

1. *No loss of any conditions or entitlements in renegotiation*
2. *Annual increases to be backdated on schedule with EA*
3. *Operation of EBA 3 years 2026 - Nominal expiry date 2029*
4. *Negotiations to start 3 months prior to nominal expiry*

WAGES, ALLOWANCES AND RELATED MATTERS

- **Annual pay increases 10% over 3-year period or as proposed below**
 - **2026 = 10% (or split 5% and 5%)**
 - **2027 = 10% (or split 5% and 5%)**
 - **2028 = 10 % (or split 5% and 5%)**
 - **2029 = 10% (or split 5% and 5%)**
- **Training and career development- CPD Allowances and Entitlements Remuneration increase**
- **Clause 19 - Review and reword Additional Payments**
- **Superannuation increases to 15%**
- **Super on Paid Parental Leave (PPL)**
- **Stronger provisions around higher duties allowance**

LEAVE AND RELATED MATTERS

- **Increase to Domestic violence (paid) leave**
- **Increase to paid parental leave**
- **Review and reword Annual Leave Clause**
- **Increase Annual Leave 5 weeks for all staff**
- **Return of 17.5% leave loading for all employees**
- **Review Long Service Leave clause**
- **Clause 8 Employee Representation to be reworded as per Workplace Delegates and 5 days paid leave**
- **ADO's benefits for all employees**

HOURS OF WORK AND TYPES OF EMPLOYMENT

- **Review Overtime of Permanent Part Time**
- **Casual Engagement - increase from 3 hours to 4 hours**

CLASSIFICATION REVIEWS:

- **Creation of Clinical Assistant classification**
- **Review of Schedule A & B (Sonographers)**
 - Better classification structures for Sonographers
 - EA sign- on bonus
 - Increase in superannuation rate.
 - Increase in superannuation payable (SVB & On-Call)
 - Tutor Allowance increase OR Creations of Tutor classification:
 - Nuchal Translucency Coordinator allowance increase
 - Increase in allowances payable.
 - Retention and attraction Loading
 - Increase in annual leave to 6 weeks
 - Return of leave loading
 - Paid Study leaves for trainees (3-5 days)
 - Increase in sick leave/carers leave days
 - Health and fitness payment (change wording to Wellness benefit allowance)
 - Sonography one-off Productivity Adjustment to Hourly Rates Pay
 - SVB be noted in EA.
 - SVB calculations - change from monthly to daily

→ Review of Schedule A & B (Health Professionals) - Radiographer

- Retention Allowance review
- Change of roster/ shift allowance
- Increase to paid parental leave.
- Increase annual leave.
- Leave application approval/denial.
- Mental health / wellness leave
- Pandemic Leave/ Infection Control leave
- Introduction of ADO's
- Review of Access to Annual Leave
- Meetings outside of work hours
- Hospital staff allowance
- Rostering
- Additional x-ray on call radiographer