

Without Prejudice Offer – 13 June 2018

Detailed below is HCF's without prejudice offer in relation to the proposed **HCF Fund Enterprise Agreement 2018**

HCF Offer

1. A 3-year Enterprise Agreement with a nominal expiry date of 30th June 2021.
2. A 2% annual increase applied to wages and allowances. HCF will make payment from 1 July 2018 in the pay period due 25 July 2018. Each subsequent increase will take place in the first full pay period post July 1st 2019, July 1st 2020.
3. The wages and allowances increase in point 2 would be payable on the successful outcome of the employee EA vote to be held prior to 30 June 2018 and not at the approval of the EA from FWC.
4. Clause 15 Travel to be amended to reflect payment for the time spent travelling. If employee is required to travel outside of their normal hours for their job they will be paid full time for the additional time spent travelling.
5. Remove junior salary rates table. All employees are paid as per the adult pay table.
6. Remove the requirement for regional and interstate staff to utilise Family & Friends Day for regional public holiday (local show days).
7. Clause 21 Domestic Violence - additional wording to be inserted to reflect that Domestic Violence Leave is "in addition" to existing to leave entitlements.
8. Definition of immediate family member to be applied as per HCF Leave Guidelines
9. Simplification Table – Training & Development clause (to be removed from log of claim); remove change in title for Direct (Call Centre).
10. Clause 1.1 Who is covered? – New listing of position titles to be inserted on the understanding that this does not change the scope of the Enterprise Agreement.
11. Clause 18.1 Annual Leave – additional wording to be inserted to reflect that Annual Leave is "based on ordinary hours".

In exchange for

1. Grandfathering of leave loading payable on annual leave for all employees employed at the date of approval of the EA by FWC. All employees employed post this date do not have entitlement to annual leave loading.
2. Change in ordinary hours employees (excluding Direct) to the following; Monday - Sunday 7am - 9pm inclusive (excluding Direct e.g. Call Centre)
3. Inclusion of the Model Consultation clause
4. Adoption of the changes outlined in the simplification document (appendix A)
 - a. Rename EA
5. Sick Leave Notification - Sick leave to be entered immediately upon Return to Work
6. Part-Time Additional Hours' Notice Period - The reduction in the required notice period from 2 weeks' to 1 week for Part-Time employees required to work additional hours
7. Application of Higher Duties Allowance (minimum 5 consecutive days)
8. Removal of all other items from the Union log of claims.