

Apunipima: Management and Bargaining Reps exchange Log of Claims

Dear Member,

This Wednesday, the HSU along with the other bargaining representatives received Apunipima management's Log of Claims (attached).

What do you think? Members are asked to send their views to HSU Bargaining Officer Lauren Hutchins lauren.hutchins@hsu.asn.au before the next bargaining meeting 23 August.

On Wednesday the HSU also submitted our Log of Claims:

1. *A 5% pay increase to wages for each year of the Agreement, payable from the date 12 months since the last pay increase.*
2. *The Meal Allowance to be brought into line with the rate set by the Aboriginal Community Controlled Health Services Award 2010 and then 5% applied for each year thereafter.*
3. *Overtime rates paid for all hours worked outside of contracted hours at a rate of time and a half for the first two hours and double time thereafter.*
4. *A review of the Remote Allowance to:*
 - a. *Reflect the changes to the Apunipima structure since 2012, and;*
 - b. *Increase the rate payable consistent with Queensland Health employees in comparable roles.*
5. *A review of the Operations and Health Workers classifications to reflect the evolving roles and to provide career progression.*
6. *A review of the Health Professionals classifications, increasing the commencement rate for tertiary qualified employees to HP Level 3 and the introduction of a Senior Clinician role.*
7. *An amendment of the Higher Duties Payment to:*
 - a. *Reflect the entitlement under the Aboriginal Community Controlled Health Services Award 2010 of payment after one (1) day of engagement, and;*
 - b. *Acknowledge the needs in remote areas, specifically where non-clinical employees are required to take on additional responsibilities.*
8. *Increased Mandatory Continuing Professional Development Leave to five (5) days guaranteed per calendar year.*

9. *The introduction of a Professional Development Allowance of \$1,600 per annum for Health Professionals.*
10. *The inclusion of the broader definition of “immediate family” for the purposes of Personal/Carer’s Leave.*
11. *Increased paid Parental Leave to 18 weeks full pay.*
12. *The introduction of 10 days’ paid Family and Domestic Violence Leave.*
13. *An amendment to the consultation provisions to*
 - a. *Require Apunipima to consult with employees prior to a decision being made to introduce major change, and;*
 - b. *Reflects the requirements under section 205 of the Fair Work Act in relation to consultation around changes to regular roster or ordinary hours of work.*

Next steps:

Members are asked to provide their feedback on Apunipima’s Log of Claims and send these through to lauren.hutchins@hsu.asn.au.

Forward this email on to anyone who isn’t a HSU member so they can see what we’re calling for. If they support these claims and want see these changes made, they can stand with you by joining the Health Services Union at www.hsu.asn.au/join.

In unity,




Gerard Hayes
Secretary, HSU NSW/ACT/QLD

	<p>in accordance with the ATO requirements</p> <p>Include mandatory receipt provision to confirm expenditure</p>	
Remote Allowance	<p>Promote a community based service</p> <p>Increase the flat rate of allowance to all classifications within the total agreement spend allocation</p> <p>Index allowance at the same rate of % wage increase</p>	
Jury Service Leave	Maintain existing entitlement	
Community Service Leave	Maintain existing entitlement	
Professional Development Leave	Maintain existing entitlement	
Industrial Relations / Trade Union Training Leave	Maintain existing entitlement	
Termination	Maintain notice provisions for both employee and employer	Reflect any changes required by the NES
Redundancy	Maintain notice provisions for redundancy	Reflect any changes required by the NES
On Call Allowance	Clarify application of on call allowance	
Casual Conversion	Reflect casual conversion from Award	
Travel Allowance	Review travel allowance including inclusion of ATO requirements for employee expenditure of the allowance	
TOIL / Overtime	Maintain current provisions including payment of TOIL on termination	
Conference and Training attendance	<p>Acknowledge that non mandatory conferences and training provide a benefit to both the Employer and Employee and as such maintain existing provisions:</p> <p>7.6 hours allocated for days spent in conference or training</p> <p>Travel required to be undertaken outside of ordinary hours is not accrued as TOIL</p>	

Apunipima reserves the right to amend, withdraw, remove or add to any items listed in the above log of claims.

Approved for Release by: Paul Stephenson Chief Executive Officer

Signature:  _____ Date: 26/1/19. _____