**Logo, company name

Description automatically generatedLog of claims (indicative draft)**

***Ramsay Health Care NSW EA***

**As of 06/04/2023**

NOTE: *This is a work-in-progress document. Dependent upon feedback from HSU members and delegates, some claims below may not appear in the final version, and further claims may be added.*

1. **Remuneration that values us for the work we do**
   1. Annual wage increases, backdated to December 2022, to mitigate inflation and costs of living pressures [figures TBD].
   2. Employer superannuation contribution to be above the legislative guarantee.
   3. Increases to personal and annual leave entitlements in view of the ‘endemic’ and community health needs.
2. **Work/life balance and career support**
   1. Increases to paid parental leave (including superannuation while on leave). Additional paid leave for secondary carer.
   2. Expansion to Community Services Leave, to include Family eligibility conditions.
   3. Reference to Domestic Violence Leave and clarification of requirements.
   4. Paid leave for professional development and training.
3. **A fairer, safer work environment**
   1. Consultation about major changes: include Union notification.
   2. Dispute resolution: include clearer reference to Union.
   3. Better on-call pay and conditions.
   4. Minimum engagement pay entitlement of 4 hours or more.
   5. 10-hour minimum break (otherwise allowance/pay) between shifts.
4. **Union members’ rights to information and education**
   1. Paid leave for annual Union conference and training.
   2. Union noticeboard space, including hard copies of the EBA posted.
   3. Union participation in orientations for new employees.
   4. Employees’ entitlement to attend a quarterly Union meeting on paid time.