

Mater Health Professionals

Enterprise Agreement Negotiations

Claim	Mater Offer
Term of Agreement	Mater is proposing a 2-year Agreement.
Wages Offer	Mater is proposing a wage offer of: Year 1: 3% and Year 2: 2.5% . (same as anticipated QLD Health increases)
Wages backpay	Mater is proposing wages will increase effective from to the first full pay period after 1 September 2025 . (Note: this is applicable to this offer only)
Payment of backpay	Payment of backpay will be made as soon as possible following a majority YES vote (rather than waiting for approval of agreement by Fair Work Commission).
Consultative Committee	In addition to Consultative Forum, Mater is proposing implementation of a Consultative Committee dedicated to Health Professionals. Consultative Committee will provide a forum for Health Professionals to raise matters such as those identified to be operational in current negotiations.
Fatigue Leave	Amendment to fatigue leave provisions. If a Health Professional is recalled to site for a for a period of less than two (2) hours (including travel time), and the recall commences between the hours of 23:00 and 04:00, the Health Professional will be provided additional time off equivalent to the duration time of the recall without loss of pay, prior to recommencing their ordinary rostered shift.
Career Progression Framework	Mater is very supportive of career development and progression. Mater's employee value proposition (EVP) identifies a focus on career growth and mobility and is a key initiative in its newly launched strategy. Mater will continue to support career progression outside of the enterprise agreement.
Meal Allowance	Mater is proposing an incremental increase to the meal allowance equivalent to wage percentage increases.
Qualification Allowance	Mater is proposing an incremental increase to qualification allowance equivalent to wage percentage increases.
On-Call Allowance	Mater is proposing an incremental increase to the on-call allowance equivalent to wage percentage increases.
Emergency Clinical On-call Allowance	Mater is proposing an incremental increase to the emergency clinical on-call allowance equivalent to wage percentage increases.
Laundry Allowance	Mater is proposing an incremental increase to laundry allowance equivalent to wage percentage increases.
Professional Memberships Reimbursement	Mater is proposing to include reimbursement of professional memberships that meet the requirements of professional development. This does not include indemnity insurance. Mater indemnifies employees for work performed at Mater.
Uniforms	Mater provides a suitable annual allocation of uniforms to health professionals, including replacement of uniforms damaged in the course

	of performing duties. Mater is proposing to draft a revised clause in the agreement to ensure provision of uniforms is documented accurately and reflects Mater's practice of supplying uniforms.
Reimbursement of work expenses	Mater agrees that timely reimbursement of eligible expenses is important, however notes this as an operational matter. A review of Mater's internal systems for reimbursements is currently being undertaken.
Parental Leave	Mater is proposing to update parental leave clause to modernise terminology for parental leave entitlement.
Disaster Leave	Disaster Leave will continue to apply through Mater Leave policy.
Workload	Mater is committed to maintaining safe and sustainable work levels and continues to manage this operationally. Specific concerns can be raised at proposed Consultative Committee.
Research	Mater is supportive of Health Professionals having access to research articles and journals that will aid career development and support delivery of up to date, evidence-based practice. Discussions regarding access to articles are continuing with a view to provide reimbursement of Alumni memberships from professional development allowance.
Delegates Rights	Mater is proposing to implement model clause for Workplace Delegates Rights which improves delegates rights in the workplace.
Right to Disconnect	Mater is proposing to implement model Right to Disconnect clause.
Flexibility, Disputes, and Consultation Model Terms	Mater is proposing to implement model terms for flexibility, disputes and consultation which will provide Health Professionals with greater clarity.

