



HSU Log of Claims (without prejudice) **Aurora Healthcare Enterprise Agreement 2024**

Partially endorsed 20/12/2023

The new agreement is to contain all provisions and undertakings of the previous agreement, except where varied to be more favourable per our claims, as well as those mandated by the Fair Work Act. The new agreement is to contain no conditions below the Award.

1. Annual wage increases: 8% per 12-month period.
2. Special leave incorporating Natural Disasters: 10 days paid.
3. Increase sick leave entitlement to 20 days.
4. Additional week Annual Leave
5. Introduction of an ADO per month
6. Domestic Abuse Leave: 20 days paid.
7. Penalty & Shift Allowances increased by 5%
8. Superannuation 0.5% above statutory minimum
9. Casual conversion at 6 months
10. Public Holidays: ability to swap day to an agreeable alternate day in lieu.
11. 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.
12. Overtime payments to apply to any work done outside of rostered hours.
13. Overtime payments to apply to any work done during tea and meal breaks.
14. Classification structure review
 - a) Practice Manager classification at current Executive Assistant pay grade.
 - b) Alignment to NSW Health grades
15. Ability to work 9-day fortnight

16. Vicarious trauma training available to all staff.
17. Compassionate Leave increased to 4 days.
18. Superannuation to be paid on Parental Leave
19. Superannuation paid on Workers Compensation
20. Sick leave balance paid out on termination of employment.
21. FACS leave: 4 days per annum. As distinct category of leave without requirement to utilise other leave balances in the first instance.
22. Severance pay increased by 1 additional week per period of service
23. HSU participation in orientation of new employees
24. Representative leave increased to 5 days per annum.
25. HSU to review final draft EA before distribution to workforce for access period.