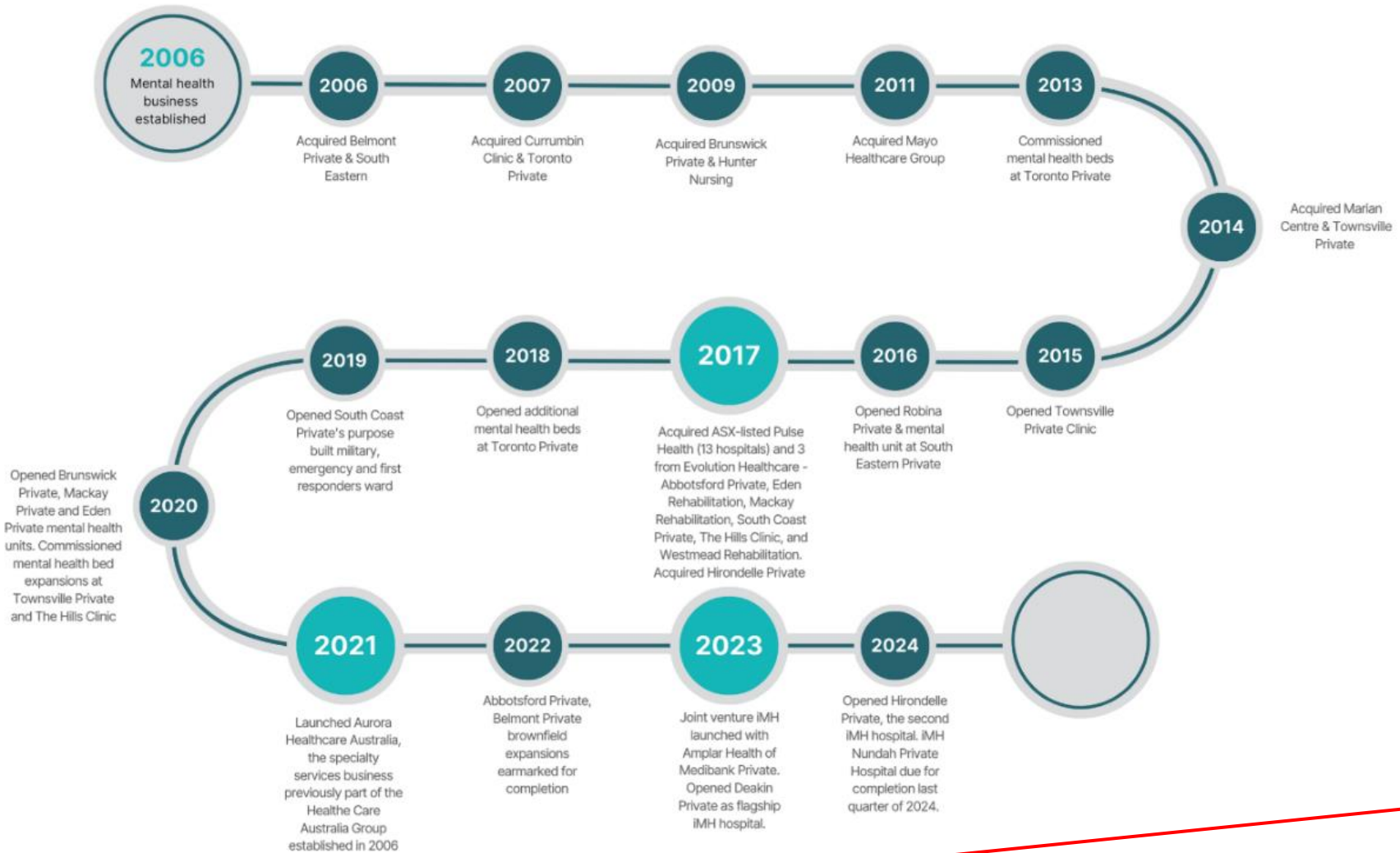




# NSW ACT HPSS

Update at Meeting 1.10.24

# Our History as Aurora Healthcare



In 2021 we split from Healthcare and so we are no longer the same organisation

# NSW ACT HPSS Claim Summary

HSU Claim	Response
<b>Annual wage increases: 8% per 12-month period. Counteroffer of 6.5% per 12 mth period</b>	Revised final offer
<b>Special leave incorporating Natural Disasters: 10 days paid</b>	Updated to NSW Nurses of 3 days (clause 38A)
<b>Increase sick leave entitlement to 20 days</b>	Not viable
<b>Additional week Annual Leave (from 4 wks to 5 wks)</b>	Not viable
<b>Introduction of an ADO per month</b>	Current EA covers this
<b>Domestic Abuse Leave: 20 days paid</b>	Updated to NES at 10 days
<b>Penalty &amp; Shift Allowances increase aligned to wage increase % (page 23)</b>	As claim has been clarified to be aligned to wage increase, this is not viable <ul style="list-style-type: none"> <li>• Aft shift 10.00 am and before 1.00 pm - 10% + wage %</li> <li>• Aft shift 1.00 pm and before 6.00 pm -12.5% + wage %</li> <li>• Night shift 6.00 pm and before 4.00 am- 20% + wage %</li> <li>• Night 4.00 am and before 6.00 am - 10% + wage %</li> </ul>
<b>Superannuation 0.5% above statutory minimum</b>	Not viable
<b>Casual conversion at 6 months</b>	Current EA covers this
<b>Public Holidays: ability to swap day to an agreeable alternate day in lieu.</b>	This is too difficult to monitor and manage from a payroll perspective. Flexibility provisions at sites may be explored.
<b>Workload management clause: permanent time allocated in roster for clinical notes and documentation (Health Professionals). Time proportional to number of patients seen and treatment given.</b>	New clause for review  <i>See new clause in 44 (b), if training in breaks will be provided an equivalent break.</i>
<b>Mandatory Training – claim to be paid at OT (clause 44)</b>	Approved at ordinary time, see above

HSU Claim	Response
<b>Overtime payments to apply to any work done outside of rostered hours and tea and meal breaks</b>	Clause 26 covers this now (Meal breaks)
<b>Classification structure review</b>	Have made small changes in Ver #3 of the EA
<b>Ability to work 9-day fortnight</b>	In place now
<b>Vicarious trauma training available to all staff</b>	Module will be added to Kineo
<b>Compassionate Leave increased to 4 days</b>	Happy to offer 4 days
<b>Superannuation to be paid on Parental Leave</b>	Agreed in principle, note clause 12 (g)
<b>Superannuation paid on Workers Compensation</b>	Not viable
<b>Sick leave balance paid out on termination of employment</b>	Not viable
<b>Family And Community Services leave: 4 days per annum. As distinct category of leave without requirement to utilise other leave balances in the first instance.</b>	Proposing Emergency services leave as per NSW Nurses EA (Max of 3 shifts per year) in Clause 38A.
<b>Severance pay increased by 1 additional week per period of service for all categories</b>	Not viable
<b>HSU participation in orientation of new employees</b>	Agreed
<b>Representative leave increased to 5 days per annum</b>	As per new legislation, 5 days initially for first year then 1 day per year thereafter.
<b>HSU to review final draft EA before distribution to workforce for access period.</b>	Agreed

# Draft EA moving towards Final

- **#4 version sent on 2/9/24**
- **The Union is providing us feedback**

# NSW ACT HPSS Wage Offer

Unfortunately, due to the economic climate, and current business performance this our best offer:

	July 2024	2025	2026
<b>Aurora Position</b>	2.75% - at FW endorsement with back pay to 1/7/24	.25% - March 2025 2.75% - Sept 2025	.25% - March 26 2.75% – Sept 26

Proposing an agreement expiry of 31 March 2027