



DRAFT Log of Claims – Work-in-progress

Healthscope NSW Private Hospitals

21/11/2022

NOTE: *This is a work-in-progress document. Dependent upon feedback from HSU members and delegates, some claims below may not appear in the final version, and further claims may be added.*

Fair wage increases in view of rising costs of living!

1. Annual increases to wages and allowances of 8.0% per year – backdated to 01/10/2021.
2. Pandemic bonus pay.
3. Coverage of Healthscope Radiographers.¹
4. Copied state employees: to maintain the greater wages and conditions of either of the EA or the copied state award.

A fairer, safer work environment!

1. Genuine consultation about major workplace change; improvements to dispute resolution procedure.
2. Paid pandemic leave.
3. Protected breaks during work: overtime rate of pay to be applicable for calls during breaks.
4. Protected breaks between shifts.²
5. Staffing levels: special consultation rights on staffing changes and short-staffing.
6. Introduce a new allowance for infectious cleaning.

Support for professional development and career progression!

1. More supportive classification structures, remuneration and professional pathways.
 - a. OTAs and wardspersons: classification review and alignment of position descriptions.³
 - b. Similarly for physiotherapists, allied health assistants, and anaesthetic technicians.⁴

¹ With backpay notwithstanding annual wage increases, reflecting the lack of renegotiated agreement for Radiographers since 2011.

² 10-hour minimum breaks between shifts, at least for some classifications.

³ An increase to \$30 hourly rate for OTA 1, prior to application of agreement-wide yearly increases.

⁴ Including better remuneration and allowances for training and specialised qualifications.

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- c. Improved pathways for Sterilisation Technicians.
- d. New clinical coder classifications.⁵
2. Higher pay for any and all higher duties worked.
3. Job security: non-casualisation clause.
 - a. Casual employees: increased minimum engagement pay and stronger rights to convert to permanent employment.

A greater work/life balance!

1. Sick leave protections: alternative documentation to medical certificate; supportive criteria for documentation.⁶
2. Introduce an additional RDO/ADO.
3. Clarification of shift work vs day work.
4. Paid domestic violence leave.
5. Increases to (paid) parental leave for both the primary carer and partner.

Union representation and education rights!

1. Paid leave for union training.
2. HSU noticeboards, including two printed copies of the agreement.
3. Union participation in new employee orientations.
4. The HSU to be covered by, and party to, the agreement.

...And more! **Want to have your say?** Not already an HSU member? Join your union via: www.hsu.asn.au/join or [1300 HSU NSW](tel:1300HSUNSW).

⁵ At least two new positions to be included.

⁶ Stating the number of consecutive days and total days per year a certificate is not required. Also, e.g., stat dec as alternative documentation.