

Log of Claims

General

- **No loss of any conditions or entitlements in renegotiation**
- **Annual increases backdated to EOFY 2026**
- **Negotiations to start 6 months prior to nominal expiry**

Pay and Classifications

- **Allied Health Classifications:**
 - In Year 1:
 - Classification redesign: Allied Health roles to be reclassified to align with NSW Health
 - Once reclassified, Allied Health pay to match NSW Health rates
 - In Years 2 and 3:
 - 5% increase per year
- **All other classifications:** a 10% increase in the first year, 5% increase for 2nd and 3rd.
- **Protections if NSW Health rates significantly increase:**
 - **Add the clause:** 'The Employer will meet with the HSU to discuss a variation to increase the wages under this Agreement should the equivalent NSW Health rates increase by more than 5%. In such instance, the meeting will be scheduled within 14 days of such significant change taking effect.'
- **Include clause:**
 - Where an Employer is aware an Employee is performing work that is not required by their position and does not advise the Employee the work is not required, this work is deemed to be work required by the Employee's position.

Leave

- **Reproductive leave** – 12 non-cumulative days paid leave for reproductive health needs - fertility treatment, miscarriage, menstruation, menopause symptoms, vasectomies and any other reproductive related issues.
- **Increase to paid parental leave** – 20 weeks paid leave for primary carer and 8 weeks paid leave for secondary carer
- **Special personal leave** – 12 non-cumulative paid days leave for chronic illness and caring responsibilities of family members
- **Annual Leave Increase** – 5 weeks
- **Ceremonial Leave** – 10 non-cumulative days paid
- **Increase to Family and Domestic violence (paid) leave:**
 - 20 days paid per year.
 - Leave can be used to assist a friend or family member experiencing FDV.
 - Ability to cash out annual leave without approval
 - Other protections (see model clause)
- **Union Leave** - 5 days paid per year for union delegates to attend training
- **Study Leave** - to match required CPD hours required for role
- **CARE days**
 - 2 extra CARE days per year
 - Can be used as hours rather than days
 - Removal of restrictions (eg. can't be used next to annual leave)

- **Improved leave flexibility during shutdown period**
 - 3 gifted leave days written into EBA
 - The ability to use CARE days, Time in Lieu or Leave Without Pay during shutdown periods.
 - For shutdown periods beyond 1 week, mandatory leave beyond 2 weeks will be granted as additional paid leave.

Entitlements

- **Uninterrupted lunch breaks** – a mandatory 45 minute gap in appointments during allocated lunch times.
- **Superannuation increase** – Above award superannuation, 12.5% first year, 13% second year, 13.5% third year
- **Improved Disputes process** – Status quo is invoked when the issue is placed into dispute and shall remain until the dispute has been resolved.
- **Training and career development**
 - CPD and training allowance of \$1200 per staff member.
 - Accessible to non-clinical staff for training (eg. Mental health first aid)
- **Consultation** – Notice given to HSU when a major workplace change is being proposed including changes to regular rosters.
- **Fair rostering practices** – Improved notice of changes. 4 weeks advance rosters and any change by either employer or employee should be 7 days in advance.
- **Training allowance** – When onboarding new employees and training in new roles, paid 10% extra an hour
- **Improve Higher Grade Duties protections**
 - HGD paid on all roles, regardless of whether they are roles covered by EA
 - HGD to be invoked after 2 hours of acting up, higher rate paid for the entire shift.
- **Broaden ‘immediate family’** - Include Aboriginal and Torres Strait Islander kinship relations.
- **Better Redundancy provisions** - payment to increase by 2 weeks per period of service.
- **Regulatory Bodies and Professional Associations fees** to be covered by RFW if required by the role
- **Union Fees** covered by RFW.
- **Patience in bargaining payment**– one off payment for workers to acknowledge under-inflation increase last EBA.
- **Onsite Allowance** for those required at Manly office
- **Fitness Passport**
- **Any other claim that arises throughout the course of bargaining.**