**Sydney Adventist Hospital**

**HSU Preliminary Log of Claims**

**22 OCTOBER 2021**

**Adventist HealthCare Response -Without Prejudice – 22 December 2021**

**Adventist HealthCare Final Response -Without Prejudice – 18 February 2022**

Claims:

• Wage increase 6% p/a

Response: Adventist HealthCare will advise of its proposed wage increases prior to the next meeting. Adventist HealthCare wants to put forward the best wages it can, taking into account the likely increases from private health insurance remaining at 1% and the other condition improvements in this Agreement. Adventist HealthCare has always had market competitive nursing rates and will continue to do so.

Final Response: Adventist HealthCare will increase its wages as follows:

* 1.5% from the first full pay period on or after 1 July 2022;
* 1% from the first full pay period on or after 1 January 2023;
* 1.5% from the first full pay period on or after 1 July 2023;
* 1% from the first full pay period on or after 1 January 2024;
* 1.5% from the first full pay period on or after 1 July 2024; and
* 1.25% from the first full pay period on or after 1 January 2025

The above increases represent a 2.5% increase in the first two years and 2.75% in the final year split across two increases. Further, there is an increase of 0.5% to superannuation for each year of the Agreement.

• Allowances to increase in line with wages.

Response: As advised at our recent meeting, all wage related allowances would be increased by the above wage increases.

Final Response: Wage related allowances have been updated in accordance with the above wage increases.

o Allowances when shift changes occur without 2 weeks’ minimum notice.

Response: The Agreement contains appropriate roster provisions. Adventist HealthCare accepts there may have been difficulties at times rostering over the COVID period. However, Adventist HealthCare has widely consulted with its management and believes it has appropriate arrangements in place that ensure the rostering provisions are followed.

Final Response: As above.

• No increase to carparking rates through the life of the award.

Response: Adventist HealthCare will not increase parking rates for 2022. This matter will be reviewed in 2023 and any increase would be within a CPI framework.

Final Response: As stated, there will be no increase to parking rates this year.

• Increases to annual leave and long service leave loading.

Response: Adventist HealthCare believes the annual leave and long service leave provisions are appropriate. Further, it does not propose to change the leave loading arrangements.

• Increase to domestic violence leave – 10 days

Response: Adventist HealthCare will increase the number of paid days for permanent staff from 5 to 10.

Final Response: As stated, the Agreement has been updated to increase paid domestic violence leave to 10 days for permanent staff.

• Paid covid leave

o Additional sick days due to days off with covid symptoms, even with negative test

Response: Adventist HealthCare has appropriate policies and procedures in place in respect of this claim.

Final Response: As above.

• More advanced notice for rosters and shift changes.

o better communication when shifts are changed at last minute – not just an email - i.e. confirmation of employee receipt of change of shift.

Response: As stated above, Adventist HealthCare believes it has appropriate rostering provisions. However, as noted above, Adventist HealthCare has consulted with its management and will ensure that appropriate consultation occurs going forward when there needs to be late changes to rosters.

Final Response: As above.

• UVC Operational Allowance, i.e. for use of special decontamination machine (“Thor”) in

theatres, specifically by OTAs.

Response: Adventist HealthCare has carefully considered this matter and does not agree with this claim.

Final Response: As above.

• Clarification of OTA job duties and job description - no additional duties outside the current

OTA grades.

Response: In the last negotiations, the OTA roles were reviewed. If you believe there are particular issues concerning the current roles, could you please advise of the details.

Final Response: As above.

• Clarifying the Senior Sleep Tech role and job description

Response: Adventist HealthCare has reviewed this claim and consulted with staff. Adventist HealthCare believes the job description is now clear for this role.

Final Response: As above.

• Retaining or improving current on-call provisions, particularly as they pertain to Radiology and Theatre staff.

o Example: Members are concerned that the 4-hour pay minimum for each on-call shift will be changed to 4-hour pay minimum for each 24-hour period.

Response: Adventist HealthCare does not propose to change the current on call provisions which were explained at our meeting of 22 November. If HSU believes there are examples where recall is not paid in accordance with what was stated in the meeting, could those details be advised to Adventist HealthCare. Adventist HealthCare would then urgently review those matters.

Final Response: As above.

o Increase on-call allowance.

Response: Adventist HealthCare notes the current allowances are market comparable to other private hospitals.

Final Response: As above.

• Recognition of MRI Radiographers as separate from X-Ray Radiographers.

Response: There has been extensive work carried out on reviewing the radiographer structure over many EAs. If HSU wishes to advise of detailed reasons for any change to these classifications, Adventist HealthCare would review the matter further.

Final Response: As above.

• Recognition of qualifications in line with public health system.

Response: As discussed at the meeting, can HSU provide specific details concerning which qualifications it believes should be included in this EA and why?

Final Response: As above.

• Improvement to casual conversion conditions (i.e. 3 month verses 6 month conversion)

Response: The casual conversion clause has been updated. However, the claim to change to 3 months is not agreed.

Final Response: As above.

• Reimbursement for attending professional conferences.

Response: Adventist HealthCare will provide scholarships for staff covered by this Agreement in 2022. Further, it will be providing internal webinars and the arrangements for staff attending professional development conferences will be reviewed by the relevant manager.

Final Response: As above.

• Funds for education such as membership to professional associations.

Response: Adventist HealthCare does not pay for membership of any professional association. This is the responsibility of the employee.

Final Response: As above.

• Agreement to take effect from January 2022 rather than July 2022.

Response: The new Agreement will be for 3 years with a nominal expiry date of 1 January 2025.

Final Response: As above.

Additional Claim 6/12/21 – Representative Leave

Response: Adventist HealthCare proposes to include the following provision:

*REPRESENTATIVE LEAVE*

*(i) Leave to attend trade union and union delegate courses/ seminars shall be as follows:*

*a. To a maximum of four (4) days per year without pay (1 January to 31 December) for the totality of all applications of trade union, union delegate training leave, attendance at association conferences, meetings and courses provided that:*

*1. The scope, content and level of the courses are directed to the enhancement of the operation of the settlement of dispute procedures;*

*2. That two (2) weeks’ notice is provided to the employer;*

*3. The approval of leave must have regard to the operational requirements of the employer;*

*(ii) Leave of absence granted pursuant to this clause shall count as service for all purposes of this Agreement.*

Final Response: A new provision has been included in the Agreement.

Additional Claim 6/12/21 – Notice Board

Response: Adventist HealthCare has previously discussed this matter with HSU and appropriate arrangements have been put in place in regard to notice boards.

Final Response: As above.

Additional Claim 6/12/21 – Inductions

Response: Adventist HealthCare does not propose to include a provision in the Agreement. I understand HSU is able to meet with staff from time to time at the hospital and it is not proposed to change those arrangements.

Final Response: As above.

Additional Claim 6/12/21 – Paid On Site Meetings

Response: Adventist HealthCare has an arrangement where staff can attend meetings in their meal breaks or as arranged with their manager.

Final Response: As above.

Additional Claim 6/12/21 –Direct Debit Arrangements

Response: This is a matter for HSU to discuss with Adventist HealthCare. Adventist HealthCare does not propose to include such a provision in the Agreement. However, Adventist HealthCare is not opposed to having these discussions nor does it have an in principle objection to payroll deductions for union dues.

Final Response: As above.