

10 October 2022

Thomas Gao  
Organiser  
United Services Union  
Energy & Utilities, Private Sector & Airlines Branch  
Level 7, 321 Pitt Street  
Sydney NSW 2000

Via email: [tgao@usu.org.au](mailto:tgao@usu.org.au)

Dear Thomas

### Memorandum of Understanding

This letter confirms our discussions during the negotiation of the HCF Enterprise Agreement 2022 (EA). The parties have mutually agreed that the following matter will form a Memorandum of Understanding (MOU) that will remain in place for the life of the EA.

#### Consultation

Upon formal correspondence from the United Services Union to HCF, outlining matters to be discussed in a consultation meeting, HCF will co-ordinate a consultation meeting to be held to a maximum of 2 hours on no more than a quarterly basis each year of the EA.

The intention in making these arrangements is that employees, the Union and HCF will benefit by positive working relationships and these arrangements will apply for the duration of the EA.

As always, we reserve the right to change our position in consultation with the Union in consideration of the effectiveness of the arrangements. In turn the Union may also seek to review these arrangements with the Company.

**Signed on behalf of the Hospitals Contribution Fund of Australia Limited t/as HCF:**

\_\_\_\_\_  
Name (please print)                      \_\_\_\_\_ Date: / / 2022  
Signature

**Signed on behalf of the United Services Union:**

\_\_\_\_\_  
Name (please print)                      \_\_\_\_\_ Date: / / 2022  
Signature