

## 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.

### *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!**

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



# SPEECH PATHOLOGISTS



## CLINICAL PAY CLAIMS

### GRADUATE / PROFICIENT LEVELS

Level	Current Award	Proposed HSU Claim – 01/25
Graduate Year 1	\$73,427.00	\$86,609.00
Graduate Year 2	\$76,045.00	\$91,813.00
Proficient Year 1	\$80,519.00	\$97,806.00
Proficient Year 2	\$85,776.00	\$101,600.00
Proficient Year 3	\$91,472.00	\$106,147.00
Proficient year 4	\$97,045.00	\$110,689.00
Proficient year 5	\$101,591.00	\$116,189.00
Proficient year 6	\$104,754.00	\$122,000.00

### SENIOR CLINICIAN

Level	Current Award	HSU Claim
Senior Year 1	\$112,395.00	\$128,169.00
Senior Year 2	\$116,038.00	\$130,843.00
Senior Year 3	\$121,658.00	\$134,261.00
Senior Year 4	\$124,607.00	\$137,918.00

### ADVANCED PRACTITIONER (CLINICIAN, RESEARCHER, EDUCATOR, PROJECTS)

Level	Current Award	HSU Claim
Advanced Year 1	\$130,658.00	\$144,991.00
Advanced Year 2	\$133,835.00	\$151,289.00

### EXPERT PRACTITIONER (CLINICIAN, RESEARCHER, EDUCATOR, PROJECTS)

Level	Current Award	HSU Claim
Expert Year 1	\$140,288.00	\$161,540.00
Expert Year 2	\$143,762.00	\$167,217.00

- Note: above provides a general overview, the proposed translation of individual members may vary depending on the duties / responsibilities being performed.
- Note: HSU is seeking personal re-grades be available for all clinical progression levels.