

| Claim Number | Claim | Yes | No | Offer made | No Answer/offer |
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| 1 | This agreement will be a full and comprehensive agreement. All relevant employment conditions including the National Employment Standards, union rights provisions, Award, over Award and enterprise agreement conditions that can be legally contained in an agreement be incorporated into this document | | | | |
| 2 | That the current agreement forms the basis of the new agreement | | | | |
| 3 | Wage increase to be determined and advised | | | | |
| 4 | Pay equity across Uniting Care Queensland | | | | |
| 5 | All relevant allowances to increase in line with wages | | | | |
| 6 | Review Workload management processes and consistently apply | | | | |
| 7 | Real commitment to addressing workload demands and productivity targets including but not limited to: <ul style="list-style-type: none"> a) Remuneration for hours worked with the option for TOIL; b) Appropriate staffing and timely recruitment; c) Recognition of travel time and administrative and other tasks not in the agreement; d) Improved management of waiting lists including timely opening/closing of referrals; e) Improved technical support and upgrades; and f) Negotiated and realistic expectation. | | | | |
| 8 | Professional Development funding of \$1500 per FTE per annum, pro rata for part-time employees, with a transparent process for awarding access to CPD | | | | |
| 9 | Enable access to clinical supervision and mentoring for regional and remote staff | | | | |
| 10 | Professional development leave of 5 days per annum per FTE in addition to mandatory training | | | | |
| 11 | Conduct a review of existing pay structure and levels and progression to reflect contemporary practice. | | | | |
| 12 | Ensure consistency across professions and services | | | | |
| 13 | Increased flexibility for start and finish times. | | | | |
| 14 | Establish clinical leads within each of the professions/clusters/teams | | | | |
| 15 | Provide options for 19 day month and compressed hours (eg 9 day fortnight) | | | | |
| 16 | Increase parental leave to 14 weeks for the primary carer and 4 weeks for the secondary carer regardless of whether the other carer is employed by Blue Care. | | | | |
| 17 | Workplace health and safety improvement with special emphasis on occupational violence, Workplace environment psycho social matters as per the WHS Act | | | | |
| 18 | Establishment and resourcing of elected HSRs and HSC as per the WHS Act. | | | | |
| 19 | Superannuation – higher employer contribution rate at 2.5% above government mandated rate. | | | | |
| 20 | Recognition of prior years of service or part thereof on appointment. | | | | |
| 21 | That a redundancy package be included that provides for 6 weeks notice, 3 weeks pay per year of service or part year of service, pay out of pro rata long service leave for all employees and provision of outplacement services by an employee nominated provider. | | | | |

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| 22 | That the agreement provide for union recognition and promotion of union membership. | | | | |
| 23 | That the agreement provide for a union noticeboard for the union or union delegates to post notices and union information on. | | | | |
| 24 | That in relation to nominated union delegates, the employer will recognise delegates as the on-site representatives of the union. Delegates will be provided with access to resources to perform their role. The employer will provide delegates up to 5 days paid trade union training leave each year and allow delegates paid time to conduct on-site and off-site union business | | | | |
| 25 | Employees be granted up to 4 hours paid time annually to attend union meetings on-site | | | | |
| 26 | That the agreement provide for an authorised union representative to enter the worksite to induct new employees, distribute union information to union delegates and employees, and to participate under the disputes procedure of the agreement | | | | |
| 27 | In relation to employees receiving WorkCover payments, the employer will provide make-up pay to 100% of the employee's pre-injury earnings for a period of up to 52 weeks. | | | | |
| 28 | New pandemic/epidemic clause. A comprehensive policy to be developed outlining operating procedures under pandemic conditions. If employees cannot work due to health risks including but not limited to caring for family members, they should not lose pay. Employees must be consulted about the employer response to the pandemic/epidemic. Employees must be entitled to avoid unsafe workplace situations and be provided with appropriate personal protective equipment. Any employees required to work during the pandemic/epidemic to be paid either an allowance or an increase in their hourly rate of pay. | | | | |
| 29 | Twenty days of paid family and domestic violence leave | | | | |
| 30 | A matter formally commenced under the Blue Care/Wesley Mission Brisbane Allied Health and Community Service Stream Employees Enterprise Agreement 2013 but not concluded at the time at which this agreement commences, shall continue to be dealt with in accordance with the relevant provisions that applied under that agreement. Any dispute which arose under Blue Care/Wesley Mission Brisbane Allied Health and Community Service Stream Employees Enterprise Agreement 2013 whether formally notified before or after the commencement of this agreement, shall be resolved under the dispute settlement procedure of the 2013 Agreement . For the purposes of this sub-clause the relevant provisions of the 2013 Agreement are deemed to be provisions of this agreement | | | | |

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| 31 | Ensure that increments for part time staff are awarded based on years of service, not on hours worked. Basing incremental progression for part-time employees on hours in addition to years is discrimination against female employees. The majority of part-timers are female, returning to work after having children. Making them work 18 – 24 months before receiving an incremental increase further entrenches wage and superannuation disparity | | | | |
| 32 | Consultation process to be initiated when employer is giving serious consideration to introducing a significant change. Wording – When the employer is seriously considering, and prior to, the taking of any definite decision on: | | | | |
| | a) The introduction of a major workplace change/s that is likely to have a significant effect on employees; or | | | | |
| | b) A change to the regular roster or ordinary hours of work of employees. | | | | |
| | The employer must notify and consult with the affected employees, their nominated representative if any, and the union. | | | | |
| 33 | The employer will commit to giving demonstrated, genuine consideration to employee/union feedback resulting from consultation | | | | |
| 34 | Paid time to attend covid testing and vaccination as this is a workplace health and safety issue | | | | |
| | Five weeks annual leave in line with nurse's conditions of employment. Allied health workers value to the organisation needs to be recognised and we are of the view this is one way the employer can demonstrate that recognition | | | | |
| 35 | Formalise the consultative committee and ensure it meets regularly. | | | | |
| 36 | The parties agree that employees should be consulted about decisions which may affect their employment or welfare, and that meaningful consultation with affected employees leads to improved organisational outcomes. In recognition of clause xxx, Blue Care will establish an Allied Health specific Consultative Committee comprising of joint union and employer representatives. The Consultative Committee will be used to facilitate consultation on a broad range of issues including but not limited to: a) Organisational change and restructuring; b) Training; c) Work/life balance; d) Review of, changes to, or introduction of new workplace policies; e) Fair career paths; f) Improving gender equity; and g) Cultural awareness activities and training. | | | | |

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| | <p>The Consultative Committee will develop, in consultation with the union, a terms of reference and a framework for the conduct of consultation within six months of the date of operation of this Agreement. This framework should take into account the organisational structure, the different parties that should be involved in consultative processes, and the interaction between various consultative mechanisms, including the provision of data (consisting of employee name, job title, work location), anticipated effect, rationale for change and potential timeframes where relevant.</p> | | | | |
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