

## What Queensland Health has said NO to

- A fair pay increase, QLD Health's response to the union does not indicate any pay increase.
- Any penalty payments for delays in providing employees with their correct fortnightly pay
- Increase in Superannuation
- Change employment practices to ensure HP have access to FBT exemptions
- Increases in shift allowances
- Increases in leave for shift workers
- Professional Development Allowance for temporary employees
- commits to invest in new and existing infrastructure, such as ensuring equipment purchases and lab facilities upgrade for QHFSS and Oral Health to ensure continued use of the service
- a commitment to no forced transfers when new services are introduced
- a commitment to ensure employment security arising from National Health Reforms
- a commitment to back filling when staff are absent for professional development training
- increases to the professional development allowance
- increases to the Higher Education Incentive Allowance
- removing the cap of eight hours payment/per day for travel to attend professional development courses
- timely approvals from the Deputy Premier for overseas travel approval
- backfilling of staff during absences
- incentives to encourage employment of relief pools in regional and remote centres
- paid parental to either parent
- quicker resolution of disputes about non-approval of leave
- a review of the family friendly policy uptake and any barriers to access
- extra week annual leave for rural and remote workers
- increase to student education allowance (QLD Health wants to remove the existing allowance)
- increase to the on call allowance
- new zonal system for remote and rural linked to the employee's pay rather than a flat amount. (QLD Health wants to remove the allowance for Category A employees)
- the payment of a sole practitioner's allowance
- a cap of nine days for period in which employees can be on-call (QLD Health thinks six weeks is ok)
- a timetable for completing risk assessments and training for staff potentially at risk from violent from clients.