

Australian Unity

Adding value beyond traditional workplace relations

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Australian Unity acknowledges the Traditional Owners of the lands and waters within Australia and recognises the important connection to Country that Aboriginal and Torres Strait Islander peoples have.

Where we operate

For us, Real Wellbeing is more than just your physical health, it's about:



Health

We help to keep our members physically and mentally healthy with a range of smart solutions

- Health insurance
- Remedy allied health services

Wealth

Our financial planning, advice and banking services support the financial security of our members

- Banking & General Insurance
- Social Infrastructure
- Investments
- Trustee services
- Life insurance and superannuation

Care

We provide our members with a continuum of care to support them through all stages of life

- Home care services
- Aged care
- Retirement living
- Indigenous Services

The Australian Unity Residential Aged Care and Retirement Communities EA 2024



The Agreement

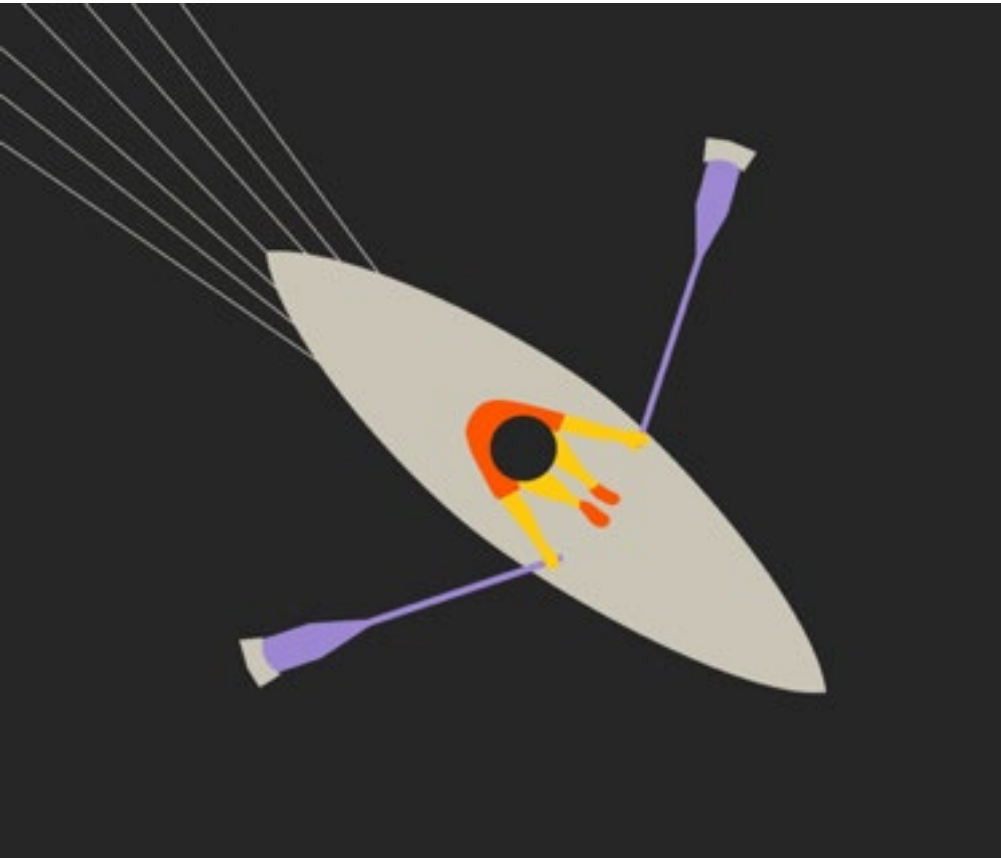
What we were working towards:

- National, 4 year Agreement
- Across Residential Aged Care & Retirement Communities businesses
- Simplified structures, flexibility and compliance positive.

What we were working with:

- Nurses Award and Aged Care Award
- 3 expired agreements and 1 expiring
- 2000 employees across 36 sites
- Starting point of 107 classifications and 159 positions types





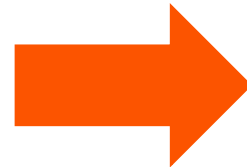
Classification Structure

Classification Structure

What were we solving for?

Issue

- Narrow classification descriptors in Modern Awards
- Misalignment of classifications with actual work
- Ambiguity around complexity, scope and experience required for roles
- More classification movements week-to-week creating more opportunity for error



Impact

- Inflexibility in job roles and difficulty to modernise
- Risk of misclassifications as roles develop
- Opportunities for classification disputes
- Complexity and compliance issues



Classification Structure

What did we do?

Australian
Skills
Classifications
Framework



Job analysis
focus groups



Position
descriptions



Special wage
rates and
allowances



Classification Framework

Australian Skills Classification Framework: Core Competency Descriptors

- Teamwork
- Numeracy
- Digital engagement
- Writing
- Reading
- Learning
- Problem solving
- Oral communication
- Planning and organizing
- Initiative and Innovation



Classification Framework

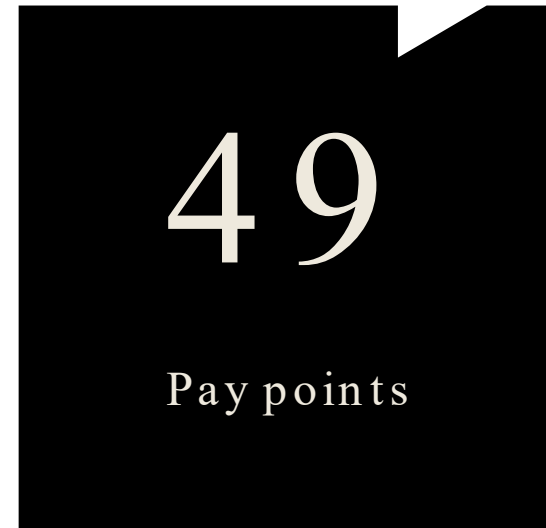
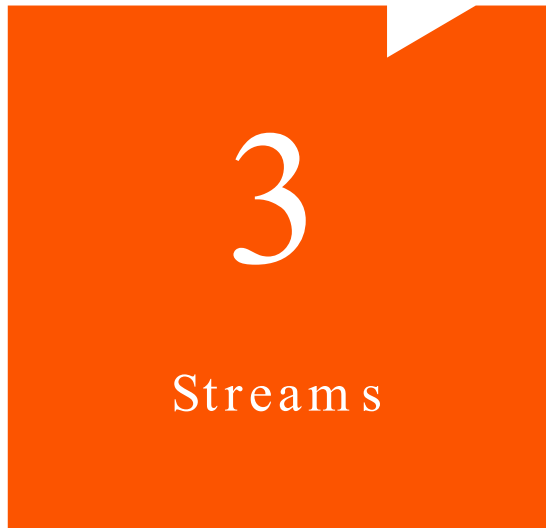
Australian Skills Classification Framework: Core Competency Descriptors

Numeracy	
1 Identify the numerical position of items on a shelf from left to right	6 Create charts and graphs to accurately convey the results of a customer satisfaction survey
2 Check the weight and length of a product against a job ticket	7 Calculate the square footage of a new home under construction based on plans using scales and ratios
3 Count the amount of change to be given to a customer	8 Write a detailed report based on a comprehensive statistical analysis of the causes of workplace accidents
4 Use a blood pressure machine and accurately record the results	9 Prepare a report that summarises a business's current financial position and forecasts future earnings and income
5 Create charts and graphs to accurately convey the results of a customer satisfaction survey	10 Develop a mathematical model to simulate and resolve an engineering problem



New classification structure

We moved from 107 classifications across the 4 enterprise agreements to 1 agreement with:

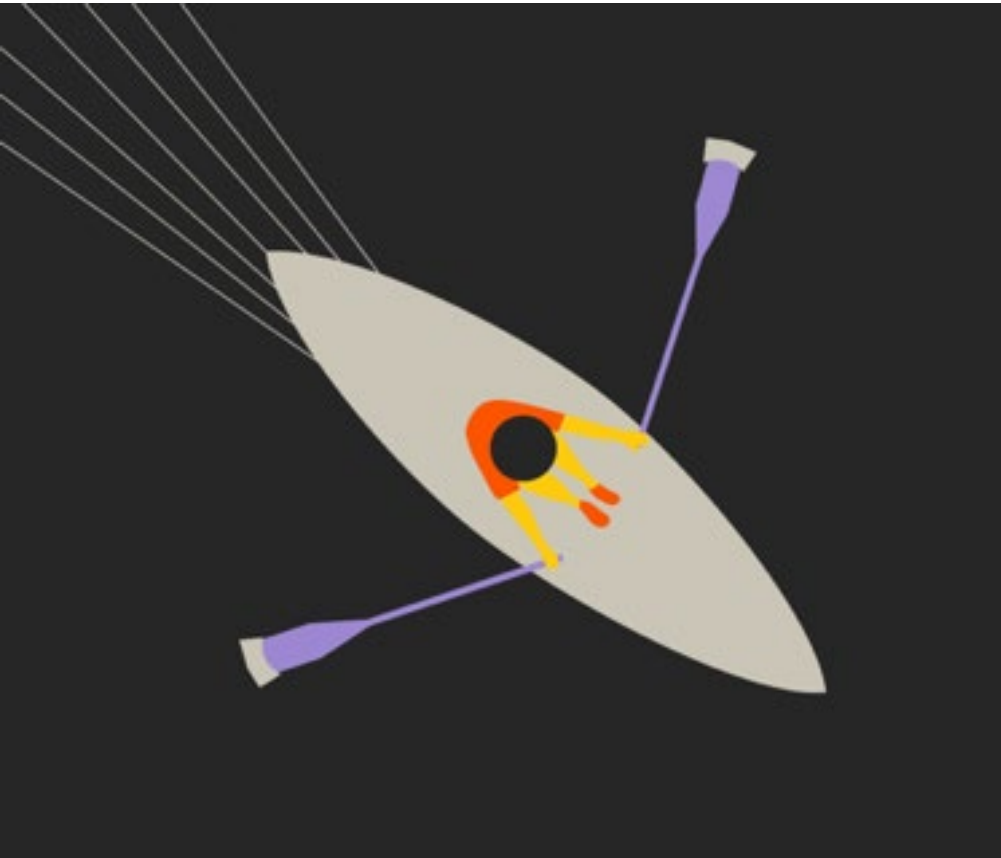


Classification Structure

What was the outcome?

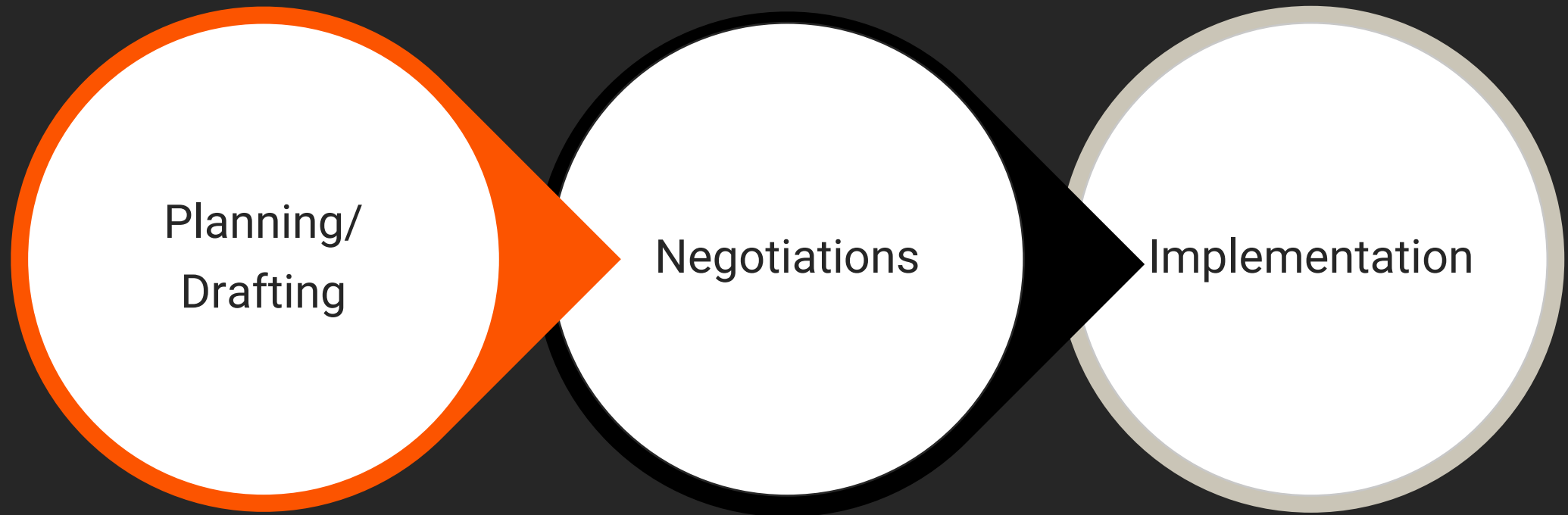
- Clear alignment of both classifications and position descriptions to Modern Award
- Significant reduction in classifications and ability for 1 to many classifications
- Clear parameters for business in flexibility within each role
- Ability for employees in certain roles to flex up without impact to their classification
- Clarity around complexity and scope of role for every facet of employment cycle





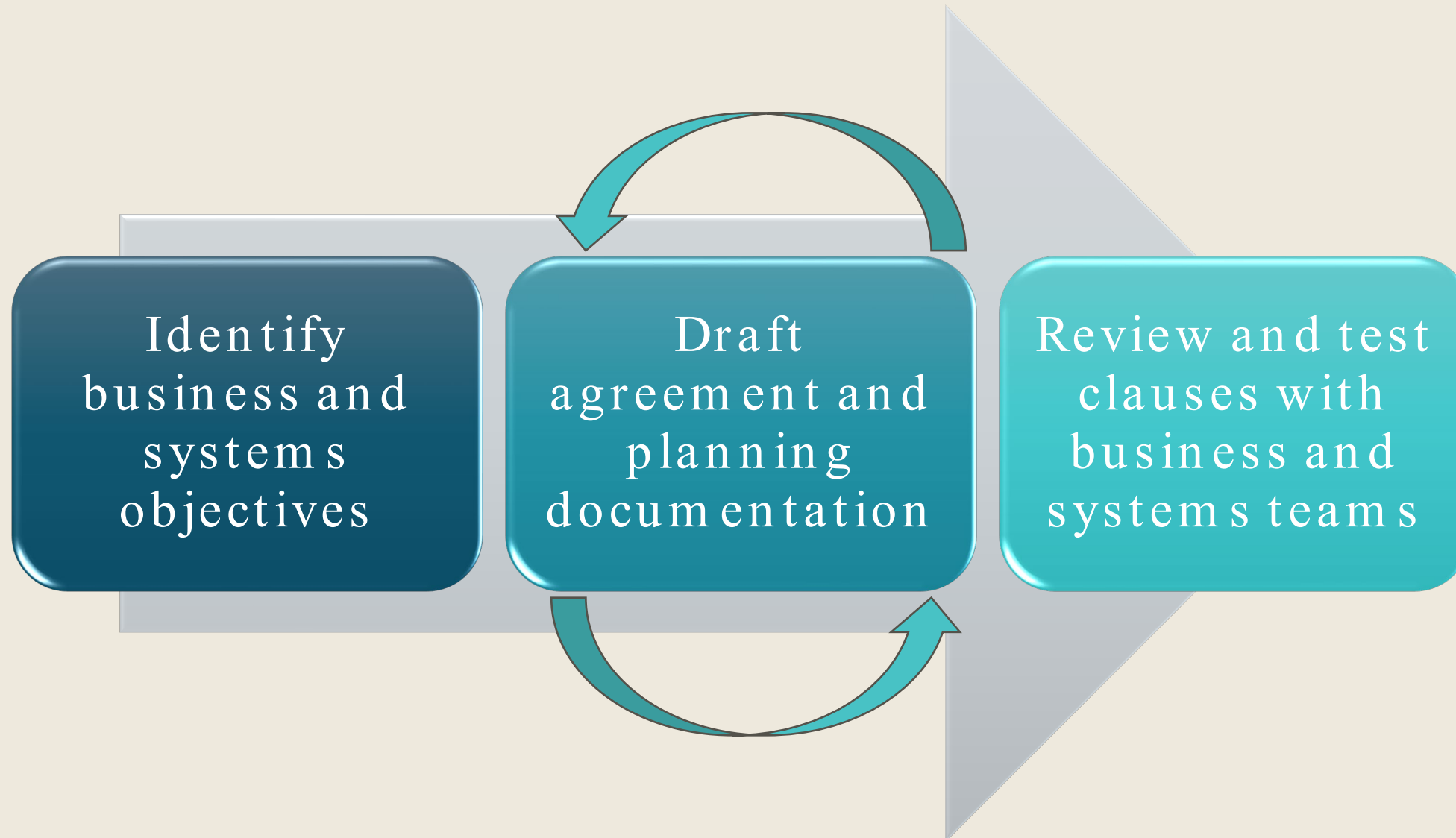
Pay compliance

How do we bargain to support pay compliance?



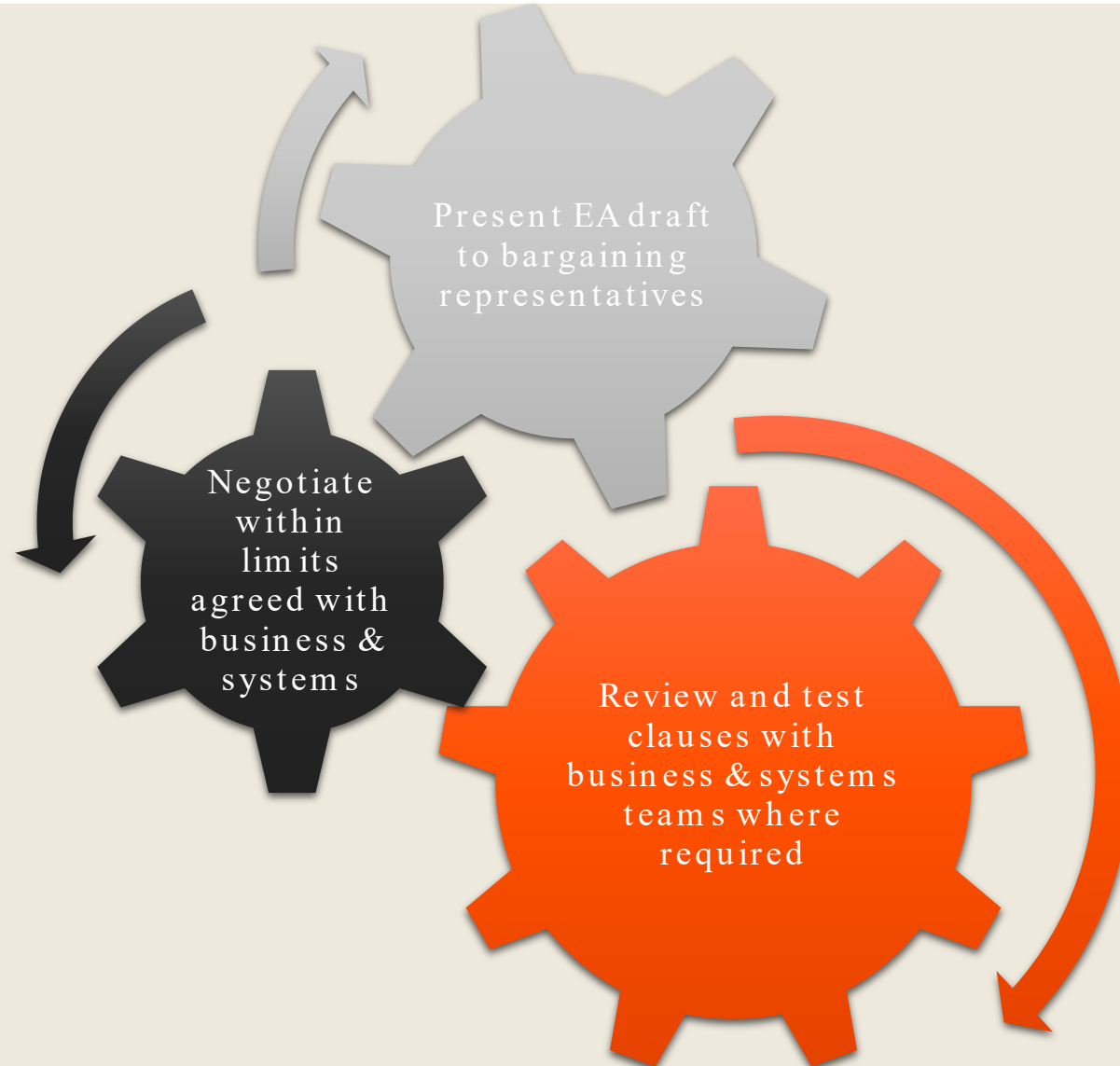
Planning/Drafting

What are we doing differently today?



Negotiations

What are we doing differently today?



Implementation

What are we doing differently today?





**Australian
Unity**



Real Wellbeing