



Health Services Union SA/NT
170 Greenhill Road, Parkside SA 5063
(08) 8279 2255
info@hsusant.org.au
ABN 68 243 768 561

Simon Johnson
Director, Enterprise Bargaining
Industrial Relations and Policy Branch
Department of Treasury and Finance
200 Victoria Square
ADELAIDE SA 5000

18 October 2021

Dear Mr Johnson,

RE: NOTICE OF INDUSTRIAL ACTION COMMENCING 22 OCTOBER 2021 IN RELATION TO BARGAINING FOR THE PROPOSED SOUTH AUSTRALIAN MODERN PUBLIC SECTOR ENTERPRISE AGREEMENT: SALARIED 2021

We write to notify of intended industrial action by HSU members to commence on 22 October 2021.

By way of background, on 1 September 2021, the HSU met with you in your capacity as a representative of the declared employer (the State Government) in relation to negotiations for an agreement to replace the *South Australian Modern Public Sector Enterprise Agreement: Salaried 2017* – namely, the proposed *SA Modern Public Sector Enterprise Agreement: Salaried 2021 (Proposed New Agreement)*.

At this meeting, the HSU sought to discuss on behalf of its members several key claims which have been pressed throughout the bargaining process. In particular, those claims relate to a revised schedule to cover Allied Health Professionals (**AHP**) and Allied Health Workers across the public sector, a commitment to safe staffing levels and workloads (including back-filling and recruiting for vacant positions), the extension of professional development entitlements to Allied Health Assistants (**AHA**), and a commitment to a revision of the AHP and AHA classification structures.

In pressing these claims, we indicated we were prepared to consider some of the Employer's revised claims. We have endeavoured throughout to bargain with you in good faith.

However, the same courtesy has not been extended by you to the HSU or its members. We were very disappointed to find that your terms of offer dated 6 October 2021 did not contain a single claim made by the HSU on behalf of its members.

Despite the HSU's best efforts, it appears we are at an impasse in bargaining.

In the result, we advise that across several meetings held on 15 October 2021, HSU public sector delegates and members met and resoundingly passed the following motion:

At this meeting of HSU public sector health members held on 15 October 2021, we express our deep concern, disappointment, and anger with the Marshall Government's approach to bargaining with hard working health members through our union.

Health workers have carried the health of the South Australian community through the pandemic, turning up daily to provide services and putting ourselves and our families on the front line of COVID risk. However, the thanks we get from the Marshall Government is no wage increase for the past 2 years and a refusal to genuinely engage and bargain with respect to our claims for a fair pay increase, workable classification structures and the resources to do our work safely and take our rest breaks.

We note that the Marshall Government has provided nurses, teachers and police with wage increases through the pandemic, however the approach towards allied health and other health workers has been insulting, unfair and disrespectful of our critical work and contribution to the South Australian community.

We call on the Marshall Government to respect the work we do and urgently negotiate a fair outcome in response to our reasonable claims.

*To support our bargaining and in response to the Marshall Government's failure to negotiate in good faith, HSU public health members resolve to commence a campaign of ongoing industrial action commencing on **22 October 2021** and continuing indefinitely across all sites as follows:*

- *The posting of campaign posters in the workplace;*
- *The taking of full and uninterrupted lunch breaks.*

*In addition, HSU public health members resolve to take industrial action in the form of work bans on **22 October 2021** as follows:*

- *A one-hour stoppage of work between **10.00am and 11.00am** by HSU members working at the Royal Adelaide Hospital, The Queen Elizabeth Hospital, the Women's and Children's Hospital, and Hampstead Rehabilitation Centre;*
- *A one-hour stoppage of work between **2.00pm and 3.00pm** by HSU members working at the Repat Health Precinct, Flinders Medical Centre, and Noarlunga Hospital;*
- *A one-hour stoppage of work between **4.00pm and 5.00pm** by HSU members working at Modbury Hospital, and Lyell McEwin Hospital.*

By way of this correspondence, we therefore duly notify you of industrial action by HSU members to commence 22 October 2021 as detailed in the above resolution. We consider this a reasonable period of notice to allow for the making of any contingency arrangements.

Should you wish to discuss these matters, please contact Wilbur Jordan on [REDACTED] or at [REDACTED].

Yours sincerely,



Lloyd Williams
NATIONAL SECRETARY
Health Services Union

Per: **Billy Elrick**
STATE SECRETARY
Health Services Union SA/NT Branch