

Aurora NSW/ACT HP SS EA 24 - Aurora Preliminary Response to HSU Claims Drafted 31 Jan 24

NO	HSU Claims	NSW Clauses		*AIP = Agreed in principle
		HPSS	Nurses	Aurora Preliminary Response (BM4)
1	Annual wage increases: 8% per 12-month period			Will consider wage increase percentage when reviewing all changes as a package, however we will not be paying 8%.
2	Special leave incorporating Natural Disasters: 10 days paid	NEW	56	AIP: Natural Disaster leave as aligned to clause 56 in NSW Nurses
3	Increase sick leave entitlement to 20 days			Not financially viable
4	Additional week Annual Leave			Will explore further and consider in overall package
5	Introduction of an ADO per month	14 iii - iv		AIP: This is currently in agreement at CEO discretion
6	Domestic Abuse Leave: 20 days paid	NEW	45	AIP: Domestic and Family Violence leave as aligned with NSW nurses
7	Penalty & Shift Allowances increased by 5%			Not financially viable
8	Superannuation 0.5% above statutory minimum			Not financially viable
9	Casual conversion at 6 months	18 d		Already covered in agreement and will remain aligned to NES at 12 months
10	Public Holidays: ability to swap day to an agreeable alternate day in lieu.			Will remain aligned to NES (3 options including taking the holiday within 28days), not added to the agreement
11	Workload management clause: permanent time allocated in roster for clinical notes and documentation (Health Professionals). Time proportional to number of patients seen and treatment given.	53		Current clause remains satisfactory and meets requirements
12	Overtime payments to apply to any work done outside of rostered hours.	18.d		AIP: Current agreement covers this.
13	Overtime payments to apply to any work done during tea and meal breaks.	26		AIP: Current agreement covers this.
14	Classification structure review a) Practice Manager classification at current Executive Assistant pay grade b) Alignment to NSW Health grades			Happy to explore a classification review. HSU to provide details
15	Ability to work 9-day fortnight			NOT APPLICABLE. This claim is similar to claim no.5.
16	Vicarious trauma training available to all staff	50		Specific training is not typically published in an Enterprise Agreement. Clause 50 on Professional Development adequately covers this
17	Compassionate Leave increased to 4 days	38		Not financially viable (currently 2 days)
18	Superannuation to be paid on Parental Leave			Will investigate and compare to other states. Will only be paid on paid parental leave
19	Superannuation paid on Workers Compensation			Not financially viable
20	Sick leave balance paid out on termination of employment			Not financially viable
21	Family And Community Services leave: 4 days per annum. As distinct category of leave without requirement to utilise other leave balances in the first instance.	NEW	50	AIP: Emergency Services Leave (covered in clause 50 of NSW Nurses covers up to 3 shifts per year)
22	Severance pay increased by 1 additional week per period of service			Not financially viable
23	HSU participation in orientation of new employees	NEW	60.4	AIP: As aligned to NSW Nurses Agreement. To be managed at a site level
24	Representative leave increased to 5 days per annum	46.a		Not increasing from 4 days as current arrangement is not accessed regularly
25	HSU to review final draft EA before distribution to workforce for access period.			AIP