

# Union Agreement 2022 - HSUWA Public Sector

## Summary of Changes to the Agreement

Term	Two years	1 July 2022 to 30 June 2024
<b>Pay</b>	Salary increase	Year 1 from 1 July 2022: <ul style="list-style-type: none"> <li>• \$3,130 per annum up to \$104,000; or</li> <li>• 3% for over \$104,000</li> </ul> Year 2 from 1 July 2023: <ul style="list-style-type: none"> <li>• \$3,130 per annum up to \$104,000; or</li> <li>• 3% for over \$104,000</li> </ul>
	One-off cost of living payment	\$3,000 (pro-rata) (before tax)
<b>Penalties</b>	Afternoon shift	Increased to 15% per hour (from 12.5%)
	Night shift	Increased to 25% per hour (from 20%)
<b>On-call</b>	Leave	Addition of up to 5 days annual leave for being on-call – based on hours on-call over 12 months
	Overtime – Recall to work	Introduction of minimum of one hour overtime payment when rostered on-call and able to complete recall duties without physically returning to the workplace
	Break	10-hour minimum break between overtime duty when on-call and start of normal duty (from 8 hours)
<b>Allowances</b>	Existing allowances	Updated by existing methodologies (and median pay increase applied)
	Lead Apron allowance	Now payable to all employees wearing the lead apron, up to an annual cap of 260 hours
	Motor vehicle allowance	Now payable for the distance to and from work when directed to work at a location in excess of normal location
<b>Independent Review</b>	Health Professionals	Review of career pathways to support the retention of a skilled health professional workforce, with a report and recommendations to Government*
<b>Hours</b>	Rest breaks	Right to paid rest/refreshment breaks for all staff
	Rostering	New rosters clause setting out: <ul style="list-style-type: none"> <li>• Requirements for posting and changing rosters</li> <li>• Maximum daily hours and shifts per fortnight</li> <li>• Minimum consecutive days off</li> </ul>
<b>Job Security</b>	Casual and Agency staff	Combined 4% maximum target introduced (with an exclusion criteria) Monitoring and reporting process*
	Fixed term contracts	Reduction and refinement of reasons for the use of fixed term contracts
	Review process	Improved rights in the review process and access to reviews – including 12 months (from 24 for casuals)
<b>Work Health and Safety</b>	Health and Safety Representatives, Records	Right to paid time off to perform duties and attend training for HSRs enshrined in Agreement Improved provision of information and records
<b>Union Rights</b>	Meetings, Delegates, Union business, Inductions	Improvements include: <ul style="list-style-type: none"> <li>• Four hours of paid meeting per year for members (from 2)</li> <li>• Improved Delegates, right of entry and union business rights</li> <li>• Improved access to inductions for all new staff</li> </ul>

<b>General</b>	Consultation	Relevant materials to be provided by the employer during consultation
	Professional Development Leave	Clarification not to be used for training required by the employer
	Annual Leave	Response to employee request required from employer within 14 days
	Casual Long Service Leave	Cash out option provided
	Written contracts	Now required to be provided unless prevented by exceptional circumstances
	Part -time employees	Consideration of additional hours regularly worked for permanent variation to part-time hours
	Final pay	Final payment required to be within 14 days of cessation of work
	Disciplinary process	Amended to align to the Health Services Act provisions
	Leave – various	Amendments to leave provisions clarifying and expanding some entitlements
	Radiation Oncology Medical Physicists	Agreed extension of ARI*
	Campus Facility Managers	On-call and overtime provisions to apply rather than special p

*\*By exchange of letters*