

HSU CLAIMS SUMMARY

1. Professional Recognition and Support:

- \$100 Allowance per hour of required CPD and 7 days leave to complete CPD each year.
- Employers reimburse mandatory registration and licenses, e.g., AHPRA, radiation license and working with children's check.
- Higher qualification allowance payable for employees with an AQF8 – AQF 10.
- Clear entitlement to ongoing professional support and supervision.
- HSU Scope or practice review and increased Educator roles.
- New compounding allowance for pharmacy employees required to undertake compounding during any rostered ordinary hours shifts.

2. Workload, staffing and hours of work:

- Fair workload and staffing provisions.
- Improved recognition of unpaid work beyond contracted hours (paid overtime).
- Mandated access to safe and appropriate rooms for clinical services and professional support.
- Enforceable workload review rights.

3. On-Call and penalties:

- Increase on-call allowance to match Nursing on-call rates.
- Minimum payment of 3 hours overtime for remote on-call clinical work.
- Minimum payment of 1 hour overtime for remote on-call support recalls providing professional support to another clinician.
- Increase night shift penalty to 50% for hours worked between 9pm – 6am.
- Improved consultation around introduction of night shift.

4. Clear career progression:

- New and consistent re-grade committees with clinicians on all committees.
- Personal re-grades available for all clinical levels.
- Personal re-grades must be actioned and resolved in set time frames.
- Personal regrades cannot be blocked because "funding not available".
- Grading committees can review and make recommendations on positional misclassification of roles.
- Improved sole practitioner allowance.

5. No member worse off as a result of Award reform.

**NOT A MEMBER?
SCAN THE QR CODE AND JOIN TODAY!**

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

Authorised by: Gerard Hayes AM, Secretary HSU NSW/ACT/QLD



CLINICAL PAY CLAIMS

LEVEL 1 (GRADUATE) AND 2 (PROFICIENT PHARMACIST) (PREVIOUSLY GRADE 1)

Level	Current Award	Proposed HSU Claim – 01/25
Level 1 Year 1 (Graduate)	\$80,513.00	\$86,609.00
Level 2 Year 1	\$85,777.00	\$91,813.00
Level 2 Year 2	\$91,445.00	\$97,806.00
Level 2 Year 3	\$101,590.00	\$106,147.00
Level 2 Year 4	\$104,751.00	\$116,189.00
Level 2 Year 5	NA	\$122,000.00

LEVEL 3 (HIGHLY PROFICIENT PHARMACIST) (PREVIOUSLY GRADE 2)

Level	Current Award	HSU Claim
Level 3 Year 1	\$112,395.00	\$128,169.00
Level 3 Year 2	\$116,039.00	\$130,843.00
Level 3 Year 3	\$119,173.00	\$134,261.00
Level 3 Year 4	NA	\$137,918.00
Level 3 Year 5	NA	\$144,991.00

LEVEL 4 (ADVANCED PHARMACIST) (PREVIOUSLY GRADE 3)

Level	Current Award	HSU Claim
Advanced Year 1	\$130,658.00	\$151,289.00
Advanced Year 2	\$133,835.00	\$155,289.00

LEVEL 5 (EXPERT PHARMACIST) (NEW CLINICAL GRADE)

Level	Current Award	HSU Claim
Expert Year 1	NA	\$158,394.00
Expert Year 2	NA	\$161,540.00

- *Note: above provides a general overview, the proposed translation of individual members may vary depending on the duties / responsibilities being performed.*