



LUMUS & HSU Enterprise Agreement

Log of Claims – *without prejudice*

UPDATED 23 MARCH 2021

The HSU Bargains from the principle that conditions are improved and all workers are better off through these negotiations. The HSU reserves the right to amend this log of claims throughout bargaining.

Scope – Separate Agreement for Northern Beaches Hospital Staff

HSU CLAIMS

1. Fair annual pay rises.
2. Address disparity of on-call conditions among different roles (i.e. not linked to MBS Charge out), improvement on call conditions and remuneration.
3. Recognition of soft-skills, experience and professional development, various skill classes within radiology;
4. Yearly progressions within classifications similar to public health award;
5. Notice of roster changes in advance or remuneration for short notice changes (e.g. double time when less than 7 days notice of change and no consent from employee). Any changes to be by mutual agreement.
6. Improve penalty rates on weekends, evenings and night shifts by increased rates for the entire shift and better definitions of ordinary hours.
7. Paid professional development for mandatory accreditation (e.g. CPR training) and protected time for mandatory online learning.
8. No worse off from public award;
9. 10 days Paid DV Leave;
10. 14 weeks Paid Parental Leave, 6 weeks paid partners' leave, superannuation payments to be made on all leave balances, miscarriage and IVF Leave.
11. Union delegate training leave.
12. "Transferred NSW Health Staff" to be no worse off than public award in regards to hours worked (35 versus 38), wage rates, wage increases, penalty rates, leave entitlements, leave elections and acknowledgement of skill set.
13. Address rostering of night shifts – avoiding single rostered night shifts or remuneration of double time for single rostered night shifts Mon-Thursday and time and a half at weekend.

14. Address RDO allocations
15. Address OT for part-time employees
 - Part Timers to be paid OT at same point as a FT employee on the same shift.
16. Appendix or similar definitions for defined terms (afternoon/evening/night shift/ part time employee, etc)
17. Digital Noise Guidelines around email/text/apps after hours.

Claims Made Specific Reference to Existing EBA

Definitions - skillsets to be reviewed and reworded

Part 3 – Leave provisions

- Pandemic leave – including provisions if required to self-isolate
- Exam Leave entitlements
- Shift-worker definition defined as “four **or more** ordinary hours”.
- 14 Weeks Paid Parental Leave, 6 Weeks paid partners’ leave and superannuation payments to be made on all parental leave payments.
- Miscarriage leave
- IVF Leave

Uniforms – 33

- Clearer definition for provision of uniforms to staff – set renewal per year.

Part 5 – Hours of Work and Type of Employment

- Clause 37, hours of work and rostering
 - Clearer rules regarding rostering to be implemented – for example, can not work for more than 7 consecutive days without consultation and agreement by staff and then only up to 10 consecutive days, and those working weekends to have 2 consecutive days off in lieu of working weekends.
 - 37.4 Penalty to be paid if roster is changed within the seven days’ notice period without consent of staff member (e.g. double time for shift).
- Clauses 38.1 and 38.2 - Span of hours
 - Review of ordinary hours, weekend loading, and shift loading to be paid on whole shift, not just those hours worked outside of ordinary time.
- Clause 41 – Overtime
 - 41.4 – overtime to be cumulative on relevant shift loading.
 - 41.5 – TOIL instead of payment – must be mutual on request of staff member only. Time to mirror OT rate (e.g. 2 hours TOIL for every single double time hour).
 - 41.8 – overtime to commence from first minute, no “30 minute” buffer.

- 41.12-41.14 – Rest Breaks After Overtime
 - Rosters to provide 10 consecutive hours off duty
 - If recalled, timer restarts.

Part 6 – Wage Rages

- All wages to be reviewed
 - Transferred public sector employees to be protected – no worse off than public award.
- Reclassification review process
 - 44.1 – clause to include requests for remuneration review (not just regrading/reclassification).
 - Policy and procedure needs to be discussed with staff and advertised regularly so staff are aware of the process.
- Payment of Wages
 - 47.1 – opt out provisions for providing biometric data.
- On call rates
 - 48.1 need to include all modalities.
- Recall Rates (49)
 - Need to be reviewed, consistency to be provided across all modalities. Double time rates and minimum 4 hour call per call in. Multiple call outs to be considered separate.
 - 49.1 (a)
 - Include “disturbance” fee – e.g. when time spent on phone but not necessary have to come in.
 - Recall rates need to include when recall time starts and finishes (when you receive the call to when you get home)
 - Any mandated time turnaround for recalls should be in writing (e.g. expected to be at hospital within 30 minutes etc)
 - 49.1(b)
 - Allowance if called in/disturbed but are not on call.
 - Payment of Km need to be stated and option for cab when fatigued/recalled.