

Ramsay Enterprise Agreement Update

Dear Member,

Representatives of the HSU (Private Health Division) met with Ramsay in order to progress negotiations for the Ramsay EBA 2019. Some of the claims that were put forward to Ramsay by the HSU were as follows:

- The introduction of an infectious cleaning allowance.
- An increase to the laundry allowance to match that of the nurses' EA.
- An increase to parental leave (including an increase to leave for the non-primary carer).
- The introduction of paid domestic violence leave.
- A car park allowance.
- A minimum engagement (in terms of hours) for part-time employees.
- Changes to time-in-lieu provisions so that they match those provisions in the nurses' EA.
- An increase to the minimum engagement for casual employees and stronger provisions concerning casual conversion.
- The ability of employees to take single days of annual leave.

Ramsay have agreed to include all hours worked at other sites for part-time employees so as to make the increment process fairer. They have also agreed with infectious cleaning allowance claim in terms of full barrier cleans. The HSU has also managed to ensure that the laundry allowance will be increased, and that workers will no longer be required to purchase shoes that can only be worn in the hospital.

Whilst Ramsay are still considering the general increases to paid parental leave, they have accepted that non-primary carers will be given two weeks of unpaid parental leave which can be taken at the time of birth. Additionally, long service leave will be accessible to employees after only 5 years of service, and the company has proposed that employees may take 5 days of domestic violence leave (although this is not the HSU's claim and we will continue to fight for 10 days' paid leave). Ramsay have also agreed to increase the minimum engagement for casual employees (3 hours) and have accepted a more rigid casual conversion clause.

The HSU will continue to fight for a fairer Agreement with a pay increase that reflects the value of the work that you do. We will also be visiting Ramsay sites over the next two weeks – if you have any questions regarding the above or would like to talk about the log of claims in more detail there will be organisers on site.

Alternatively, HSU members can contact the HSU on 1300 478 679 or send an email to privatehealth@hsu.asn.au.

In unity,

A handwritten signature in black ink, appearing to read 'Gerard Hayes', with a long, sweeping underline.

Gerard Hayes
Secretary, HSU NSW/ACT/QLD