

## **ACT Health Professionals: HSU wins increase to night shift penalty**

Dear Member,

Further to our [newsletter](#) on 2 October 2018, reporting back to members on progress in bargaining, I am pleased to announce that the Canberra Health Service (CHS) has agreed to our final substantive claim – an increase to night shift penalty from 15% to 25%. Attached is the draft clause (Attachment A).

While this claim was supported by all bargaining representatives, the HSU was the driving force behind achieving this claim. When Health originally said no to the claim, the HSU pursued more meetings and convinced them there was a real problem, that Managers were finding it hard to replace staff and that, given the small number of employees who worked night shift, the cost would not be significant.

Your representatives worked hard to identify staffing levels and communicate with members. This outcome would not have been achieved without their commitment.

Representatives have attended meetings, put up cogent arguments and examples that justified our claims, and organised regular meetings and communication with members.

Just to recap, we have achieved the following for members:

1. Retention of EBA Allowances and inclusion in Salary;
2. Including Attraction and Retention Incentives (ARIs) in the Agreement;
3. Eight-hour break after recall and fatigue provision in the Recall to Duty clause of the Agreement;
4. Payment of overtime and on call at the clinicians' substantive rate when employees are performing their usual clinical role (including personal re-grade). In addition, the removal of the words 'exceptional circumstances' for the approval of overtime;
5. Medical Imaging Classification structure, including EBA allowance;
6. Perfusionists Classification structure, including ARIn;
7. Classification review of the Health Professional Classification structure, as well as these new classification structures.

Paid members meetings will be held this week to report back to members – see the attached schedule. All members are encouraged to attend. In the meantime, if you have any questions about your Agreement please contact HSU Industrial Officer, Julie Gordon on [julie.gordon@hsu.asn.au](mailto:julie.gordon@hsu.asn.au).

In unity,



Gerard Hayes  
Secretary, HSU NSW/ACT/QLD

## C8 - Payment for Shift Workers

### Payment of Shift Penalties

- C8.1 An employee who is a shift worker and who is rostered to perform and performs ordinary duty on a shift, any part of which falls between the hours of 6:00 pm and 6:30 am, will be paid an additional 15% of the employee's ordinary hourly rate of pay, for that shift.
- C8.2 Notwithstanding subclause 8.1, an employee who is a shift worker and who is required to work ordinary hours on a shift falling wholly within the hours of 6:00 pm and 8:00 am, will be paid an additional 25% of the ordinary hourly rate of pay for that shift, in lieu of the penalty provided in subclause 8.1.
- C8.3 An employee who is a shift worker and who is required to work ordinary hours continuously for a period exceeding four weeks on a shift falling wholly within the hours of 6:00 pm and 8:00 am, will be paid an additional 30% of the ordinary hourly rate of pay for that shift. **Temporary shift changes at the initiative of the Directorate will not break continuity for eligibility purposes for the 30% penalty rate.**
- C8.4 The additional payment prescribed by this clause will not be taken into account in the computation of overtime or in the determination of any allowance based upon pay. The additional payment will not be paid for any shift for which any other form of penalty payment is made under this Agreement, or under the provisions of the PSM Act or the PSM Standards under which the employee is employed.

# Health Professionals Enterprise Agreement HSU members meeting – EBA update.

## *Calvary Bruce Public Hospital*

**Tuesday 4 December 2018**

<b>Time</b>	<b>Group</b>	<b>Location</b>
1.45pm	Medical Imaging - Calvary	Lunch room

## *The Canberra Hospital*

**Wednesday 5 December 2018**

<b>Time</b>	<b>Group</b>	<b>Location</b>
10am	Radiation Therapists	CT2
12.30-1.30pm	Health Professionals	Medical Imaging Conference room
1pm-2pm	Pathology	Pathology tea room
3pm	Radiographers and Sonographers	Medical Imaging conference room

**Thursday 6 December 2018**

<b>Time</b>	<b>Group</b>	<b>Location</b>
1.00pm	Health Professionals	Cardiology Education Room