

Sullivan Nicolaides has rejected...

- 10% annual increase to pay and allowances
- Immediate payment of Higher Skills Allowance once qualification/skill is obtained
- Annual competency reviews to be paid from anniversary date
- 3 year deal
- Strong consultation provisions requiring genuine consultation before decisions are made and a Joint Consultative Committee
- Paid Special Maternity Leave (for miscarriage)
- Additional 5 days paid Carers Leave
- 15 days paid Study/Professional Development Leave
- Additional funding for professional development opportunities
- Greater flexibility when applying for annual or long service leave (and shown on payslips)
- Paid Pandemic Leave to vaccinations, testing, isolation, or quarantining
- 5 days paid Mental Health leave per year
- Rostered Days Off for full time employees who wish to participate
- Increase of employer contributions to 12% (and an extra 0.5% for women)
- SNP to match staff superannuation salary sacrifice contributions
- Increased COVID Laundry Allowance \$3.00 per week
- \$15 Meal Allowance
- Remote/ Regional Work Allowance consistent with QLD Health
- \$1.10/hr Heat Allowance and additional breaks when required to wear PPE gowns for extended periods
- Increased minimum engagement for casual employees to 5 hours
- A uniform supplied according to a tiered allocation of new uniforms
- Increased redundancy provisions
- Improved redeployment clause to allow more choice and control for staff, including salary maintenance and transfers within the Sonic Pathology Group
- Transition to retirement provisions
- Relievers to be compensated for working over and above 50km radius (\$35 per shift)
- Payments to 100% of an employee's pre-injury earnings after a work cover injury.
- Easier transfers to other Sonic Pathology Group entities to support career progression
- Vacant positions within SNP advertised internally to allow equal opportunity to all employees



But has had to agree to...

- Increased on-call allowance for night shifts
- Overtime payment when tea breaks are unavailable
- A minimum 10-hour break between shifts
- Time off in Lieu at Overtime rates, not normal hours
- Extra exam leave and clearer definitions for study leave
- Paid Domestic Violence Leave in the agreement

and partially agreed to...

- Improving part-time arrangements
- Increased paid Parental Leave to 12 weeks with superannuation paid on all leave (we claimed 14 weeks and super)
- 2 weeks paid Partners Leave (we claimed 6 weeks)
- 3 days paid Trade Union Training Leave per delegate per year (we claimed 5 days)
- A classification review providing for an improved structure, career progression, and professional development

*HSU members want a fair deal.
We want more ticks than crosses.*

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