



HSU Log of Claims (without prejudice)

Lavery Pathology

26/07/2022

The new agreement is to contain all provisions and undertakings of the previous agreement, except where varied to be more favourable per our claims, as well as those mandated by the Fair Work Act. The new agreement is to contain no conditions below the Award.

Fair wage increases in view of rising costs of living

1. Increases to wages and allowances: 8.5%, or CPI +3% – whichever is higher at time of agreement.
 - a. Wages for all classifications to be on par with those of comparable workplaces and competitors.
2. Increase to superannuation: at least 1% above the superannuation guarantee.

Support professional development

1. Classifications to provide clearer paths for professional development, incentivising skill acquisition and rewarding service to the company.
2. Improved request rights for casual conversion.
3. Clarify opportunities to move from permanent part-time to full-time.
4. Protections for transition to retirement.
5. Immediate payment for higher duties once relevant skills or qualifications are obtained.

Safer and fairer conditions at work

1. Special paid pandemic leave: 14 days per year.
2. Covid-19 laundry allowance.
3. Improvements to on-call.
4. Improved staffing levels, particularly for purposes of health and safety.
5. Allowance for drug and alcohol testing.
6. Improvements to rostering entitlements.
7. Clarify the distinction between day worker and shift worker, and span of hours.
8. Improve travel allowances. Reimbursement at ATO rate for travel using personal vehicle.
9. Improve minimum engagements and guaranteed hours, including 5-hour minimum for casuals.
10. Uniform allocation and allowance to be written into agreement.
11. Introduce custom place of employment.

Protect and encourage a greater work/life balance

1. Clarification of weekend days for rotating rosters: specifically, where 24-hour gaps between shifts occur, they should not necessarily count as weekend days.
2. Additional shift penalty categories, dependent on different shift intervals.
3. Additional annual leave entitlement for shiftwork.
4. Increases to paid parental leave, including leave for stillbirth, premature birth and infant death.
5. Paid domestic violence leave.
6. Long service leave: pro-rata to begin prior to 10 years of service; or, full entitlement after 5 years of service.
7. Right to disconnect.

Union claims

1. Agreement to cover the HSU; definition of "Union" to refer to the HSU.
2. Rights for members to attend paid union trainings and conferences.
3. Union participation in orientation of new employees.
4. Union noticeboards protected in the agreement.
5. Union involvement in dispute resolution and consultation about major changes.