

CHANGE AGED CARE

HOW DOES AU COMPARE?

Union members have stuck together over decades to win better working conditions in home care. And where union membership is stronger, there are better results!

At Australian Unity, you have many member leaders by your side, who have a strong voice in negotiations. This means they've been able to protect and win things like travel time, penalty rates, additional annual leave and more.

See the table below to see how other workplaces compare.

CONDITIONS:

ENTITLEMENT	AU	BAPTISTCARE	ST. LUKES	AWARD
Travel Time	✓	✓	✓	X
Excessive Travel Time	✓	X	X	X
Additional Annual Leave	✓	X	X	X
Paid Staff Meetings	✓	✓	✓	✓
Union Training Program	✓	X	X	X
Rostering	✓	✓	✓	✓
Casual to permanent conversion	✓	✓	X	X (but not arbitral without the agreement of the employer)
Client Details	✓	X	X	X
Distribution of Hours	✓	X	X	X
Better redundancy than NES	✓	✓	X	X
Uniforms	✓	X	X	X
Paid Domestic Violence Leave	✓	X	X	X
Paid Parental Leave	✓	✓	✓	X
Offensive Cleaning	✓	X	X	X
Refusing to work due to offensive cleaning	✓ (Clause 8.5j)	X	X	X

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PAY:

The following pay rates are for permanent employees.

GRADE	AU	BAPTISTCARE	ST. LUKES	HC AWARD (SCHADS)
Domestic Care Assistant - New entrant	\$28.01	\$27.89	X	X
Domestic Care Assistant Experienced (Grade 1)	\$30.60	\$28.66	\$29.49	\$27.89
Personal Care Worker (Grade 2)	\$31.38	\$30.11	\$30.82	\$29.51/\$29.70
Personal Care Worker Advanced (Grade 3)	\$33.94	\$31.04	X	\$30.11/\$31.04
Care Worker Coach (Grade 4)	\$36.26	\$34.74	X	\$32.85/\$35.52

These rates are correct as at 4 October 2023

NOTES ON CONDITONS:

- **Distribution of hours** – At AU Permanent Full/Part Time Staff should receive priority in receiving hours of work.
- **Parental leave** – AU EBA Employees receive 9 weeks' Parental Pay in additional to 12 months unpaid leave.
- **Minimum engagement** – AU provides minimum shift times for employees under the EBA.
- **Redundancy** – AU EBA has above minimum redundancy entitlements.