

DRAFT – HSU Log of Claims

Lavery Pathology

21/07/2022

1. Increases to wages and allowances: 8.5%.
2. Increase to superannuation: 1% above the superannuation guarantee.
3. Pandemic leave (Paid): 14 days.
4. Significant improvements and clarifications to on-call provisions.
5. Staffing minimums, dependent upon safety considerations.
6. Improved rostering rights and protections.
7. Clarification of weekend days for rotating rosters.
8. Additional annual leave entitlement for shiftwork.
9. Minimum 2 consecutive days off per fortnight for full-time workers / max. days per fortnight.
10. Additional shift penalty categories: penalties to be dependent on different shift times.
11. RDOs.
12. Flexibility of shift rotations.
13. Right to disconnect: by default, no contact outside of work hours.
14. Classifications and grades to be more comprehensive, facilitating professional development.
15. Clarification of day worker vs shift worker definitions, and clarify span of hours.
16. Clarify and improve travel allowance.
17. Increases to paid parental leave, including leave for stillbirth, premature birth and infant death.
18. Paid domestic violence leave.
19. Casual conversion: improved request rights.
20. For casual employees: 5-hour minimum engagement.
21. Clarify procedure for moving from permanent part-time to permanent full-time.
22. Pro rata long service leave; alternatively, full 2 months' LSL entitlement after 5 years' service.
23. Uniform allocation and allowance – to be in EBA rather than policy.
24. Allowance for drug & alcohol testing / paediatrics.
25. Annual competency reviews paid on anniversary date.
26. Introduce custom place of employment.
27. Provisions to protect and facilitate employees transitioning into retirement.

28. Covid-19 laundry allowance.
29. Immediate payment for higher duties once qualifications / skills are obtained.
30. For home collections: improved travel allowance and ATO km rates.
31. Undertakings from previous agreement to be written into new agreement.
32. Union claims:
  - Agreement to cover the HSU; definition of “Union” to refer to the HSU.
  - Entitlements to union representative leave and training.
  - Consultation; Dispute resolution.
  - Orientation rights.