

15 July 2022

## ASU LOG OF CLAIMS ADDITIONAL DETAIL

### Valuing our Work

- Fair increases to pay and allowances in each year of the enterprise agreement.
  - 6.5% Pay increase in 2022, future pay increases to maintain 2022 percentage above SCHDS Award, back pay to 1 July 2021.
  - Increase all allowances.
- Better incremental progression to value our growing experience.
  - New salary bands for each classification.
  - New starters with relevant experience to be at Salary Band 2 or higher.
- Ensure all staff are appropriately classified.
  - Review classifications of ALOs, CRSWS/CSWs and Peer Support Workers.
  - New classifications equal to SCHDS Award Level 7 and 8.
- Include all undertakings to 2018 Agreement in the new EBA.

### Supporting our People

- Better support career development, including support for training and better study leave.
  - Fair and transparent access to study leave for career progression, with rights to reasons when request is refused.
  - Fair and transparent access to training.
  - Appropriate training and induction for all new starters.
  - Peer training allowance.
- NEAMI will work with the ASU to ensure that all WHS issues are resolved.
  - Amend agreement for commitment to safety, calling out accessibility for people with disability and gender-affirming access to facilities.

# ASU LOG OF CLAIMS – ADDITIONAL DETAIL

- Support workers' mental health and wellbeing, including better access to EAP and external supervision.
  - External supervision for clinicians and peer support workers.
  - Better cultural leave for workers from diverse communities
  - Indigenous bereavement leave.
  - Mental health support clauses, including mental health first aid training.
  - Expand personal leave to chosen and expanded families.
  - Extra leave for peer support workers experiencing mental health crises that require hospitalisation.
- Improve Paid Parental Leave for primary and secondary carers.
  - 16 weeks paid parental leave.
  - 6 weeks paid partner leave.
  - Superannuation paid on all parental leave (paid and unpaid).
- Supporting Gender Affirmation/Transition
  - 20 days paid gender affirmation leave.
  - 1 year unpaid gender affirmation leave.
  - 5 days paid leave for employees supporting a transitioning person.
  - Clear rules to support gender affirmation in the EA.

## Working Together Better

- Flexibility to work from home and the office.
  - Transparent and Fair Rules.
  - Consultation with staff and ASU before WFH arrangements change.
  - Allowances to help with additional costs.
- Expand the scope of the Agreement to cover MHC employees, maintaining current pay rates.
- Paid Isolation and Pandemic Leave.
  - 20 days paid pandemic leave per year.

# ASU LOG OF CLAIMS – ADDITIONAL DETAIL

- End maximum-term and ensure all fixed term employment is used in limited circumstances (like leave replacement and secondments).
  - End maximum term employment
  - Limit fixed term employment to circumstances where employment is genuinely limited.
  - Support fixed-term employees to find permanent jobs at NEAMI.
- Support ASU members at NEAMI with stronger union rights.
  - Training and support for ASU delegates.
  - Recognition of ASU in the Agreement.
  - Better consultation and disputes terms.

## Keeping what we have

- Maintain all current conditions of employment, unless they are improved.
- Any other claims that arise during bargaining.