

Current Employment Conditions for Employees Engaged on a Federal Enterprise Agreement

Wages and Classifications

Wages are based on the classification of the job. The criteria for classifying positions will be included in your agreement.

Your wages and classification will continue to apply as they currently are in your Agreement.

Overtime and Penalty Rates

Overtime is an additional loading paid on the hourly rate, for hours worked beyond the ordinary hours of work specified in the Agreement. Penalty rates apply when certain shifts are worked.

Generally your Agreement will have a provision to apply penalty rates when you work:

- An evening shift
- A night shift
- A Saturday shift
- A Sunday shift
- On a public holiday

Overtime and penalty rates will continue to apply as they are currently in your Agreement.

Allowances

An allowance is a payment that received in addition to normal hourly wages.

Generally, Agreements provide the following:

- Sleepover Allowance
- First Aid Allowance
- On Call Allowance
- Motor Vehicle Allowance

Allowances will continue to apply as they are in your Agreement.

Non-Monetary Conditions

Non-monetary conditions of employment such as breaks, hours of work and leave are also outlined in your agreement

All non-monetary employment conditions continue as they are in your Agreement.

The National Employment Standards (NES)

The NES apply to all employers in the National Industrial Relations system.

As your Agreement is made in the National Industrial Relations System, the NES apply. The NES outline ten minimum standards of employment. The NES deal with the following subject matters:

1. Maximum weekly hours
2. Requests for flexible working arrangements
3. Parental Leave

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4. Annual Leave
5. Personal / Carer's Leave and Compassionate Leave
6. Community Services Leave
7. Long Services Leave
8. Public Holidays
9. Notice of termination and redundancy
10. Fair work information statement

Any conditions of the NES that are superior to the provisions of your Agreement (e.g. parental leave and community services leave) will apply.

The conditions of the NES which are less generous than provisions of your Agreement do not apply and the Agreement continues.

2010 Wage Increase

In mid 2010 Fair Work Australia will hand down a minimum wage decision which will be applicable from 1 July 2010. This decision will award a percentage wage increase that will apply to all employees engaged on an Award in the National system. If your agreement is expired, or it does not have a provision to provide a wage increase for 2010, **you will not automatically receive a wage increase in 2010.** However this can easily be addressed. **We recommend that employers in this situation commit to pass on Fair Work Australia's wage increase to the Social, Community, Home Care and Disability Services Industry Award 2010, to all of their employees.**

Additional Conditions

If the organisation offers any other additional conditions that are not included in your Agreement (e.g. study leave), these conditions will continue to apply.

Largely your Conditions remain the same

Except for where the NES provide a more generous entitlement than the provisions of the Agreement, all wages and conditions will remain the same under your Agreement.

WHAT YOU NEED TO DO

Your current wages and conditions are protected under your Agreement. You need to do the following things to secure a 2010 wage increase

- 1. Organise a union meeting in your workplace.**
- 2. Invite the ASU and decide how you will approach your employer to request a fair wage increase for 2010.**
- 3. We recommend that employers in this situation give their employees a commitment to pass on Fair Work Australia's wage increase to the *Social, Community, Home Care and Disability Services Industry Award 2010* to all of their employees.**