

- **Enshrining two shift patterns in the award, the 8-hour shift length and the 10-hour shift length, and ensuring there are provisions for workers to move between them if desired**
 - 0 Many awards and enterprise agreements have precedents for having different shift patterns and lengths outlined.
- **Fair rostering principles**
 - 0 Rosters should be forward rotating, adequate time off between blocks, weekends worked as a block, two out of every six weekends worked in a block, no rostered single officers etc.
- **A real pay rise this year, including allowances**
 - 0 This year's pay rise will be tied to the public sector pay increase, which will also be fought for by the thousands of other public sector union members.
 - 0 This increase must be "real", not behind inflation.
- **Commitment in the award to excellence in training and certification**
 - 0 In addition to the training and certification already mentioned in the award, ensuring that members can hold HealthShare to the highest standards of certification and training in all areas relevant to PTS, including additional specific training such as State Emergency Response.
- **Additional certifications required for employment to be paid by the employer**
 - 0 E.g. WWCC, renewal of LR license
- **Additional leave to reflect realities of working in health**
 - 0 This includes additional sick leave.
- **Reasonable provisions within the award for fatigue management around driving**
 - 0 Ensuring there is clear language around breaks and long distance driving
- **Adequate time for safety, vehicle checks and cleaning, at start and end of shift**
- **All workplace changes to have meaningful consultation with workers and a joint plan of action to address issues**
 - 0 Specific consultation clauses are common in many award and enterprise agreements.
- **All grandparented arrangements to be honoured moving forward**