



Our Lady of Consolation
Aged Care & Services

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Our Lady of Consolation Aged Care & Services' Enterprise Agreement – Wage Increase

Dear Staff Member,

As you may be aware, OLOC's 2017-2020 Enterprise Agreement is due to expire on 30 June 2020. You will appreciate that the COVID-19 pandemic has meant that it was not possible for unions and employer groups to have full negotiations about another three year agreement. Our peak body Aged & Community Services Australia (ACSA), has been consulting with unions on OLOC's behalf and they have agreed to delay negotiations by one year. They have reached an understanding that in the meantime there will be an increase to wages and some allowances of 1.5%. This increase will apply from the first full pay period on or after 1 July 2020.

Main factors considered

It goes without saying that a 1.5% increase is not what either the unions or ACSA would normally think was appropriate; and it is not what we at OLOC would normally think was appropriate. However we have arrived at this position as a result of a number of factors, including a widely accepted acknowledgement that there is insufficient government funding in aged care. They also considered the financial impact of the COVID-19 pandemic and the fact that there is an ongoing Royal Commission into Aged Care Quality and Safety. Some other providers have also been affected by the 2019/20 drought conditions, bushfires, and some severe summer storms. For the aged care sector as a whole, these are difficult times and we have to remain viable and sustainable. We also have to acknowledge that across the whole community times are tough and it will take a little while for things to recover.

As we all know, these are very unusual times and this interim one year arrangement will apply to everyone in the organisation. It will get us through to a point where there can be more normalised, positive negotiations about a new three year agreement. In the meantime, we are hopeful that the Royal Commission will highlight the need for additional funding and we understand that the unions intend to mount a campaign to pressure the government to provide funding that protects the future of aged care providers and allows for wages increases year on year.

Should you have any questions, please do not hesitate to speak with Mark Doyle on 9832 5402.

Regards,

Barry Wiggins
Chief Executive Officer
11 June 2020