



Canberra Imaging Group Enterprise Agreement 2021 HSU Initial Log of Claims (Without Prejudice)

The new enterprise agreement will contain all conditions of *Canberra Imaging Group Enterprise Agreement 2017* except where varied to be more favourable in the new enterprise agreement, as well as those mandated by the *Fair Work Act 2009* (Cth). The claims of the HSU and its members are:

1. Rates of Pay and Allowances

- a. Increase to the base rate of pay by \$10 for Grades 2-5 of sonographers and radiographers to be comparable to and competitive with other imaging companies. This will have the benefit of better attraction and retention rates at CIG of qualified sonographers and radiographers.
- b. Increase on call allowances as follows:
 - o Monday to Friday: \$75
 - o Saturday and Sunday: \$100
 - o Public holiday: \$150
- c. In addition to 1(a) and (b): a 4% increase to all wages and allowances per annum thereafter.
- d. 25% penalty rate for all ordinary hours worked by the employee between 6:00PM and 9:00PM, Monday to Friday.
- e. Pay increases in 1(a) and (c) to be passed on from 1 July 2021 and backpay to be made if approval of enterprise agreement does not occur before then.

2. Leave and public holidays

- a. **Annual leave:** Increase annual leave to 5 weeks per year for all employees.
- b. **Annual leave:** Provide annual leave loading of 17.5% in line with the modern award and public sector enterprise agreements.
- c. **Paid study, education and conference leave:** Enshrine in enterprise agreement 4 days per financial year for all study and conference purposes, not just exams.
- d. **Public holidays:** All public holidays within the EA defined to be all of the public holidays observed in both NSW and ACT and be paid at double time and half.
- e. **Paid pandemic leave:** Up to 2 weeks.
- f. **Paid primary care giver parental leave:** Increase to 16 weeks with superannuation.
- g. **Paid secondary caregiver parental leave:** Increase to 4 weeks with superannuation.

3. Overtime

- a. Overtime to be defined as payable for all time worked beyond rostered hours.
- b. Overtime of up to 30 minutes per day does not need to be approved by Site or Office Manager as CIG's delegate, or CIG, taking into account that additional procedures (e.g. biopsy) are added onto existing bookings and expected to be done within the same appointment time.
- c. Staff meetings to be paid if outside work hours.

4. Work/life balance, health and safety

- a. Ability for employees to take rostered days off (RDO) or accrued days off (ADO).
- b. Scheduled tea breaks to ensure that tea breaks are taken to minimise repetitive strain injury.

HSU Bargaining Team
2 June 2021