

### HSU Log of Claims Ramsay responses – as of May 7 2026

**Green:** Ramsay currently say Yes.

**Yellow:** Ramsay currently say Maybe / Progressing toward agreement.

**Red:** Ramsay currently say No.

HSU Claims	Elaboration of claim (if applicable)	Ramsay's response – as of 2026
<b>No loss of any conditions or entitlements in renegotiation</b>	No part of the proposed EA is to be a detriment to any employee relative to the current EA.	Considering
Annual increases to be <b>backdated</b> on schedule with EA		Considering
<b>Negotiations to start 6 months prior to nominal expiry</b>		No
<b>Annual pay increases</b>	7% first year, 7% second year, 7% third year.	<b>NO RESPONSE</b>
<b>Superannuation increase</b>	12.5% first year, 13% second year, 13.5% third year.	No
<b>Reproductive leave</b>	12 non-cumulative days paid leave for reproductive health needs including fertility treatment, miscarriage, menstruation, menopause symptoms, vasectomies and other reproductive related issues.	No
<b>Special personal leave</b>	12 non-cumulative paid days leave for chronic illness and caring responsibilities of family members.	No
<b>Superannuation paid on overtime</b>	Ensuring super is paid on all hours worked.	No
<b>Equivalent of 4 hours' pay minimum for any casual engagement</b>	Ensuring minimum pay when shifts are cancelled.	No

<b>Increase to Domestic Violence Leave</b>	20 days paid leave per year.	No
<b>Better classification structures for CSSD</b>	Fairer pay rates – 15%, automatic yearly progression, paid 10-minute shift changeover, additional classification grades for scope and implants, changes to shift times, \$10 per day nauseous linen allowance when working in CSSD decontamination.	Considering
<b>Better classification structures for kitchen</b>	New grade level for employees with 15+ years' service to be paid \$31 per hour.	Considering
<b>Switchboard operator allowance</b>	10% extra per hour when working reception/switchboard operator duties.	No
<b>Training Allowance</b>	10% extra per hour when training a new employee.	No
<b>Allied Health Assistants</b>	Additional grade for employees who have completed Allied Health Assistance Cert IV.	Allied Health assistants who have completed Allied Health Assistance Cert 4 to move to Level 2
<b>Easier progression through grades</b>	Clearer, fairer pathways for career and pay progression. Theatre Assistants to have additional yearly pay points.	Considering
<b>Training and career development</b>	Paid access to relevant courses and on-the-job learning.	No
<b>Improved Disputes process</b>	Status quo is invoked when the issue is placed into dispute and shall remain until the dispute has been resolved.	No
<b>Union Leave and Consultation</b>	5 days paid per year for union delegates to attend training and notice given to HSU when major workplace change is proposed including changes to regular rosters.	No

<b>17.5% Leave Loading paid on Additional Annual Leave</b>	Removal of exclusion in clause 46.8(b).	No
<b>Fair rostering practices</b>	4 weeks advance rosters and any change by either employer or employee should be 7 days in advance.	No
<b>Increase to paid parental leave</b>	20 weeks paid leave for primary carer and 6 weeks paid leave for secondary carer.	12 weeks paid leave for primary carer and 2 weeks paid leave for secondary carer.
<b>Increase to weekend allowances</b>	Saturday: 150% and 175%; Sunday: 200% and 225%; Public Holidays: 250% and 275%.	Considering
<b>Overtime for any hours worked over daily ordinary 8 hours</b>		No
<b>Improved Shutdown period/Downturn provisions</b>	Capped at 2 weeks a year during Christmas period or an additional 1 week annual leave.	No
<b>Increased Long Service Leave</b>	4 months.	No
<b>Increased Annual Leave</b>	5 weeks.	No
<b>Clause to maintain minimum staffing levels</b>	Quarterly review of staffing levels and employer to maintain adequate staffing at all times.	No
<b>Stronger provisions around higher duties allowance</b>	"An Employee who is called upon to relieve an Employee in a higher classification or is called upon to act in a vacant position of a higher classification shall be entitled to receive for the period of relief or the period during which they act, the minimum rate of pay for such higher classification under the Agreement.	"Where an Employee is required to relieve another Employee or act in a role in a higher classification

	<p>The minimum payment for higher grade duties will be the full shift worked where the employee is acting for more than 2 hours.”</p>	<p>than the one in which they are ordinarily employed for more than 3 consecutive working days they will be paid at the higher classification rate.</p> <p>Where an Employee is required to relieve another Employee or act in a higher role on a regular basis (e.g. on the same day each week), and where this is evidenced on the roster, after two pay cycles they will be paid at the higher classification rate on each occasion where they act in that higher role. This</p>
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without prejudice

		will apply where the Employee acts in the higher role for full shift.”
<b>Better Redundancy provisions</b>	Payment to increase by 2 weeks per period of service.	No
<b>Allowance review</b>	Review and update qualification, meal, uniform, driving, on-call and other allowances to reflect current costs.	Considering