

HSU Log of Claims

Re: San Pathology Pty Ltd All Staff Enterprise Agreement 2017-2020

DRAFT as of 23/06/2022

- Annual increases to wages and allowances of 5.5%, or of figure on par with inflation (whichever is higher at the time of the agreement).
- Backdate annual wage increases to nominal expiry date of previous agreement – dependent on whether administrative increases can be agreed upon.
- San Pathology to contribute an additional 1% superannuation above the superannuation guarantee.
- Undertakings from previous agreement to be written into the current agreement.
- Change the dispute resolution procedure to strengthen protections and modernise the procedure. Include a Status Quo provision.
- Default superannuation fund: HESTA.
- Staff to receive higher duties pay according to, and when, they act in a higher classification.
- Casual conversion request entitlements to apply after 3 months of regular systematic employment.
- In reference to NES entitlement on: stillbirth, premature birth and birth-related complications, infant death, and special maternity leave – include the non-birthing parent.
- Union rights provisions, including representative leave and representative training.
- Delete clause 22.2 which allows for termination due to ‘permanent absence’. Update so as to be consistent with the Fair Work Act.
- Delete clauses 25.1(a)(i), (ii) and (iii) relating to overtime. Update overtime provisions to Award level or better.
- Update clause 23.3: change *ADO* to *ADO/RDO*.
- Update clause 25.1 and 45.4: remove the term ‘ward’ and replace with terms applicable to current workplace.