

# HEALTH SERVICES UNION SNP BARGAINING CLAIMS



The Health Services Union bargains from the principle that conditions are improved and all workers are better off through these negotiations.

## BETTER PAY

- 10% annual increase to pay and allowances
- Increased on-call allowance for night shifts
- Increase of employer contributions to 12% (and an extra 0.5% for women)
- SNP to match staff superannuation salary sacrifice contributions
- Increased COVID Laundry Allowance \$3.00 per week
- Overtime payment when tea breaks are unavailable
- \$15 Meal Allowance
- Remote and Regional Work Allowance consistent with QLD Health
- \$1.10/hr Heat Allowance and additional breaks when required to wear PPE gowns for extended periods

## BETTER CAREERS

- A classification review providing for an improved structure, career progression, and professional development
- Annual competency reviews to be paid from anniversary date
- 15 days paid Study/Professional Development Leave
- Availability of and consultation on training courses for development purposes
- Additional funding for professional development opportunities
- Easier transfers to other Sonic Pathology Group entities to support career progression
- Vacant positions within SNP advertised internally to allow equal opportunity to all employees

**The HSU reserves the right to amend this log of claims throughout bargaining.**

## BETTER CONDITIONS

- Strong consultation provisions requiring genuine consultation before decisions are made and a Joint Consultative Committee
- Increased minimum engagement for casual employees to 5 hours
- A uniform supplied according to a tiered allocation of new uniforms
- Increased redundancy provisions
- Improved redeployment clause to allow more choice and control for staff, including salary maintenance and transfers within the Sonic Pathology Group
- Transition to retirement provisions
- Relievers to be compensated for working over and above 50km radius (\$35 per shift)
- Payments to 100% of an employee's pre-injury earnings after a work cover injury.
- Time off in Lieu:
  - needs to be agreed to- not directed by management
  - should accrue at Overtime rates, not normal hours
  - should be paid out at Overtime rates if not taken

## BETTER LEAVE

- Greater flexibility when applying for annual or long service leave (and shown on payslips)
- Increased paid Parental Leave to 14 weeks with superannuation paid on all leave
- Paid Special Maternity Leave
- 6 weeks paid Partners Leave
- Paid Domestic Violence Leave in the agreement
- Paid Pandemic Leave to vaccinations, testing, isolation, or quarantining
- 5 days paid Mental Health leave per year
- 5 days paid Trade Union Training Leave per delegate per year
- Additional 5 days paid Carers Leave
- Rostered Days Off for full-time employees who wish to participate