

# EA NEGOTIATION

*Progress Update*

**Teamwork** (noun)  
Peacefully negotiating moving  
water in a changing environment



## Progress Report #4

Since publishing the Progress Update last week, HIG representatives have been continuing to work hard on formulating a response to all of the outstanding issues.

The following Progress Update summarises HIG's response to all matters, including an update on those that were previously under review.

Please take the time to read the following very carefully. As stated in the last update, you will have further opportunities to meet and discuss the content proposed.

### Without Prejudice

As you are reading the content below, please remember the information is presented on a "Without Prejudice" basis. There are two very important reasons for this:

First, we are presenting this information to you for the purposes of communicating freely and openly, without committing to an end position on any given matter. We have said from the very beginning that a deal is not a deal until the end and everything can be considered up to that point. It may be necessary to change our position on certain things as discussions progress and circumstances change and we should not feel bound by what is presented here, because the 'deal' must be agreed to in its entirety, not as separate matters.

Second, the content below is to the best of our knowledge accurate, however anomalies and clerical errors are possible and we may need to make corrections.

Please read through the information carefully and if you have any questions please feel free to contact a HIG representative. Alternatively you may wish for your representative to receive your feedback and discuss with us on your behalf.

### HIG Response already provided

#### Term of Agreement

HIG propose a 4 year agreement.

#### Change to zones and kilometre allowance

The ATO Rate is \$0.85 currently. HIG agree to meet the current ATO rate and if that changes HIG will remain in line with it.

In relation to the request for a new zone allowance, HIG offer the proposed solution in **Annexure C**.

## Other Allowances

Please find attached proposed increases to Allowances in **Annexure B**.

The following requests have been viewed favourably by the HIG team and we will work to include these in the draft agreement:

- An increase to the Working Away From Home (WAFH) Allowance to \$150. In line with clause 12.4 of the current agreement, this is inclusive of meals;
- Prospectively, any sonographer performing regular training to be paid at the Tutor Rate.

Regarding on-call rates, HIG are willing to retain clauses 12.8 and 12.9 in the EA and HIG will retain current rates in Table 2 Allowances (with no % increases to apply) allowing HIG to negotiate with Hospital Providers to pay above EA rates (not linked to EA negotiations). HIG to consider adding a sentence as follows '\*or payable as per relevant hospital agreement'. HIG cannot commit to higher rates until an agreement is reached with the hospitals.

## Tea Breaks and unpaid meal breaks

HIG believe the current wording accommodates this request and will to continue to work to ensure it is complied with.

## Superannuation

HIG will continue to comply with the current Superannuation legislated rates.

## Classification Changes

Mostly there was acceptance that the current classification structures work well with some minor changes. Further details regarding requested classification changes appear in **Annexure A** and will be expanded on in the *draft EA*.

## Annual Leave Request process

A review of the current leave allocation process is underway. HIG considering a middle ground of a 6 week minimum balance of annual leave to be able to direct leave. This update will be included in the *draft EA*.

LSL and AL at half pay is already possible on a case by case basis. HIG cannot consider a blanket policy due to the potential impact to the business.

HIG agree to develop a policy and process outside of the EA, allowing staff to purchase additional leave on an annual basis. HIG will aim to have this completed and published in time for calendar year 2025.

## Other Leave

HIG will comply with the NES in relation to personal leave and do allow employees to utilise their personal leave for mental health reasons. HIG also provide access to EAP Services. HIG agree to increase compassionate leave to 4 days per occasion.

## Conditions

HIG agree to review system permissions annually for all staff.

HIG agree to compulsory weekend meetings at weekend rates.

HIG will comply with any new legislation relating to 'The Right to Disconnect'.

## Rostering and roster changes

HIG aim to publish rosters 2 – 4 weeks in advance. HIG view unfavourably the request for a minimum of 2 weeks' notice to roster changes.

## Education expenses

HIG agree to an increase the CPD allowance and in addition propose allowing staff to access this for either AHPRA/ASAR up to a max of \$110 per calendar year. A rework of the CPD policy and the conditions for its use is underway to streamline access to the CPD allowance to encourage more staff to take advantage of this allowance.

## HIG Response on outstanding matters

### Salary Increase

Please see attached in **Annexure A**, wage tables with proposed rates for years 1, 2, 3 and 4.

*If you have any questions regarding your individual rate, please do not hesitate to reach out the HIG Bargaining Team.*

### Consultation about major change – HSU request

HIG agree to an amendment to the Enterprise Agreement as follows:-

33.3 The relevant employees may appoint a representative, including the Union, for the purposes of the procedures in this term.

### Disputes procedure – HSU request

HIG agree to an amendment to the Enterprise Agreement as follows:-

29.3 An employee and HIG may be represented by any person or organisation of their choosing during the above dispute resolution process. An employee may appoint the Union for the purposes of this clause.

### Coverage clause and definition of 'union' and union leave entitlement – HSU request

Forming a mandatory term of an enterprise agreement, the HSU is to be covered by this agreement. There is to be a definition of 'Union' included, referring to: Health Services Union NSW/ACT/QLD as well as an entitlement to union leave.

HIG agree to an amendment to the Enterprise Agreement as follows:-

Insert sub-clause 2.3.1 HIG acknowledge that the Union will apply to the Fair Work Commission and give notice under s.183 of the Act that the Union seek to be covered by this Agreement.

Insert the following wording into sub-clause 3.1

**“Delegate”** means an employee covered by this agreement who is appointed or elected, in accordance with the rules of an employee organisation, to be a delegate or representative (however described) for members of that employee organisation who work at HIG.

**“Union”** means the Health Services Union NSW, the Health Services Union ACT, and the Health Services Union QLD.

HIG are in the process of drafting a clause relating to Delegates Leave and are proposing a leave entitlement capped at 30hrs of Delegate Leave per annum. Further details to be included in the *draft EA*.

### **WHS provisions – HSU request**

HIG believe that these requirements are covered under the WHS Act.

### **10hr minimum break between shifts – HSU request**

HIG position is to remain at 8 hours minimum break.

### **Casual conversion eligibility – HSU request**

HIG do not agree to conversion eligibility to be from 6 months of service for casual employees. HIG comply with the current legislation, which has casual conversion eligibility at 12 months of service.

### **Salary Sacrifice**

An employee may elect to sacrifice some of their pay in exchange for mutually agreed employee benefits, e.g. toward superannuation fund. HIG already allow this on an individual case by case basis.

## **The Way Forward**

### **Meetings**

You have told us and your representatives that you want a quick resolution on the Agreement. Everyone involved has been working hard to achieve that and significant progress has been made.

At this stage of proceedings, we invite requests for further meetings to clarify the proposed changes summarised in this document to be made promptly.

This will bring us closer to being at a position to put the draft agreement before you. Much of our energy and focus has gone into what we can do to improve the current agreement. Now this is complete, we can negotiate in good faith to finalise the wording of the proposed agreement.

## Information Sessions

We will aim to publish the proposed enterprise agreement to you in full and then hold information sessions in Newcastle, Central Coast, Maitland and Tamworth. These meetings are designed to be at a time where all staff and representatives can talk with the HIG Representative team and ask questions about the content of the Enterprise Agreement and provide feedback.

As a proposed timetable, we are hoping to hold the group meetings towards the end of May and we are currently working towards having the draft agreement finalised prior to then. We need your help for this – if there are any matters that should be brought to our attention, now is the time. Please don't wait to be contacted, talk to us now!

## Next Steps

Please review the contents of this Progress Update very carefully. If there is any further feedback or if you feel we have missed something, please let us know as soon as possible. We are hopeful the proposed timetable above is achievable such that we can proceed to vote on time. More information will be forthcoming as things progress.

Kind Regards,

HIG Bargaining Team

## Annexure A – Wage Tables

Clerical and Administrative Positions	Hourly Rate (\$)	Hourly Rate (\$)	Hourly Rate (\$)	Hourly Rate (\$)	Hourly Rate (\$)
	Current	2024	2025	2026	2027
Trainee Consultant Level 1	23.578	26.079	26.861	27.667	28.497
Patient Consultant Level 1	27.065	29.565	30.452	31.365	32.306
Patient Consultant Level 2	28.418	30.918	31.846	32.801	33.785
Senior Patient Consultant Level 1	29.877	32.377	33.348	34.348	35.379
Senior Patient Consultant Level 2	31.937	35.000	36.050	37.132	38.245
Patient Services Team Leader	31.937	36.000	37.080	38.192	39.338
Administration Manager / Patient Services Manager	35.028	39.000	40.170	41.375	42.616
Manager Accounts Receivable	36.267	39.000	40.170	41.375	42.616
Accounts Administrator	32.500	35.000	36.050	37.132	38.245
Executive Secretary	30.848	33.348	34.349	35.379	36.440
Training and Development Consultant	31.395	33.895	34.912	35.959	37.038

Diagnostic Radiographer	Hourly Rate (\$)	Hourly Rate (\$)	Hourly Rate (\$)	Hourly Rate (\$)	Hourly Rate (\$)
	Current	2024	2025	2026	2027
Diagnostic Radiographer Level 1	33.0191	34.0097	35.0300	36.0809	37.1633
Diagnostic Radiographer Level 2 Year 1	35.1842	38.0000	39.14	40.3142	41.5236
Diagnostic Radiographer Level 2 Year 2	36.2668	39.0000	40.17	41.3751	42.6164
Senior Diagnostic Radiographer (CT) Level 1	43.3037	44.6028	45.9409	47.3191	48.7387
Senior Diagnostic Radiographer (Mammography) Level 1	43.3037	44.6028	45.9409	47.3191	48.7387
Senior Diagnostic Radiographer (CT) Level 2	46.8752	48.2815	49.7299	51.2218	52.7585
Senior Diagnostic Radiographer (Mammography) Level 2	46.8752	48.2815	49.7299	51.2218	52.7585
Senior Diagnostic Radiographer (CT) Level 3	47.9055	51.0000	52.5300	54.1059	55.7291
Senior Diagnostic Radiographer (Mammography) Level 3	47.9055	51.0000	52.5300	54.1059	55.7291
Advanced Senior Diagnostic Radiographer	48.4206	52.0000	53.56	55.1668	56.8218
Diagnostic Mammography Tutor	49.4508	52.0000	53.56	55.1668	56.8218
Diagnostic CT Radiography Tutor	49.4508	52.0000	53.56	55.1668	56.8218
Imaging Supervisor	49.4508	52.0000	53.56	55.1668	56.8218
Imaging Manager	54.1295	58.0000	59.74	61.5322	63.3782
Assistant to Medical Imaging & Radiation Technologist	24.7254	26.0000	26.78	27.5834	28.4109

Nuclear Medicine Scientist	Hourly Rate (\$)	Hourly Rate (\$)	Hourly Rate (\$)	Hourly Rate (\$)	Hourly Rate (\$)
	Current	2024	2025	2026	2027
Nuclear Medicine Scientist Grade 1	32.5861	33.5637	34.5706	35.6077	36.6759
Nuclear Medicine Scientist Level 1 Year 1	33.9974	36.5000	37.5950	38.7229	39.8846
Nuclear Medicine Scientist Level 1 Year 2	35.1842	38.0000	39.1400	40.3142	41.5236
Senior Nuclear Medicine Scientist Level 1a	41.6799	42.9303	44.2182	45.5447	46.9110
Senior Nuclear Medicine Scientist Level 1b	43.3037	44.6028	45.9409	47.3191	48.7387
Senior Nuclear Medicine Scientist Level 2	46.8752	48.2815	49.7299	51.2218	52.7585
Senior Nuclear Medicine Scientist Level 3	47.9055	49.3427	50.8230	52.3477	53.9181
Advanced Senior Nuclear Medicine Scientist	48.4206	49.8732	51.3694	52.9105	54.4978
Nuclear Medicine Scientist Tutor	49.4508	50.9343	52.4623	54.0362	55.6573
Nuclear Medicine Scientist Supervisor	53.5717	58.0000	59.7400	61.5322	63.3782

MRI Technologist	Hourly Rate (\$)	Hourly Rate (\$)	Hourly Rate (\$)	Hourly Rate (\$)	Hourly Rate (\$)
	Current	2024	2025	2026	2027
Trainee MRI Technologist ( <i>New</i> )	35.2138	36.2702	37.3583	38.4790	39.6334
MRI Technologist	39.3746	40.5558	41.7725	43.0257	44.3165
Senior MRI Technologist Level 1 Year 1	44.3863	45.7179	47.0894	48.5021	49.9572
Senior MRI Technologist Level 1 Year 2	46.7556	48.1583	49.6030	51.0911	52.6238
Senior MRI Technologist Level 2	53.0566	54.6483	56.2877	57.9763	59.7156
Senior MRI Technologist Level 3 Years 1	<i>New</i>	56.7705	58.4736	60.2278	62.0346
Senior MRI Technologist Level 3 Year 2	<i>New</i>	58.0000	59.7400	61.5322	63.3782
Senior MRI Technologist Level 4	<i>New</i>	59.0000	60.7700	62.5931	64.4709
MRI Technologist Tamworth Coordinator	56.2946	60.0000	61.8000	63.6540	65.5636
MRI Technologist Tutor	56.2946	60.0000	61.8000	63.6540	65.5636
MRI Supervisor	58.3127	62.0000	63.8600	65.7758	67.7491

Sonographer	Hourly Rate (\$)	Hourly Rate (\$)	Hourly Rate (\$)	Hourly Rate (\$)	Hourly Rate (\$)
	Current	2024	2025	2026	2027
Trainee Sonographer (General/Breast/Vascular)	32.5861	33.5637	34.5706	35.6077	36.6759
Student Breast Sonographer	33.4793	34.4837	35.5182	36.5837	37.6812
Student Sonographer (General/Vascular)	43.5658	44.8728	46.219	47.6056	49.0338
Sonographer	54.2942	55.923	57.6007	59.3287	61.1086
Vascular Sonographer	54.2942	55.923	57.6007	59.3287	61.1086
Breast Sonographer	52.4467	54.0201	55.6407	57.3099	59.0292
Senior Breast Sonographer	58.0074	59.7476	61.54	63.3862	65.2878
Senior Sonographer Year 1	58.0074	59.7476	61.54	63.3862	65.2878
Senior Sonographer Year 2	67.6333	69.6623	71.7522	73.9048	76.1219
Senior Vascular Sonographer Year 1	62.1567	64.0214	65.942	67.9203	69.9579
Senior Vascular Sonographer Year 2	67.6333	69.6623	71.7522	73.9048	76.1219
Advanced Senior Sonographer	70.9836	73.6047	75.8128	78.0872	80.4298
Advanced Senior Vascular Sonographer	70.9836	73.6047	75.8128	78.0872	80.4298
Sonographer Tutor	71.1157	73.2492	75.4467	77.7101	80.0414
Sonographer Supervisor	73.0892	75.2819	77.5404	79.8666	82.2626



## Annexure B – Allowances

Allowances	Current	2024	2025	2026	2027
Meal Allowance	42.00	46.20	47.59	49.01	50.48
Zone 0.5	0.00	25.00	25.75	26.52	27.32
Zone 1	45.00	49.50	50.99	52.51	54.09
Zone 2	160.00	176.00	181.28	186.72	192.32
Zone 3	160.00	176.00	181.28	186.72	186.72
WAFH	90.00	150.00	154.50	159.14	163.91
Km	0.85	0.85	0.85	0.85	0.85
Sole Employee	25.00	27.50	28.33	29.17	30.05
Sole Employee per patient	2.50	2.75	2.83	2.92	3.00

\*Please note Zone 0.5 can be claimed when travelling between **Zone A (Inner)** and **Zone A (Outer)** and vice versa.

\*\* The Km allowance will change in line with the published ATO rate.

## Annexure C – New Zone Allowance

Zone	Room (includes but not limited to)
Zone A (Inner)	Adamstown Cardiff Charlestown Cooks Hill Gateshead Newcastle Private Hospital Newcastle West Toronto Wallsend
Zone A (Outer)	East Maitland Metford Rutherford Williamtown
Zone B	Lake Haven Salamander Bay Singleton Tuggerah Tumbi Umbi
Zone C	Scone Tamworth