

POTENTIAL OPERATIONAL CLAIMS

HSUWA Members are compiling the Log of Claims for negotiation in your Union Agreement 2027. Review the potential operational claims below and advise the HSUWA by 5pm Friday 11 September 2027 if any additional claims should be considered. Use the QR code to complete the form on the back of this document.

#	Potential Operational Claims
Hours and Overtime	
1	Require overtime to be paid for any period worked beyond rostered hours for workers classified G4 and below (i.e. remove the 30-minute floor before overtime kicks in).
2	Require overtime payment for work done when recalled on a lunchbreak.
3	Remove requirement for lunch breaks to occur within fixed time window (11:00–2:30).
4	Provide payment where employees are required to remain onsite during emergency events such as cyclones.
5	Allow part-time workers to nominate unavailable days.
6	Allow employees who are asked to do additional shifts to be paid them as overtime, rather than being forced to remove another shift from their roster.
7	Allow casual workers to earn the same penalties as other workers on public holidays.
Leave Claims	
8	Introduce 5 days of paid leave for reproductive health needs.
9	Increase paid parental leave from 14 to 18 weeks.
10	Ensure that employees whose partners are employed in the WA public service are allowed paid parental leave for the same birth (up to 27 weeks combined).
11	Fix issue whereby employee who transfers from HSP to another is not entitled to pro rata LSL.
12	Ensure legislated public holidays are recognised where additional days occur (e.g. ANZAC Day).

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#	Potential Operational Claims
Allowance Claims	
13	Remove the barrier to profession-specific allowances being paid during LSL and paid parental leave.
14	Consider introducing EV rates for KM allowance.
15	Amend eligibility criteria for Sonography allowance so qualified employees receive allowance regardless of position title.
16	Review adequacy of the pro-rata structure of the Professional Development allowance for part-time staff.
17	Update allowance for purchasing meals while working away from home in regional and remote locations.
18	Change definition of 'full pay' to include allowances.
Supplementary Claims	
19	Reports to HSU about new starters should include details of employee's classification level.
20	Formalise arrangement whereby direct debit of union fees can be made from worker's salary.
21	Introduce provisions supporting staff involvement in sustainability initiatives.
22	Fix typos and drafting errors in the Agreement.

ADDITIONAL CLAIM SUGGESTIONS

If you have a suggestion for a claim to negotiate for Your Union Agreement 2027, scan the QR code or visit <https://www.surveymonkey.com/r/HSUWALOC27> by **5pm, Friday, 11 September 2027**.

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