



PRESBYTERIAN AGED CARE NSW AND ACT

Memo

To: All PAC Staff

From: Paul Sadler

Date: July 24, 2009

Re: Enterprise Agreement

I am pleased to confirm that PAC has concluded negotiation of a new enterprise agreement with the NSW Nurses Association and the Health Services Union. The new PAC Enterprise Agreement will cover the period July 2009 to June 2011.

Goals Achieved

- Pay increases for all staff over the next two years which at least match those offered by other aged care employers. The new enterprise agreement will deliver a general 3% increase to rates of pay effective from 1 July 2009, followed by a guaranteed further 3% from July 2010.

The New Agreement

We are now keen to outline to you what the proposed new agreement involves and receive your endorsement for us to proceed to lodge the agreement with the NSW Industrial Relations (IR) Commission.

Attached to this memo is a document that outlines the key changes to the 2009-2011 PAC Enterprise Agreement. These changes are minimal and are outlined in the attached "Summary of key changes" document.

Copies of the agreement and other documents will be available at each PAC site and from the staff section of the PAC website – www.presac.org.au .

What Happens Next

The unions (NSWNA and the HSU) have undertaken to visit a number of larger facilities, however not all facilities may be visited due to the logistical restrictions with the short time frame for implementation. Should the unions wish to attend your facility, subject to a suitable time being discussed with the Manager of the facility, PAC has agreed for the unions to hold presentations during normal working hours. Staff who are not members of the union may also attend the sessions if they wish to.

Staff Vote

Between Monday 10th August 2009 and midnight Sunday 16th August 2009, staff will be able to vote on the agreement via the Internet. You may choose to vote at home, via the internet, or use one of the PAC computers at work to lodge your vote. Your Facility/Program Manager will be able to assist you with voting at work by making available a computer, in a private room/area, for your use.

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Each staff will use a password that will consist of their name, employee number and facility ID code to access the secure voting area. The passwords ensures that the integrity of each staff vote is maintained, however you can be assured that all votes are totally private and confidential.

Ratification of the Agreement

Assuming PAC staff support the agreement, proceedings will commence to have the document formally approved by the IR Commission, and the new conditions applied soon thereafter. This will include the back-pay from the first pay period commencing after 1st July 2009.

Questions?

If you have questions, please approach your manager in the first instance. If they cannot provide an answer directly, they can contact Central Office to clarify any questions, or you can raise your question with us directly at the briefing sessions.

Regards



Paul Sadler
Chief Executive Officer