

NSW/ACT EBA 2026

Company's Log of Claims

Submission to Bargaining Representatives and Union

22nd January 2026

Maternity Primary Carers Leave

- Lumus Imaging employees will receive 10 weeks maternity primary carers leave
- Copied State Award employees will receive 10 weeks (down from 16) maternity leave

Shift Penalties Definitions

- An employee who **works** more than 10 weekend shifts will be granted an extra week of Annual Leave (AL). Part time employees will receive the same hours of extra leave that they work/week (i.e.: not 38 hours).
- Extra Leave will be allocated 'automatically' each December, without an employee &/or manager submitting paperwork
- 10 on call rostered shifts will no longer be eligible for the extra week of AL. A new higher number is being considered.

Shift Worker Penalty Rates

Clause 47.1.

- If a 'shift' is worked outside of our ordinary operating times from 7am to 7pm, the employee will be paid the associated shift loading. The exception will be if someone moves into OT rates. If this is the case, a shift penalty will not be paid, and overtime rates will apply
- Penalty Rates
 - **Evening** shift - all ordinary hours worked after 7.00 pm and *before* 11pm – a 15% penalty rate will apply
 - **Night** shift - commencing at or working *after* 11.00pm and before 7.00 am – a 25% penalty rate will apply
 - **As an example**, this means if someone starts at 7pm and works until 4am, they will receive a penalty rate of 15% for the portion of hours from 7-11pm, and then 25% penalty for hours worked from 11pm – 4am.

Resignations – Notice Time

- All resignations need to give 4 week's notice, no matter their tenure.

Remuneration process for Employees on *Negotiated Rates* – not part of the agreement

Each **January**, the Operations and State Manager:

1. Review and discuss the rates and contributions/results of all employees who are on a negotiated rate.
2. If changes are approved, the employee will be advised in **February** (via a verbal discussion with the Operations Manager)
3. An email will be sent from People & Culture confirming the changes and
4. The increases will take effect from the 1st full pay cycle in **March**

Meeting Allowance – defined further

"If employees are required to attend meetings scheduled by management, they will be eligible for payment for the duration of the meeting and any associated travel time, to and from normal site location, notwithstanding CPD activities and conferences"

Modality Rates for On-Call

The same 'single on-call rate' will apply for either a single or multiple modality requirement.

Disturbance Fee

- Clause 50.5 a, b, c
An employee (excluding classification levels 15, 16 & 17) is entitled to a disturbance fee in the following circumstances:
 - (a) for time spent on the phone when they were recalled to duty, but it was not necessary to return to the premises;
 - b) when an employee is called but not required to return to the work premises to resolve equipment and software malfunctions; or
 - (c) staffing and operational issues that requires an employee to be recalled to work without attending site to resolve these issues.
- Clause 50.6 this part of the clause will be removed - “When an employee is fatigued and it would not be safe for them to travel to and from the work premises, then the employer will arrange alternative transportation such as but not limited to a taxi or uber and will cover the costs”. This is because, the business does not support people who are fatigued, working.

LSL for Copied *State Award* Employees

- Copied State Award employees will accrue .8667 weeks of leave after working 10 years which is in line with all Lumus Imaging employees.
- At the 10-year anniversary date, 8.6667 weeks of leave will be granted
- Any accrued leave to date will remain in place.

Instrument	10 Years Service	>10 years - per year accrual
NSW EA/ NSW LSL Act	8.6667	0.8667
NSW Health Clause 17	8.6667	2.1667

FACS Leave for Copied *State Award* Employees

FACS (Family & Community Service) leave will be removed

Working Hours for Copied *State Award* Employees

A 76-hour working fortnight will be factored into rostering for all full-time employees

Wage Rates for Copied *State Award* Employees

Employees will retain their ordinary hourly rate

On-Call Rates for Copied *State Award* Employees

Employees will receive the Lumus Imaging on-call rates which is a higher rate than award.

NSW Health \$25.68 (on-call weekday)
(currently) Lumus EBA \$28.12 (weekday) \$112.48 (weekend) \$168.72 (Pub hol)

ADOs for Copied *State Award* Employees

- Any accrued ADO entitlement that a Migrating Employee has at the commencement of this agreement will be preserved and may be taken up until the expiry of this Agreement.
- Any ADOs that had been accrued prior to the making of this Agreement and are not taken before the nominal expiry of this Agreement will be paid out at the employee's ordinary rate of pay following the nominal expiry of the Agreement

The End