

POINTS RAISED WITH LIFEblood BY HSU REPRESENTATIVES RE: FINAL DRAFT AGREEMENT

- **15.17** – If an employee and their manager agree not to have a 10 hour break in between shifts does this void the 100% penalty on top of the base rate of pay of that employee? Meaning they would agree to work at normal rate only?

- **22.27** – how will this be applied during the first year of the agreement? Do all employees count time on-call in the 2023/2024 financial year (respective of their anniversary date) as counting towards this extra week of leave?

(EG. Anniversary date August – does already being on call 10 weekend days from August 2023 till now count towards crediting the extra leave in August 2024? Or will only on call shifts performed after “yes” vote count, meaning these employees would have less than 3 months to accrue this entitlement?)

- **Appendix 1, On-call** – there is no indication on this table as to which classifications are rostered per 24 hours and which are rostered as time away from work. In order to safeguard those positions currently paid per 24 hours, a distinction should be made.

- **Appendix 5, sec 4** – will lump sum payment will be calculated on total 2023/2024 financial year earnings per individual staff member? (inc. base pay, overtime, and allowances)

- **Appendix 5, sec 5** – will back pay arrangement include all employee earnings to date of “yes” vote?

- There is also no reference in this agreement to the one off \$1500 payment for those on increment 6/M.

- Are lump sum and back payments able to be made in the next financial year (2024/2025) so employees can benefit from stage 3 tax cuts?

- Will Lifeblood add the payment principles to the Agreement so we have ability to enforce with the Fair Work Commission?