2026 Lumus LoC for Endorsement

1. Pay Increase – Pay parity with NSW Health
2. Back pay so as not to disadvantage members due to bargaining
3. No one to be worse off because of bargaining
4. To include Personal Assistance / Executive Assistance positions
5. Shift allowance definition and increase
6. Increase to minimum hours for call back / recall to duty
7. Improved guidelines for Disturbance Fee. Eg pt cancelled after attending site
8. Access to uber/taxi reimbursement
9. On call allowance increases
10. Classification Review
11. Higher Grade Duties
12. Higher Education Allowances
13. CPD Allowance increase / CPD allowance to help pay for registrations
14. Rostering of education and CPD
15. Protected Education Time
16. 10-hour break between shifts
17. Time in Lieu and Overtime
18. Annual Leave Increased to 5 weeks
19. Long Service Leave
20. Improved access to LWOP
21. Professional development opportunities and CPD day entitlements
22. Improvements to Maternity and Paternity Leave
23. Clarification for requirements of pregnancy and radiation and restriction of duties
24. Introduce Reproductive Health Leave (RHL) – 10 days
25. Introduction of FACS Leave (Family and Community Services)
26. ADO for non-nursing
27. Non nursing staff to match 41. Hours of work and roster - nursing classifications
28. Non nursing staff to match 42. Rostering and rest breaks - nursing classifications
29. Move all Northern Beaches Lumus staff on to the NSW Health Award
30. Northern Beaches Lumus staff to be paid parity with the NSW Health State Award
31. Limited to Northern Beaches staff, the opportunity to take industrial action in accordance with the Fair Work Act
32. Review of hospital MRI and Sonographer gradings
33. Inclusion of Sole Operator Allowance
34. Paid and unpaid breaks
35. Time limit for resolution of disputes
36. Increase uniform allowance/allocation
37. Allocated paid admin time of AG groups
38. Sonographer Bonus for private practice and eligibility
39. New bonus scheme to be fair and achievable for each worker
40. Improved access to visibility of entitlements
41. Minimum standards for amenities