

# HSU PUBLIC HEALTH CAMPAIGN THEMES AND KEY ISSUES

## BETTER SERVICE DELIVERY

## A FAIRER HEALTH SYSTEM FOR WORKERS

## A HEALTH SYSTEM FIT FOR THE FUTURE

### Negotiate Fair Wages

- To enable pay increases that reflect the value of the work that health workers do, and help to attract and retain staff
- To enable workers to put forward claims for improvements and changes to conditions that can be freely considered by the Industrial Relations Commission
- Ensure wage progression (e.g. through bands, increments and grades) is clearly and transparently defined
- End the deduction of 50% of staff salary packaging savings

### Updated Classification Structures

- Update and improve awards so they reflect the duties, skill, underpinning knowledge and experience accurately of all classifications both now and into the future.
- To reflect modern training and professional standards
- To facilitate career progression
- To recognise skills and responsibilities

### Improve Allowances

- Make sure that allowances fairly reflect the kinds of tasks performed across classifications
- Update and modernise allowances to reflect the nature of today's work

### Promote a Safe workplace

- Encourage permanent employment and reduce temporary contracts
- Make it easier for part timers to increase their hours
- Make sure the contracted hours of part timers reflect their actual regular hours of work
- Reduce casual employment and make it easier for casuals to gain permanency
- Stop the privatisation and outsourcing of all services
- Return previously outsourced and privatised services to public hands

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- Ensure consultation provisions are strengthened to ensure Health workers have a greater say in the changes at their workplace.
- Allow for appeals to decisions, consistent with out NSW Public Health Awards.

## **Ensure Conditions of Employment meet minimum industry standards**

- Incorporate paid pandemic leave policies within the Awards
- Ensure break between shifts increases to the 10 hour minimum that is the norm across public and private sector.
- Ensure other forms of leave are updated to reflect public sector standards

## **Ensure effective and sustainable delivery of services for Regional, Rural and Remote NSW**

- Attraction and retention provisions for rural and remote health delivery, especially in critical Allied Health fields.

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## **Provisions to Support Working from Home Arrangements (where appropriate)**

- Enabling flexibility and promoting fairness and support for employees working from home
- Ensuring safe work practices at home

## **Improved Staff Amenities**

- To ensure the safety and comfort of workers
- To reflect and support the modern and diverse workplace and facilitate inclusion and participation