



HSU Log of Claims (without prejudice)

Sydney Adventist Hospital Health Professionals and Support Services Agreement 2025

1. 7% increases per annum to wage rates and allowances
2. 3 year term of Agreement
3. No loss of any conditions or entitlements in renegotiation
4. Paid 15 minute shift changeover for security staff
5. RDO/ADO reintroduction for permanent staff
 - a. 9 day fortnight or flexible 4 day workweek for nuclear medicine
6. Workload Management clause (reference to HSU and WHS legislation)
7. On call allowance (imaging) paid hourly (same provision as nurses)
8. Paid education and training (CPD)
 - a. Training/CPD allowance \$3000 per annum
 - b. 8 Days CPD leave
9. Reimbursement of professional registration costs
10. 10 hour break between shifts (and all legislative updates)
11. Superannuation increased to 15%
12. Reproductive health leave (6 days)
13. Saturday shift penalty: 75%
14. Sunday shift penalty: 100%
15. Pharmacists to gain ability to work 12 hour shift by agreement (8 hour clinical, 4 hour dispensary)
16. Nauseous linen allowance increased
17. Redundancy payment (severance) to increase by 1 week per period of service.
18. Annual leave increased to 5 weeks
19. Cultural leave (2 days paid)
20. Classification Structure review to ensure fairness, clarity, and ease of progression
 - Allied Health classification structure review (alignment to NSW Health as appropriate)
 - Rectify discrepancies for dietetics vs other allied health disciplines
 - Recognition of further study (remove references to PRP program in imaging)
 - Alignment of Nuclear Medicine wage rates and working hours to other imaging modalities
 - Support for career progression (San to fund or provide training required for OTAs to progress through levels)
 - Monetary recognition of increased role scope (OTAs)
21. Overtime payments for missed meal breaks.
22. Rosters published 4 weeks in advance. Changes to roster within fortnight prior to shift commencement by agreement.
23. Improvements to parental leave.
 - a. Flexibility in RTW
 - b. Amend issues where both parents are employees
 - c. Improved entitlements for secondary caregiver

24. Dispute resolution applicable to any issue arising in the workplace.
25. Mandatory notification of HSU in consultation and dispute resolution clauses.
26. Increase sick/personal leave to 20 days per annum.
27. Access to personal leave for preventative medical appointments and personal emergencies.
28. HSU Delegates training and conference leave (8 days per annum).