



# Union Log of Claims<sup>1</sup>

## *Ramsay Health Care NSW EA*

### **1. Remuneration that values us for the work we do**

- 1) Annual wage increases, backdated to December 2022, to relieve cost of living pressures: *real* wage increases with regard to inflation.
- 2) Employer superannuation contribution to remain at least 1.5% above the legislative requirements that are in effect during the life of the EBA.
- 3) Increases to personal leave (additional 5 days per year) and annual leave (add. 3 days) entitlements in view of community health needs during the pandemic/'endemic'.

### **2. Work/life balance and career support**

- 1) Increases to paid parental leave (including superannuation contribution while on leave). Additional paid leave for secondary carer.
- 2) Expansion to Community Services Leave eligibility, to include Family eligibility conditions.
- 3) Improvement to Domestic Violence Leave based on legislative updates, with clarification of requirements and implementation.
- 4) Shiftworker annual leave eligibility and entitlements.
- 5) Paid leave for professional development and training.
- 6) Clearer definitions and grade progressions among support services and health professionals.

### **3. A fairer, safer work environment**

- 1) Consultation about major changes: include Union notification.
- 2) Dispute resolution: include clearer reference to Union.
- 3) Better on-call pay and conditions: double the current on-call allowance rates.
- 4) Minimum engagement pay entitlement of 4 hours or more.
- 5) 10-hour minimum break (otherwise allowance/pay) between shifts.

### **4. Union members' rights to information and education**

- 1) Paid leave for annual Union conference and training.
- 2) Union noticeboard space, including hard copies of the EBA constantly available.
- 3) Union participation in orientations for new employees.
- 4) Employees' entitlement to attend four Union meetings per year on paid time.

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<sup>1</sup> Without prejudice. Claims current as of 19 April 2023. The HSU reserves the right to add to, remove from, and elaborate this document as bargaining proceeds.