

Health Professionals Award **REFORM**



Better pay, classifications and progression

- Pay increases which recognise the changing nature of work and address the attraction and retention crises.
- Pay parity for HSU Health Professionals with other states and sectors if they pay more.
- Expanded career pathways across clinical, research, education, and management.
- Capacity to work full scope of practice.
- Recognition of extended and advanced scope of practice.
- Recognition of higher qualifications.
- Pay increases recognising the increasing administrative work for professionals.
- Merit-based personal progression is consistent, accessible, and equitable.
- Larger penalty rates for afternoon and night shifts.

Professional allowances and conditions

- Rural and remote incentive payments
- Continuing Professional Development allowance.
- All tools of trade required for work to be provided.
- Higher qualification allowances.
- Improved on-call allowance and re-call-to-work provisions.
- Supervision allowances.
- Top of band retention allowances.

Workplace and workforce rights

- Consultation over major workplace changes.
- Paid time for Award and workplace rights meetings.
- Union delegate rights.
- Health Professionals getting a direct voice in workforce planning.
- Profession-specific supervision rights.

Staffing and workload management

- Safe staffing and workloads clauses to protect workers and ensure patient safety.
- Clinical care ratios.
- Flexible working arrangements.
- Stronger entitlements to overtime for all work beyond contracted hours if workloads are too large.
- Professionals reporting to professional peers.

Want to be part of Health Professionals Award Reform?

Join your HSU Health Professional Committee as we build for Award Reform.



For feedback only - **not** a final document.

Phone: 1300 478 679 Fax: 1300 329 478 Email: info@hsu.asn.au

Authorised by: Gerard Hayes - Secretary HSU NSW/ACT/QLD