



# NSW ACT HPSS

Total Package Preparation

# NSW ACT HPSS Claim Summary

HSU Claim	Response
Annual wage increases: 8% per 12-month period	As per next page
Special leave incorporating Natural Disasters: 10 days paid	Updated to NSW Nurses of 3 days (clause 38A)
Increase sick leave entitlement to 20 days	Not viable
Additional week Annual Leave (from 4 weeks to 5 weeks)	<i>Still exploring</i>
Introduction of an ADO per month	Current EA covers this
Domestic Abuse Leave: 20 days paid	Updated to NES at 10 days
Penalty & Shift Allowances increase aligned to wage increase % (page 23)	<i>Still exploring</i>
Superannuation 0.5% above statutory minimum	Not viable
Casual conversion at 6 months	Current EA covers this
Public Holidays: ability to swap day to an agreeable alternate day in lieu.	Remain as per NES
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.	See reviewed wording. <i>See new clause in 44 (b), if training in breaks will be provided an equivalent break.</i>
Mandatory Training – claim to be paid at OT	Approved at ordinary time, see above

HSU Claim	Response
Overtime payments to apply to any work done outside of rostered hours and tea and meal breaks	Clause 26 covers this now (Meal breaks)
Classification structure review	<b>Under review</b>
Ability to work 9-day fortnight	In place now
Vicarious trauma training available to all staff	Reviewing separate to EA
Compassionate Leave increased to 4 days	Happy to offer 4 days – <b><i>needs to be updated in EA</i></b>
Superannuation to be paid on Parental Leave	Agreed in principle, note clause 12 (g)
Superannuation paid on Workers Compensation	Not viable
Sick leave balance paid out on termination of employment	Not viable
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.	Proposing Emergency services leave as per NSW Nurses EA (Max of 3 shifts per year) in Clause 38A.
Severance pay increased by 1 additional week per period of service for all categories	Not viable
HSU participation in orientation of new employees	Agreed
Representative leave increased to 5 days per annum	No, leave at 4 days
HSU to review final draft EA before distribution to workforce for access period.	Agreed

# NSW ACT HPSS Wage Offer

To ensure we maintain momentum and that we can pay people their increases by July, we offer:

	July 2024	July 2025	July 2026
<b>Aurora Position</b>	2.5%	2.5%	2.5%