



3 May 2022

Dear Aegis Residents & Family,

## **Aegis Will Cope with the Proposed Union Industrial Action**

As you may have heard in recent media reporting, the United Workers Union (UWU) has served notice on many large Aged Care Providers in Queensland, South Australia & Western Australia that they will take industrial action. The UWU are demanding an impossible 25% increase in wages, and 32% more care hours than recommended by the Royal Commission. The reality is that Providers cannot afford these increases. Unfortunately, the intended industrial action seeks to threaten the provision care of our dear frail aged residents prior to the impending Federal Election.

Aegis has received notice from the UWU that their members employed by Aegis will engage in industrial action on 10 May, including a stoppage of work for a period of five hours.

Only members of the UWU are eligible to be involved in the industrial action. Aegis employs over 3,400 dedicated staff, with only 492 (14%) being UWU members and only 242 (7%) of our staff voting in favour.

Please do not be concerned about the effect this industrial action will have on the premium care provided to our residents. We are in the process of ensuring appropriate mitigation strategies are put in place to ensure all the services Aegis provides are covered. This might include reducing certain activities on the day as well as requesting off-duty Aegis and agency staff to assist. Aegis always strives to operate with rostered hours that are well above the industry average, and we are confident our renowned care will be maintained. Visitors can assist our staff by avoiding entry to the Facility during the 11.30 -12.30 lunch & 3.30 -4.30 shift change periods on 10 May.

Aegis strongly condemns this industrial action. The Union understands that Aegis is heavily reliant on Aged Care funding from the Commonwealth Government, however, the Aged Care Industry has only received annual increases of little more than 1% for many years. Additionally, the Government is yet to implement the recommendations of

the Royal Commission announced in February 2021, but it has made Budget pledges to implement change.

The UWU is taking this industrial action despite the Commission only last week starting its consideration of an Aged Care Wage Case. Aegis, along with other Aged Care Providers, is pushing for the FWC to increase wages and endorse the Royal Commission's care hours ratio. Aegis has already agreed to pass on any Government wage funding increases to its highly valued staff. It is promising that during the current election campaign, both political parties have indicated they will support any Commission decision to increase wages.

No amount of industrial action will enable Aegis to be able to afford the 25% increase in wages and additional care hours being demanded by the UWU without increased funding from Government.

The UWU has also demanded in the media that Providers must address understaffing. Unfortunately, this demand ignores that fact that for the past two years the availability of workforce globally and throughout Australia has been severely impacted by the COVID-19 pandemic. Every Industry that is reliant on people has suffered unprecedented absences, including Aged Care.

I sincerely regret that the UWU has decided to act against Aged Care Providers. We should be working together to influence Government to accept, as Aegis does, that our dedicated staff deserve more so that our deserving residents can continue to receive the very best care we can afford to deliver.

Please consult with your Facility Manager if you have any residual concerns.

Yours faithfully,



Michael Cross  
CEO & Proprietor