

HSU Log of Claims (without prejudice)

Calvary John James Hospital Health Professionals and Support Services Enterprise Agreement 2024

The new agreement is to contain all provisions and undertakings of the previous agreement, except where varied to be more favourable per our claims, as well as those mandated by the Fair Work Act. The new agreement is to contain no conditions below the Award.

1. Backdate pay increase to nominal expiry date of the previous Agreement.
2. Annual Wage increase: 6% per year for a 3-year Agreement or Fair Work wage increase plus 1% whichever is greater.
3. All Allowances to increase in line with negotiated % increase.
4. All conditions and wages to be no less than Calvary Bruce Enterprise Agreement
5. New allowances for nauseous linen handling, infectious cleaning, uniform laundry
6. Overtime clause to be reviewed.
 - a. Overtime payments to apply to any work done outside of rostered hours.
 - b. Overtime payments to apply to any work done during meal breaks.
7. Consultation & Dispute:
 - a. union notification requirement
8. Paid Union delegates leave.
 - a. 5 days per year
9. Family and Domestic Violence Leave
 - a. 15 days paid leave
10. Review Classifications
 - a. Medical Records
 - i. Clinical Coders classifications, review
 - b. CSSD
 - i. Review structure duties and responsibilities.
 - ii. Introduce Manager classification.

11. Meal Break:

- a. change more than 6 hours to 5 hours as per Modern Award

12. TOIL Overtime

- a. To be taken within 12 weeks (3 Months) rather than 4 weeks, if undertaken paid at appropriate overtime rates

13. Superannuation:

- a. 1% above statutory minimum, currently 11% mandatory
- b. paid while on Parental Leave

14. Annual Leave and Shutdown

- a. If there is a shutdown, the employees should not be directed to take to take AL (but, instead special Shut down Paid Leave?) And/or EOI requirement

15. Personal/Careers Leave

- a. Review of Evidence supporting (g) evidence of requirements – reword include 3 days or more rather than “any period of Absence”.

16. Maternity Leave

- a. Increase non birthing partner leave from 1 to 2 weeks