

## FACT SHEET

# What's in the Together Union Log of Claims for HPDOCA and EB10?

**HPDOCA:** this agreement covers all Health Practitioners, Dental Officers, and for the first time the Clinical Assistants.

**EB10:** This agreement covers Administration Officers, Technical Officers, Professional Officers and Operational Officers.

Together Union's log of claims has been finalised by union delegates, based on over 1500 surveys and 50 workplace meetings across Queensland and endorsed by a conference attended by 100+ delegates.

Members across all classifications have expressed that they are seriously concerned about workloads and safe staffing, management transparency and accountability, career paths and wages.

We have a log for HPDOCA and for EB10, but have coordinated so they have similar items for similar issues. The log is comprehensive and encompasses many issues we need to discuss with management, as our members cover the entirety of Queensland health, from clinical to non-clinical, Gold Coast to the Torres Strait. This flyer is a summary designed to assist communication, but the specific sections of the log are referenced in the numbers in brackets.

This is what our members are pushing for – but we can only get these changes to happen if there is a strong and active union in Queensland Health at every site. If you support and want these changes to happen, now is the time to join your union [www.together.org.au/join](http://www.together.org.au/join)

### WAGES

EB is your chance to get a wage increase. Together Union is asking for 4.5% per year for each year of the agreement. You can find this in claim 2.

### EMPLOYMENT SECURITY

Members need a secure permanent job, and our log includes claims for improved conversion of temporary and casual staff including those in higher duties, a commitment to employment security and no forced redundancies, maximisation of hours for permanent part time staff. You can find these in claims 8, 10 and 20.

### WORKLOADS AND SAFE STAFFING

Members are seeking a range of fixes to address workload issues in Queensland Health, including: maintenance

of services, ensure adequate clinical to administration staffing, permanent relief staff, mandatory backfill and more transparency on the replacement of staff. Additionally, we are seeking a review of the MOHRI cap on staff numbers and for the removal of the staffing cap. You can find these in claims 5, 6 and 7.

### LEAVE & FLEXIBILITY

Together members are pushing for improvements to parental leave for the primary and secondary care givers, as well as improving access to carers leave and introducing new leave provisions around acute caring situations. Additionally, members are pushing for accountability around flexible working arrangement decisions from management and improving access for all staff. You can find these in claims 17 and 18.

### PROFESSIONAL DEVELOPMENT AND TRAINING

Members are pushing for professional development allowances and leave for all Queensland Health employees (extending what HPs have to AOs, TOs, POs, OOs, and Cas) and the indexation of the professional development allowance. You can find these in claim 16.

### CAREER PATHS AND CLASSIFICATIONS

Reviews and new career paths are being proposed for Aboriginal and Torres Strait Islander Health Workers, Clinical Assistants, Clinical Coders, and Librarians. You can find these claims in the EB10 claims 11 and 14.

### MANAGEMENT ACCOUNTABILITY AND TRANSPARENCY

Members are looking to use EB to try and increase management accountability and transparency around the health service budgets, funding for programs particularly Commonwealth programs, and contracting out decisions. Members are also asking for improved organisational change and technological change processes. You can find these in claims 4, 9, 21, 22, and 28.

### AND MORE

There are many more general and profession specific claims that Together Union members are pushing for. You can find all the information at [together.org.au/health](http://together.org.au/health)