

HSU Log of Claims

St Vincent's Private Hospital and Health Services Union Enterprise Agreement

23 January 2024 - Response to Log of Claims

1. *Annual wage increases: 7.5% per 12-month period.*

Response:

Our proposal: First pay period on or after 1/05/2023 – 5% increase (will be back paid to the first full pay period on or after 1/05/2023)

Our proposal: First pay period on or after 1/05/24 – 5% increase

2. *Special leave incorporating Natural Disasters: 20 days paid.*

Response:

We have considered this request and we are unable to support this claim.

3. *Domestic Violence Leave: 20 days paid.*

Response:

We have considered this request and we are unable to support this claim.

4. *Roster of Hours (10)*

a. Proposed to include wording of the effect – where a roster has changed, management must give 7 days' notice of the change, if 7 days' notice has not been provided, overtime will be applied to any hours outside of the ordinary rostered hours.

Response:

We have considered this request and we are not in a position to support this claim.

5. *Weekend hours (11)*

a. Increase payment of hours from 50% to 75% loading

Response:

We have considered this request; however, we are not in a position to support this claim.

6. *Penalty & Shift Allowances (12)*

a. Increase all allowances by 5%

Response:

We have considered this request; however, we are not in a position to support this claim.

b. Maintain laundry staff employed before 30th September 1993

Response:

Yes. We are happy to support this claim.

7. Recall to work

- a. *Increase recall to a minimum of six hours*

Response:

We have considered this request and we are unable to support this claim.

8. Casual conversion (19.9)

- a. *Request for conversion can be made at any time*
b. *Increase to minimum engagement from 3hrs to 4hrs*
c. *Hospital is to review and respond within 14 days of request*

Response:

We have considered this request; however, we are not in a position to support this claim.

9. Allowances

- a. *Increase allowances by 5% on all coverage*

Response:

Yes. We are happy to support this claim of Table 2 of the allowances in the EBA.

10. Public Holidays (29)

- a. *Ability to swap day to an agreeable alternate day in lieu*

Response:

We have considered this request; however, we are not in a position to support this claim.

11. RDO (30)

- a. *Increase to accrue five RDOs*

Response:

We have considered this request; however, we are not in a position to support this claim.

12. Compassionate Leave (25.3)

- a. *Increased up to four days*

Response:

We have considered this request; however, we are not in a position to support this claim.

13. Superannuation (47)

- a. *To be paid on Maternity Leave*

Response:

Yes. We are happy to support this claim for superannuation to be paid on St Vincent's paid maternity leave only.

14. Consultation about major changes:

- a. *Clauses 34.1 a & b to read: As soon as is practicable upon considering or planning the change, and prior to making its decision.*

Response:

We have considered this request however we will leave the clause as it currently is.

15. Sick leave balance, or portion thereof, to be paid out upon termination, resignation, redundancy, or in any case conclusion of employment.

Response:

We have considered this request; however, we are not in a position to support this claim.

16. FACS leave: 4(2) days on full pay for full time (part time) employees.

a. And FACS leave to be unambiguously its own leave category, without “accrued days off or annual leave... utilised in the first instance.”

Response:

We have considered this request; however, we are not in a position to support the claim.

17. Severance Pay (39.3)

a. Increase all defined years of service entitlement of payment by 1 additional year.

i. 1 year and less than 2 years of service – 5 weeks

Response:

We have considered this request; however, we are not in a position to support this claim.

18. HSU participation in orientation of new employees.

Response:

We have considered this request; however, we are not in a position to support the claim.

19. Representative leave for 4 HSU delegates (33.1)

Response:

We have considered this request; however, we are not in a position to support the claim.

20. Agreement to cover the Health Services Union.

Response:

Yes. We are happy to support this claim.

Review of final agreements

All agreements to claims are provisional and will be reviewed as a whole at the conclusion of the negotiations. Until such time, we reserve the right to withdraw any provisional agreements to claims