

# HSUWA Union Agreement 2024

*Summary of improvements achieved by Members*



Improvements	Details
<b>Term/Length</b>	1 July 2024 to 30 June 2027 (new terms to take effect from date of registration 19 March 2025)
<b>Pay</b>	<ul style="list-style-type: none"> <li>• 5% increase from 1 July 2024 (Year 1)</li> <li>• 4% increase from 1 July 2025 (Year 2)</li> <li>• 3.75% increase from 1 July 2026 (Year 3)</li> </ul>
<b>Allowances</b>	Will be updated according to existing methodologies.
<b>Safe work hours</b>	Range of improvements: <ul style="list-style-type: none"> <li>• rosters dated with location included;</li> <li>• minimum consecutive days off to include 'on call', rostering requirements for 'on call';</li> <li>• safe rostering a stand-alone clause;</li> <li>• union agreement required for when arrangements are made for shifts over 10 hours for a group of employees.</li> </ul>
<b>Leave planning</b>	Changes to policy to improve practices.*
<b>Long service leave</b>	<ul style="list-style-type: none"> <li>• Access to pro-rata long service leave after 7 years' service.</li> <li>• Public Holidays to be paid and not to be deducted if occur during leave period</li> </ul>
<b>Shift workers annual leave</b>	<ul style="list-style-type: none"> <li>• Addition of up to 5 days annual leave for working afternoon, night, Saturday, Sunday or Public Holiday shifts. Accrues if work 4 shifts or more over two consecutive pay periods (pro rata).</li> <li>• Review at 12 and 24 months to ensure no one is worse off.</li> </ul>
<b>Night shift penalty</b>	<ul style="list-style-type: none"> <li>• 30% from 1 July 2025 (up from 25%).</li> <li>• 35% from 1 July 2026.</li> </ul>
<b>Health and Safety Representatives</b>	<ul style="list-style-type: none"> <li>• Employer required to facilitate HSR training within timeframes.</li> <li>• Improved commitments to support HSR role in policy.*</li> </ul>
<b>Regulated Health Professionals</b>	<ul style="list-style-type: none"> <li>• Commitments to support staff experiencing vexatious complaints to AHPRA.*</li> <li>• Review of WHS Policy and Psychosocial Risk Assessment tool by end of 2025.*</li> </ul>
<b>Lead apron allowance</b>	\$1,200 for MITs per year, existing entitlement for other employees to continue on hourly basis with 260 hours per year cap.
<b>Security Officers</b>	Commitments to Security Officer forum at each HSP followed by cross-site forum, bi- annually, for the life of the Agreement.*
<b>Allied Health and Health Science Professionals</b>	Modern career pathways Implementation Plan requiring a range of steps within four 'time horizons' (with the fourth horizon at 30 months from registration), to determine and implement modern career pathways.* 'Blueprint' developed and first applied (sequentially) to: <ul style="list-style-type: none"> <li>• Pharmacy</li> <li>• Medical Imaging</li> <li>• Psychology</li> <li>• Medical Science</li> <li>• Respiratory Science</li> <li>• Exercise Physiology</li> <li>• Medical Librarians</li> <li>• Podiatry*</li> </ul>

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<b>Improvements</b>	<b>Details</b>
<b>Anaesthetic Technicians</b>	Range of commitments for fairer and expanded career structure including: removal of tertiary/non tertiary split, time-based progression G-3 to G-5, 50 new positions at G-6, and allowance for Shift Coordinators/Educators, Deputy Manager G-7 and Manager G-8.*
<b>Market allowance</b>	Sonographers Annual Skills Allowance of \$2,726, trainee Sonographers and Registrar Medical Physicists changes to pay rates, single site operator MITs change to on call rate.
<b>Higher qualifications allowance</b>	Health Professionals - for qualifications relevant to the role (in addition to those necessary for entry into profession employed in) of: <ul style="list-style-type: none"> <li>• 2.75% of a P-1.4 rate for Masters qualification (\$2,597 per year).</li> <li>• 5.5% of a P-1.4 rate for PhD qualification (\$5,194 per year).</li> </ul>
<b>Professional development leave</b>	Health Professionals: From 16 cumulative hours to 32 non-cumulative hours per calendar year (pro rata). All other employees: 16 hours of non-cumulative professional development leave if: <ul style="list-style-type: none"> <li>• position requires maintaining a professional registration which mandates continuous professional development;</li> <li>• employees maintain a professional registration which is relevant but not mandatory for their position; or</li> <li>• graduated from study within the last 12 months as a Health Professional.</li> </ul>
<b>Professional development allowance</b>	Health Professionals, allowance paid fortnightly: <ul style="list-style-type: none"> <li>• \$600 per year on and from registration;</li> <li>• \$1,000 per year from 1 July 2025; and</li> <li>• \$1,250 per year from 1 July 2026.</li> </ul>
<b>Job security review</b>	<ul style="list-style-type: none"> <li>• Fixed Term Contract employees are eligible for Job Security Review after 12 months (instead of 2 years).</li> <li>• Employers required to review employees on Higher Duties arrangements for more than two years and assess their eligibility for permanency through Commissioner's Instruction No. 2, within timeframe.*</li> </ul>
<b>Job security reporting</b>	<ul style="list-style-type: none"> <li>• Commitment to continued methodology, reporting and monitoring framework which supports the 4% target for casual and agency usage.*</li> <li>• Fixed term contract usage reporting to HSU to continue.*</li> </ul>
<b>Regional workforce</b>	Remote Community Allowance of \$4,000 per year for employees working in remote and isolated locations – seven sites.
<b>Union rights</b>	Improvements include amendments to the role of Delegates; leave to attend union business and union training; and strengthening inductions.
<b>Additional leave</b>	<ul style="list-style-type: none"> <li>• Paid Emergency Services Leave for volunteers.</li> <li>• 3 days for Compassionate Leave for Early Pregnancy Loss.</li> <li>• Foster Carer's Leave.</li> <li>• 20 days Public Health Emergency Leave.</li> </ul>
<b>Superannuation</b>	Superannuation to be paid when on unpaid parental leave for 24 weeks (up from 12 weeks).
<b>Fly in Fly out</b>	Fly in/ Fly out and Drive in/Drive out arrangements process by agreement with HSU.
<b>Senior Officer Division</b>	No removal of Senior Officer Division pay rates (Schedule 3) from Agreement.

\*By exchange of letters

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