



WE STAND UP!

FOR HIGHER WAGES

**HSUWA PUBLIC SECTOR
LOG OF CLAIMS 2024**

INTRODUCTION

The Health Services Union of Western Australia (HSUWA) welcomed the State Labor Government's (Government) second state wages review process. HSUWA Members embraced the opportunity to communicate why the wages claim they have endorsed of 7% (year 1) and 5% (year 2), is essential to supporting staff and maintaining staffing levels and public confidence in our quality health system.

In addition to the pay claim, Members finalised the 2024 Log of Claims for improvements to the Union Agreement in the 2024 negotiations.

HSUWA hosted paid meetings across public hospital sites and online in May to establish and endorse the wages claim, and further paid meetings in October and November 2023 to discuss and finalise the Log of Claims.

The Log of Claims was endorsed by HSUWA Delegates on 10 November and by the Committee of Management before being submitted to the Department of Health on 14 November 2023. HSUWA will commence negotiations in 2024, with Members to present key claims and provide context at the start of the bargaining process. Once the State Government provides an acceptable Offer, HSUWA will ballot all public sector Members.

Members will ultimately decide whether to reach agreement and accept an Offer or take industrial action to fight for a better Offer.

The better pay and conditions won will be determined by the strength and determination of the membership.

HSUWA is proudly part of the Public Sector Alliance and is committed to working with other union Members in the Alliance to achieve a good wages outcome. Members' wages have not kept up with the cost-of-living and their living standards continue to go backwards.

Government policy has determined this steady decline for all public sector workers over the six years the Government has been in power. At the same time, Government policy delivered five significant budget surpluses (with a sixth surplus forecast for 2023/2024) and ever-increasing extreme wealth for a small group of people and interests who exert unchecked media and political influence in this State. Fairness is the enduring value of the WA Labor Party.

The Government has the power and the tools to stop this growing inequity and turn it around.

A wages offer that genuinely supports working people, relieves cost of living pressures and helps maintain the workforce providing quality public health services is the first, and now urgent, step.

STAND UP FOR HIGHER WAGES

Pay and Term	<p>Pay increase A minimum per annum pay increase of 7% in year 1, effective from 1 July 2024 and 5% in year 2, effective from 1 July 2025.</p> <p>Allowances increase All allowances to be increased in line with the per annum pay increase, effective from 1 July 2024.</p> <p>TERM: Two-year term of the Agreement - from 1 July 2024 to 30 June 2026.</p>



Claim	
1	<p>Safer work hours and fatigue risk management</p> <p>Improve the rostering clause to ensure safe rostering and best practice fatigue risk management, including by ensuring the clause applies to all staff and:</p> <ul style="list-style-type: none"> • employees enjoy minimum periods “free from duty” (including from periods of on-call); • rosters specify the location of the work to be performed and are dated; • a change of roster allowance should roster changes occur without the minimum period of notice; and • penalty provision when there is less than a 10-hour break between ordinary successive shifts.
2	<p>Leave planning</p> <p>A commitment by Employers to plan and budget for staff leave to ensure that there is sufficient Full Time Equivalent (FTE) available, at the appropriate level of skill/experience, for planned leave and flexible work arrangements in accordance with activity. This should include a systematic approach to engaging permanent relief staff to cover absences.</p>
3	<p>Long service leave</p> <p>Employees to access pro rata long service leave after 7 years’ service. Public holidays not to be deducted from long service leave when long service leave is taken over a period which includes a public holiday.</p>
4	<p>Shift workers annual leave</p> <p>Expand the accessibility of additional annual leave for shift workers so it accumulates on afternoon shifts, night shifts and Saturdays as well as Sundays and Public Holidays.</p>
5	<p>Shift work night penalty</p> <p>Increase the loading on to Base Rate of Pay for an employee who works night shift from 25% to 35%.</p>

Claim	
6	Health and Safety Representatives Employers to take every opportunity provided under the Work Health Safety legislation to improve the workplace safety of employees. Employers will remove barriers and actively encourage the number, training and ongoing support of Health and Safety Representatives in an effort to maximise the opportunity the legislation provides to prevent workplace injuries and illness.
7	Protection – regulated health professionals Regulated health professionals to be protected from the harsh consequences of inappropriate reporting to AHPRA. The reporting threshold should meet AHRPA requirements. There must be clear protections for staff who have documented and escalated safety concerns before any incident occurs. This is known as providing ‘safe harbour’.
8	Lead apron allowance Any employee required to wear a lead apron is to be paid the hourly allowance or day rate or part thereof for each hour the requirement continues, uncapped.
9	Supervisor allowance A fortnightly payment of \$76 for all employees who: <ul style="list-style-type: none"> • Agree to be a preceptor (or similar formal arrangement). • Have been at the top increment of their level for 12 months or more.
10	Security Officer forum Formation of a fully supported system-wide Security Officers’ forum, to support the timely development of consistent standards for Security Officers’ powers, training and equipment.

STAND UP FOR REWARDING CAREERS

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Claim	
11	<p>Modern career pathways and pay structure for Allied Health and Health Science Professionals</p> <p>Within 24 months from 1 July 2024, the Union Agreement be amended to reflect fully modernised career pathways and pay structure for health professionals in WA building on the outcomes of the independent review of career pathways – in recognition that the current structures are antiquated, are too narrow and flat and do not support the retention of skilled health professionals, contemporary clinical practice or new models of care in WA public health.</p>
12	<p>Anaesthetic Technicians</p> <p>Ensure consistency in the salary progression for anaesthetic technicians across WA Health. Include a clear pathway/process for the attainment of higher levels for suitably experienced technicians.</p>
13	<p>Market Allowance</p> <p>An Employer or the DG, may offer or approve a market allowance of up to 25% of the maximum salary of a particular occupation and/or worksite (including regional/remote) for reasons including:</p> <ul style="list-style-type: none"> • supply and skills shortages; • current or emerging employee retention issues; • interstate and private sector market wages rates and demands; or • the ability to maintain critical service delivery requirements. <p>An agreed and timely framework/process to be established for this mechanism to commence on registration of the Agreement. This will include the opportunity for the union to initiate the process.</p> <p>Areas of immediate consideration on registration for application of a Market Allowance to include: Sonographers; Medical Physicists, MITs (and this must include a review of clause 18.18); and any other profession as required.</p>

Claim	
14	<p>Higher qualification allowance</p> <p>An allowance to be the following percentages on the base rate:</p> <ul style="list-style-type: none">• 4% for Graduate Certificate relevant to their profession or role;• 6.5% for Graduate Diploma relevant to their profession or role or Graduate Diploma in Health Administration; and• 7.5% for Masters; and 10% for PhD.
15	<p>Professional development leave and allowance</p> <p>Clarify the entitlement and support professional development by increasing the existing number of paid hours for professional development leave per year from 16 to 32 (accruable); and opening the applicability of paid professional development leave to cover a wider range of workers.</p> <p>Fairly and consistently encourage professional development, by providing an annual allowance of \$1,500 to each employee, or equivalent alternative funding arrangements, to cover expenses incurred in accessing professional development and/or costs associated with maintaining professional registration.</p>



STAND UP FOR A STRONGER WORKFORCE

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Claim	
16	<p>Job security</p> <p>New measures to improve persistent high rates of direct and indirect job insecurity. Reviews to be required after 12 months for employees on any fixed term contract and employees who have been acting in Higher Duties. A commitment to stop repeated fixed term contract arrangements continuing past two consecutive years due to funding; and permanent targets.</p>
17	<p>Regional workforce</p> <p>Modernise and improve the supports for the directly employed regional workforce, for example: financial incentives including District Allowances; travel incentives including Annual Leave Travel Concessions and access to vehicles; improve accommodation incentives, availability, quality and security. Include the Market Allowance at claim 13 to be applied to specific areas of regional need.</p>
18	<p>Workforce data and planning</p> <p>Employer to share basic information with the union on request. For example, vacancy rates, time to fill, overtime hours, on call hours, and unmet service needs (including the response incentives paid and indirect employment arrangements). A report provided within 6 months of registration and every 12 months thereafter about the planning and systems in place for assessing and meeting the workforce needs for quality public health services in WA.</p>

STAND UP FOR A STRONGER WORKFORCE

Claim	
19	Union rights Improvements to the union delegates, induction and training and business clauses, in particular allowing for secondments to the union office.
20	No outsourcing of jobs or privatising services – bring back in house Commit to strengthening direct employment by limiting the outsourcing of jobs to agency/labour hire and the privatisation of services by establishing higher thresholds and standards. Limited reasons and time limits, including a public interest test and safety considerations before services/contracts are offered or renewed, with consistent reporting to the union to improve transparency and accountability. When agency contracts are in place, agency staff to be accessed as a last resort. Commit to bringing services back in house, wherever and as soon as possible – including all at Peel and FSH.



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