

**RAMSAY HEALTH CARE NSW
HEALTH PROFESSIONALS AND SUPPORT SERVICES
ENTERPRISE AGREEMENT 2023**

EMPLOYEE UPDATE AND COMMENCEMENT OF ACCESS PERIOD

4 December 2023

NEGOTIATIONS HAVE CONCLUDED

We are pleased to confirm that negotiations between Ramsay Health Care and the Health Services Union NSW Branch have finished and we are now ready to ask you to approve the Proposed Agreement by voting for it.

The following information sets out the next steps.

UPDATE YOUR EMAIL ADDRESS

It is important that you ensure your email address is up to date, as access to important information and the voting process, will be conducted via email communication. To update your email address, please contact the Payroll team.

ACCESS TO THE PROPOSED AGREEMENT AND OTHER MATERIAL

The Proposed Agreement is attached to this email. A hard copy of the Proposed Agreement can be made available to you on request to your HRBP.

The National Employment Standards (NES) underpin the Proposed Agreement. Details of the NES can be found on the Fair Work Ombudsman website, via this [link](#).

The Proposed Agreement is assessed against the Health Professionals and Support Services Award 2020 which can be found on the Fair Work Ombudsman website, via this link:

<https://library.fairwork.gov.au/award/?krm=ma000027>.

If you have any questions or concerns about accessing these important materials, please advise your HRBP as soon as possible.

EXPLANATION SESSIONS

Before the vote can occur, we will be holding explanation sessions on site to explain the terms of the Proposed Agreement. A recording of the information provided at these sessions will also be available on your intranet site.

These explanation sessions will occur during the period from Tuesday 5 December to Tuesday 12 December 2023. You are encouraged to organise an appropriate time with your manager to attend one of these sessions. Details of where and when these sessions are to be held will be forwarded to you by your HRBP separately.

If you have any particular circumstances or needs that may require this explanation to be provided in a different manner, please contact your HRBP.

If you have any questions, we would be happy to answer these at the sessions or you can contact your Manager or HRBP directly.



At these sessions we will go over the terms of the Proposed Agreement in detail and confirm the main content and the **significant number of improvements** which include:

- **Increase of 2.5%** to current wage rates effective from December 2022
- A **further increase of 3.25%** now from December 2023
- AND a **final increase of 3%** from December 2024
- **Back pay to December 2022** (paid as soon as possible if we receive a YES vote)
- All **allowances to increase by 2.5%** from December 2022, **3.25%** from December 2023 and **3%** from December 2024
- **Back pay of allowances to December 2022**
- **Casual Loading of 25% for casuals working on Saturday's**
- **New Overtime Rates for Casuals**
- **Additional Annual Leave for Shift Workers**
- New Dispensary Pharmacist classification structure
- New Radiographer classification structure
- Banking of up to 10 ADO's
- Rosters will provide for a full-time and a part-time Employee to have a minimum of 10 hours break between rostered shifts, which may be reduced to 8 hours by election of the Employee
- Paid time for remote work if on-call
- Increase of excess leave to 8 weeks

VOTING PERIOD AND METHOD

The voting period for the Proposed Agreement will commence 12:00 a.m. on Wednesday 13 December 2023 and will close at 11.59 p.m. on Monday 18 December 2023. All employees employed during the Access period will be entitled to cast a vote.

Voting for the Proposed Agreement will be conducted on-line via a 3rd party voting service provider – *Elections Australia Pty Ltd*. Shortly before the commencement of the voting period you will receive an email providing instructions on how to vote. You will need your Employee ID number to cast your vote, so please ensure you have that to hand. Your Employee ID can be found on your payslip.

You will be able to access the online voting portal from your smart phone, computer or other device. If you are unable to access the site, please let your manager know as soon as possible.

At the end of the voting period, you will be advised of the outcome.

We look forward to seeing you at the communication sessions.



Lloyd Hill
Operations Executive Manager, New South Wales
4 December 2023