



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This material has been produced by The Health and Community Services Union.
Authorised by Lloyd Williams.

