



# Staff update

## Collective Workplace Agreement No. 4

SNP is progressing through the CWA 4 negotiation with the aim of securing an agreement that provides security for our employees in uncertain times, and adequate remuneration and benefits whilst maintaining a sustainable business.

Benefits that are proposed to be offered in the new agreement include:

- Double time to be paid for less than 24 hours' notice of shift change for hours worked that are not part of the original shift
- Expanded definition of shift worker that will increase annual leave benefits to those workers
- Study leave to increase by one day per semester from 5 days to 6 days for exam purposes
- 12 weeks paid parental leave for primary care givers (*an increase from existing entitlement of 6 weeks*)
- Superannuation will be paid during the first year of parental leave to the primary care giver
- Access to parental leave at half pay
- 5 days paid family and domestic violence leave each year (*current entitlement under the Fair Work Act is for a period of unpaid leave*)
- An allowance to be paid to relieving staff if they are expected to be available from 5 am
- Training at weekends to be paid at requisite weekend rates (*currently training on a weekend is paid at normal time*)
- The right for part-time employees who have been working full-time hours to convert to full-time after 6 months
- Casual loading to be increased from 23% to 25%
- Payment of double time and a half for work on Christmas Day when it falls on a Saturday (*currently the rate is double time*)
- A job search entitlement will be included in the redundancy clause
- Addition of 1 week's severance pay for employees with less than 1 year of service and who are under 45, increasing to 2 weeks for employees who are over 45 (*under the Fair Work Act there is no entitlement to severance pay for employees who are made redundant within 1 year of commencing employment*).

### Pay offer

We have a pay offer on the table for consideration. You may refer to the proposed initial pay offer on page 2. SNP will be proposing pay rate increases over the life of the new agreement. The amount of those increases is currently being considered by the business.

The key features of the pay offer are as follows:

- SNP has delivered benefits to its workforce through bonuses in recognition of the financial uplift delivered to the business through the work generated by the COVID-19 pandemic. SNP is very appreciative of the considerable effort that its staff has put in over this time. However, SNP's aim is to deliver sustainable benefits under the new CWA, including in relation to pay rates. Accordingly, the rates offered for consideration are calculated on SNP's future state without the ongoing short-term financial uplift from the COVID-19 pandemic that is rapidly coming to an end.
- Following initiation of the bargaining process, SNP chose to pay a 1.5% instalment of an anticipated wage increment in November 2021 in good faith, rather than holding off passing on the instalment until the new agreement was finalised. As soon as the new agreement is approved, SNP will pay the second instalment to employees.
- SNP is also proposing to hold the pay increase period to November each year. This means that in addition to the second instalment payable on approval of the agreement, next rate increases will apply from November 2022.

### Next steps

A further bargaining meeting has been scheduled for Thursday 31 March 2022 and we are hoping we can make rapid progress with the bargaining representatives and the unions to be able to present a new CWA to all staff in the near future for consideration and a vote.

Prepared solely for the purposes of negotiations for the SNP CWA 4

CWA 4 Pay Rates - Proposed 9 March 2022

Description	Classification level	October 2021		Proposed		Base % Increase		
		Base hourly rate \$/hr	Casual rates \$/hr	Base hourly rate \$/hr	Casual rates \$/hr	Instalment (Nov-21)	Proposed Increase	Total
Laboratory Scientist	S1.1	30.2934	37.2609	31.2091	39.0114	1.5%	1.5%	3.0%
	S1.2	32.2846	39.7101	33.2604	41.5755	1.5%	1.5%	3.0%
	S1.3	35.4100	43.5543	36.4803	45.6004	1.5%	1.5%	3.0%
	S1.4	36.7906	45.2524	37.9026	47.3783	1.5%	1.5%	3.0%
	S1.5	38.6222	47.5053	39.7896	49.7370	1.5%	1.5%	3.0%
	S1.6	40.5845	49.9189	41.8112	52.2640	1.5%	1.5%	3.0%
	S1.7	41.5729	51.1347	42.8294	53.5368	1.5%	1.5%	3.0%
	S1.8	43.6080	53.6378	44.9261	56.1577	1.5%	1.5%	3.0%
	S2.1	44.3786	54.5857	45.7200	57.1500	1.5%	1.5%	3.0%
	S2.2	45.5121	55.9799	46.8877	58.6097	1.5%	1.5%	3.0%
	S2.3	47.4746	58.3938	48.9096	61.1370	1.5%	1.5%	3.0%
	S3.1	49.4369	60.8074	50.9312	63.6640	1.5%	1.5%	3.0%
	S3.2	52.0678	64.0434	53.6416	67.0520	1.5%	1.5%	3.0%
	S4.1	54.0301	66.4570	55.6632	69.5790	1.5%	1.5%	3.0%
	S5.1	54.9892	67.6367	56.6513	70.8141	1.5%	1.5%	3.0%
S5.2	56.7642	69.8200	58.4799	73.0999	1.5%	1.5%	3.0%	
Laboratory Technician	T1.1	28.4027	34.9353	29.5495	36.9369	1.5%	2.5%	4.0%
	T1.2	29.5693	36.3702	30.7632	38.4540	1.5%	2.5%	4.0%
	T1.3	30.5239	37.5444	31.7563	39.6954	1.5%	2.5%	4.0%
	T1.4	31.4823	38.7232	32.7535	40.9418	1.5%	2.5%	4.0%
	T1.5	32.1943	39.5990	33.4942	41.8678	1.5%	2.5%	4.0%
	T1.6	34.0434	41.8734	35.4180	44.2724	1.5%	2.5%	4.0%
	T1.7	35.2736	43.3865	36.6979	45.8723	1.5%	2.5%	4.0%
	T2.1	36.2584	44.5978	37.7224	47.1529	1.5%	2.5%	4.0%
	T3.1	37.7339	46.4127	39.2575	49.0719	1.5%	2.5%	4.0%
	T3.2	39.2390	48.2640	40.8233	51.0291	1.5%	2.5%	4.0%
T4.1	40.7997	50.1836	42.4470	53.0587	1.5%	2.5%	4.0%	
Laboratory Assistant	LA1.1	22.5100	27.6873	24.1203	30.1504	1.5%	5.6%	7.2%
	LA2.1	23.8127	29.2896	25.0158	31.2698	1.5%	3.5%	5.1%
	LA2.2	24.6411	30.3086	25.8862	32.3577	1.5%	3.5%	5.1%
	LA2.3	25.0357	30.7939	26.3007	32.8759	1.5%	3.5%	5.1%
	LA3.1	25.8827	31.8357	27.1905	33.9881	1.5%	3.5%	5.1%
	LA3.2	26.8952	33.0811	28.2542	35.3177	1.5%	3.5%	5.1%
	LA3.3	28.0111	34.4537	29.4264	36.7830	1.5%	3.5%	5.1%
	LA3.4	30.0136	36.9167	31.5301	39.4127	1.5%	3.5%	5.1%
	LA4.1	28.1911	34.6751	29.6155	37.0194	1.5%	3.5%	5.1%
	LA4.2	29.1004	35.7935	30.5708	38.2135	1.5%	3.5%	5.1%
	LA4.3	30.0136	36.9167	31.5301	39.4127	1.5%	3.5%	5.1%
	LA5.1	30.6913	37.7503	32.2420	40.3025	1.5%	3.5%	5.1%
	LA5.2	32.4222	39.8793	34.0604	42.5755	1.5%	3.5%	5.1%
LA5.3	33.5939	41.3205	35.2913	44.1142	1.5%	3.5%	5.1%	
Pathology Specimen Collector	PSC 1	Remove	Remove	Remove	Remove			
	PSC 1A	23.8509	29.3366	24.8049	31.0062	1.5%	2.5%	4.0%
	PSC 2	24.4700	30.0981	25.4488	31.8110	1.5%	2.5%	4.0%
	PSC 3	25.6836	31.5908	26.7109	33.3887	1.5%	2.5%	4.0%
	PSC 3A	25.9582	31.9286	26.9965	33.7457	1.5%	2.5%	4.0%
	PSC 3B	26.2416	32.2772	27.2913	34.1141	1.5%	2.5%	4.0%
	PSC 4	26.5383	32.6421	27.5998	34.4998	1.5%	2.5%	4.0%
	PSC Trainer 1	27.9639	34.3956	29.0825	36.3531	1.5%	2.5%	4.0%
	PSC 5	28.5820	35.1559	29.7253	37.1566	1.5%	2.5%	4.0%
	PSC Trainer 2	29.0656	35.7507	30.2282	37.7853	1.5%	2.5%	4.0%
	PSC 5A	29.5495	36.3459	30.7315	38.4144	1.5%	2.5%	4.0%
	PSC Trainer 3	30.6191	37.6615	31.8439	39.8048	1.5%	2.5%	4.0%
PSC 6	31.6887	38.9771	32.9562	41.1953	1.5%	2.5%	4.0%	
Pathology Services Assistant	PSA 1	Remove	Remove	Remove	Remove			
	PSA 2	23.7863	29.2571	24.9851	31.2314	1.5%	3.5%	5.0%
	PSA 2A	24.1933	29.7578	25.1610	31.4513	1.5%	2.5%	4.0%
	PSA 3	24.5997	30.2576	25.5837	31.9796	1.5%	2.5%	4.0%
	PSA 3A	24.9415	30.6780	25.9392	32.4240	1.5%	2.5%	4.0%
	PSA 4	26.5933	32.7098	27.6570	34.5713	1.5%	2.5%	4.0%
	PSA 4A	26.9310	33.1251	28.0082	35.0103	1.5%	2.5%	4.0%
	PSA 5	27.4362	33.7465	28.5336	35.6671	1.5%	2.5%	4.0%
	PSA 5A	28.4336	34.9733	29.5709	36.9637	1.5%	2.5%	4.0%
	PSA 6	29.4347	36.2047	30.6121	38.2651	1.5%	2.5%	4.0%
Courier Driver	Courier 1	Remove	Remove	Remove	Remove			
	Courier 2	24.1076	29.6523	24.7103	30.8879	1.5%	1.0%	2.5%
	Courier 3	25.8695	31.8195	26.5162	33.1453	1.5%	1.0%	2.5%
	Courier 4	26.4369	32.5174	27.0978	33.8723	1.5%	1.0%	2.5%
	Courier 4A	26.7900	32.9517	27.4598	34.3247	1.5%	1.0%	2.5%
Courier 5	27.9639	34.3956	28.6630	35.8287	1.5%	1.0%	2.5%	

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