

1. No loss of any conditions or entitlements in renegotiation
2. All undertakings included in previous EBA to be rectified in new EBA
3. Annual increases to be backdated on schedule with EA
4. EBA to be a 3-year agreement
5. Negotiations to commence for next EBA at least 3 months before expiry date

Wages:

6. Annual Wage increase cross life of Agreement
 - FFPP 2026 - **14%**
 - FFPP 2027 - **7%**
 - FFPP 2028 - **7%**

Hours of Work:

7. Capital Pathology to adhere to the Modern Award Ordinary Hours clause for Pathology
8. Review clause 5C and 5E
9. Include Shift Work Definition as per undertakings
10. Include clause “Right to Disconnect”

Allowances:

11. Increase all existing allowances in line with wage increases or CPI, whichever is greater
 - a. Laundry allowance
 - b. Introduction of “Cleaning or infection control allowance” where employees are required to clean bathrooms or undertake non-core duties.
 - c. On-call allowance - minimum of 3 hours pay for troubleshooting or returning to work
 - d. Meal allowance
 - e. Higher Grade Duty allowance

- f. Travel allowance: in accordance with the ATO
- g. Shift penalties
- h. Training allowance
- i. Employees who supervise juniors/interns to be entitled to a supervision allowance in recognition of these additional duties

Staffing and Workload:

- 12. Safe staffing and workload provisions

Consultation and Change:

- 13. Strengthen consultation clause exceeding minimum award standards to include writing to HSU when Major Change proposed

Hours of Work and Rostering:

- 14. Enforce and reword roster published at least two weeks in advance (5F)
- 15. Overtime paid for work outside rostered ordinary hours - See *Undertaking (overtime for Part time employees)*
- 16. Protection against excessive consecutive shifts
- 17. Team Leaders/Seniors to have input to roster arrangements where practicable
- 18. Reword TIL clause 5C: it is the employee who nominates to accumulate TIL instead of overtime - as per Undertaking
- 19. Improve Rostering System
- 20. Supervision Allowance- hourly \$10
- 21. Fatigue management provisions for high workload profile

Meal Breaks and Fatigue Management:

- 22. Paid meal breaks where employees are unable to take uninterrupted unpaid breaks
- 23. Crib breaks for CCD night shift

Leave Improvements:

- 24. Improved personal/careers leave provisions
- 25. Reproductive leave

26. Increase paternity leave
27. Special personal leave
28. Fatigue Leave for Microbiology and CCD departments
29. Reword Clause (6A iii) Christmas Shutdown
30. Domestic and family violence leave enhancements- 20 days paid per year
31. Change Ceremonial Leave (6E) to *Cultural, Ceremonial and Religious leave*- currently unpaid, consider days paid leave
32. Public Holiday Substitution
33. Ability to purchase additional leave
34. Increase 5 weeks AL for Shift Workers
35. Improved parental leave entitlements
36. Increased LSL

Union Rights:

37. Reword Union Rights and Representation Clause

Casual Pathway:

38. Include Casual Pathway clause