

Union Log of Claims: Hunter Imaging Group Enterprise Agreement 2024



Without prejudice. Claims current as of 18th December 2023. The HSU reserves the right to add to, remove from, and elaborate this document as bargaining proceeds.

Claim	Elaboration of claim	HIG's response	HSU positions or next steps
A living wage. A minimum of 8% annual increases to all rates of pay, with a 3-year term for this agreement.	<p>Minimum 8% per annum increases applied to all rates of pay (including wages and allowances), for each year of the agreement.</p> <p>NB: This is not to prejudice increases to any particular rates of pay that may exceed 8% p.a., as per some of the claims below, e.g., the increases to call-out allowances or the remuneration for film-reading.</p>		
Enforcement of paid tea breaks and unpaid meal breaks	Employees are to be compensated for each occasion in which their tea break or meal break is not observed. Options for recompense: 200% of the applicable rate of pay for the duration of each paid tea break missed; 150% of the applicable rate of pay for the duration of each unpaid meal break missed.		
KM allowance increase	Increase the km travel allowance to reflect costs-of-living: <i>the higher of \$1.05 per km or applicable ATO rate</i> , and subsequent increases for each year of the agreement.		
Additional zone, and improvement to work location / "home base" provisions	<p>Addition of new zone between the current Zones A and B, to compensate for effects and costs of excessive travel. New zone is to demarcate Rutherford, Maitland and East Maitland, Metford, and Williamstown as separate zone than the current Zone A.</p> <p>Improvements to 'home base', or introduction of <i>custom place of employment</i> clause: revision of 7.1 and 6.4 in 2021 agreement. The current provisions allow for excessive instability in employees' lives. Suggested redraft, changes highlighted, of cl. 7.1:</p> <p>HIG will give staff a 'home base', however it is expected that all HIG employees are available to work at any other location as may be required on at most one occasion per fortnight.</p>		
Rostering notice and shift-change requirements	Roster is to be made available to employees at least two weeks' (14 days) in advance, in writing. Any change to the roster within these two weeks' requires written agreement by willing employee.		

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	<p>Inclusion of an allowance paid for each occasion of short-notice of shift change. [Quantity and eligibility conditions TBD.]</p> <p>Travel KMs to be claimable from home to worksite, return, when less than 24 hours' notice is given for roster change.</p> <p>We propose to add clauses describing the above three entitlements under cl. 14.</p>		
Consultation about major change	<p>Consultation clause to include notification of employee representative, including the Union. Suggested draft for inclusion under cl. 33.3:</p> <p style="padding-left: 40px;">The relevant employees may appoint a representative, including the Union, for the purposes of the procedures in this term. The employer must notify the employees that they may appoint the Union as their representative.</p>		
Disputes procedure	<p>Disputes settlement is to be applicable to any issue arising in the workplace.</p> <p>The language of this clause is to include reference to the Union. Suggested draft for inclusion under cl. 29.1.2:</p> <p style="padding-left: 40px;">An employee may appoint a representative for the purposes of resolving workplace disputes. That representative may include the Union. The employer is to inform any employee seeking to resolve a dispute under this clause that they may appoint the Union as their representative.</p>		
Increases personal/sick leave: from 10 to 20 days per annum.	<p>For both restorative reasons in view of the pandemic, and prospective reasons in view of the 'endemic': an additional 10 days paid, for a total of 20 days paid personal/sick leave per year.</p>		
Increase compassionate leave: to 5 days per occasion. Eligibility to include family <i>or household</i> .	<p>5 days paid, instead of 2 days, per occasion better reflects the realities of mourning and care work.</p> <p>Add <i>grandparent-in-law</i> to definition of family member.</p> <p>Eligibility for this entitlement should include not just family members, but household members too.</p>		
Increases to on call remuneration	<p>Increases to remuneration for on call (that exceed the uniform increases to wages and allowances) to better incentivise working on call, as follows.</p>		

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	<p>Increase daily on call allowance to from \$40 to \$60/day.</p> <p>Improve the call out allowances to recognise early AM and Sunday call outs. Proposed new rates, inclusive of increases based on the current rates:</p> <ul style="list-style-type: none"> • \$330 Mon to Fri from 8am to midnight. • \$370 Mon to Fri from midnight to 8am. • Saturday \$495. • Sunday \$600. 		
Coverage clause and definition of 'Union'	<p>Forming a mandatory term of an enterprise agreement, the HSU is to be covered by this agreement.</p> <p>There is to be a definition of 'Union' included, referring to: <i>Health Services Union NSW/ACT/QLD</i>.</p>		
Union members' entitlement to leave for union conference and training.	<p>9 days paid per year Union events leave. This is largely for the purposes of attending either union training or annual conference.</p> <p>9 days paid would allow, e.g., 3 members to attend the HSU's 3-day annual conference.</p>		
Classification review for purposes of career development	<p>Stronger incentives for career progression. Consider the inclusion of new, more senior levels.</p> <p>As well, nuclear medical technologist members are seeking pay rises that bring them closer to other classifications and are more competitive in the industry.</p> <p>[Further areas and details TBD, depending on bargaining progress with other claims. For another current example, see below regarding film-read.]</p>		
Tutoring loading or allowance	<p>An employee who is not employed per classification as a tutor will be paid an allowance of at least \$50/day for completing tutoring duties.</p>		
Remuneration for film-reading	<p>Employees who do film-reads are to be remunerated fairly for this task. Performing the first read is a unique requirement in the context of this industry, where conventionally radiologists (rather than the mammographer) does the first read. The current rates of pay do not adequately recognise this specialised labour and the high level of responsibility it assumes.</p> <p>Presently the HSU is open to proposals as to whether this recompense should be in the form of an allowance, or otherwise classification-specific increases to rates of pay.</p>		

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Work health and safety provisions	<p>Inclusion of a clause referring to basic work health & safety provisions, such as duty of care. Suggested initial draft:</p> <p>As far as is practicable, HIG must ensure the health and safety of its employees. An employees' health and safety includes, but is not limited to, their physical and psycho-social well-being in the workplace.</p>		
10-hour minimum breaks between shifts	<p>Entitlement to minimum of 10 consecutive hours off work between shifts.</p>		
Additional (annual) leave or days off for radiation exposure and/or lead apron use	<p>For reasons of health & safety, as well as fair recompense: a special leave entitlement for eligible employees of 5 to 10 days paid, with 17.5% loading – functionally similar to having one additional week of annual leave, with eligibility based on radiation exposure.</p> <p>E.g., the additional 5 days for all employees, and the 10 days for employees with relatively high exposure and/or lead apron usage.</p>		
Casual conversion eligibility	<p>Conversion eligibility to be from 6 months of service.</p>		
Equipment remuneration for after-hours work or work from home	<p>Remuneration in the form of allowance, or reimbursement, for use of equipment such as computer or phone during after-hours work and work from home.</p>		
Flexibility of RDO schedule	<p>Employees to have added flexibility and choice over when they take their ADO. HIG to consult with employees so that mutually convenient RDOs can be agreed to.</p>		
Annual leave request entitlements and capacity requirements	<p>Employees are to be entitled to reasonable periods of time in which they may request annual leave, and in which they receive a (written) response from the employer.</p> <p>Suggested edits (highlighted) of cl. 22 include:</p> <p><i>22.2 HIG can request a maximum of one months' written notice from an employee requesting to take annual leave.</i></p> <p><i>22.X Upon receiving a request to take annual leave, HIG must respond to the request in writing within 14 days.</i></p>		
Employee rights regarding direction to take annual leave	<p>Removal of cl. 22.1.3, which allows HIG to direct an employee to take annual leave in “any other circumstance where the request is reasonable in all the circumstances.”</p>		
Options to take AL and LSL at half pay	<p>If an employee elects to, they may take their annual leave or long service leave at half the full rate of pay (with the applicable loading) for twice as long.</p>		

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Increase to employer superannuation contribution	Employer superannuation contribution to remain at least 1% above the minimum superannuation guarantee rate throughout the life of the agreement.		
Salary sacrifice	An employee may elect to sacrifice some of their pay in exchange for mutually agreed employee benefits, e.g. toward superannuation fund.		
Reimbursement for professional membership	Reimbursement for AHPRA registration.		
Paid education and training (CPD)	<p>10 days (paid) CPD leave per annum. CPD leave, rather than other leave entitlements, is to be used in the first instance for e.g. professional conferences.</p> <p>Clause 9.4 from the current agreement to read: <i>HIG will approve financial and other support to employees...</i></p>		
This agreement is to contain no terms and conditions that are worse off for employees compared to the HPSS Award, and compared to the 2021 agreement.	<p>For the purposes of the BOOT, and where beneficial to employees: select undertakings of the 2021 agreement are to be written into the new agreement.</p> <p>E.g. the clauses on shiftworkers, maximum daily hours, overtime and penalty rates, and higher duties.</p> <p>Overtime and penalty loading are to be the same, or better, %-rates as in the HPSS Award.</p> <p>Further, it is the HSU's recommendation that a comprehensive BOOT review is conducted and negotiated once the new agreement is drafted, with adequate time to negotiate about the outcomes of the BOOT review prior to entering the access period.</p>		