

hsuwa members earn up to 75% more than the award

Every employee gets the benefits of an Award or Enterprise Agreement. It has been a uniquely Australian system, but the days of everyone getting paid the “going rate” are fast disappearing.

The Award system has changed dramatically in the past few years. Modern Awards are largely set by Government agencies, not negotiated by unions and employers as in the past. As you would expect salary rates under the Modern Award are now nothing like the “going rate”.

Awards are now just the basics, whereas Union negotiated Enterprise Agreements are the usual way for healthworkers to get fair pay, conditions and job security.

It's now a bit like comparing the state pension to superannuation, it's nice to know the pension is there but most of us would prefer to have the extra income you get from the contributions you make to Super.

So it is not surprising that the salaries in the Modern Award are between 45% and 75% less than, for example, the HSUWA negotiated Public Hospitals Agreement (EBA), and to salaries paid at Ramsays Healthcare and St John of God Hospitals.

Independent research supports the fact that union workplaces pay more than non union workplaces. If you look across the health sector, the figures from the Australian Bureau of Statistics show that **unionised workplaces earn on average about \$179 per week more** than non union workplaces.

This is because the union is able to negotiate with an employer to get an Enterprise Agreement which improves pay, conditions and job security. Workplaces where the union does not have members, or the level of membership is too low, are paid less, have worse conditions, and lower job security.

All the research shows this simple fact: HSUWA workplaces have better pay and conditions than non union workplaces.

And there are other benefits. HSUWA membership rates are on average less than \$7.50 per week after tax, and include income

protection for your journeys to and from work, \$20 million Indemnity insurance, \$5,000 Bereavement Benefit Fund, free and discount legal advice, and discount shopping. You can even get discounts from ME Bank.

It is also comforting to know that if you have a problem at work you can call for advice, or someone to represent you, or take your case to court. The benefits really add up.

What it will cost you if you don't join is getting the best deal in any negotiations between the HSUWA and your employer on your pay and conditions, restructuring, workplace safety and health, and a whole range of other issues.

Not joining the HSUWA undermines your bargaining power with your employer, and your colleagues power as well.

Joining the HSUWA is an investment in your pay, a contribution to the future security of your job, to keeping your income growing, and to improving your conditions of employment. And it costs less per week than the average magazine.

Help us to help you – have the HSUWA *with you at work*, join now. If you are a member already ask a colleague who isn't yet a member to join the HSUWA.



Join or renew now
9328 5155 – hsuwa.com.au

The HSUWA is the union that represents health professional, administrative, clerical, technical, supervisory and management employees in West Australian public hospitals and health services, private hospitals, aged care, disability services, private pathology, radiological services, private therapy services, private dental practices and services, and community pharmacies. Our members range from Clerks and Administrators to Technicians and Assistants to Health Science and Allied Health professionals.

 **hsuwa**
with you at work