

## HSU Awards - Increased rates of pay, allowances and changes to conditions of employment

**Summary** This Information Bulletin informs NSW Health staff of the increases to salaries and salary-related allowances for classifications in NSW Health Awards covered by the Health Services Union NSW for 2025 and 2026.

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## HSU Awards – Increased rates of pay, allowances and changes to conditions of employment

### Purpose

This Information Bulletin advises of increases in rates of pay and allowances from the first full pay period on or after 1 July 2025 and changes to employment conditions for NSW Health Staff in award classifications covered by the Health Services Union NSW (HSU), excluding Paramedics.

### Key Information

On 18 September 2025 the Ministry of Health (MoH) and the HSU signed a Memorandum of Understanding (MOU) for employees under Awards covered by the HSU. The MOU provides for an increase in salaries and salary-related allowances and for a number of changes to conditions of employment. These changes are outlined below.

#### Increases in Rates of Pay and salary related allowances

The Industrial Relations Commission of NSW has made new Awards to incorporate the following increases in rates of pay and salary-related allowances:

- 4% increase effective from the first full pay period on or after 1 July 2025
- 4% increase effective from the first full pay period on or after 1 July 2026.

#### Increases in Laundry, Uniform and Climatic/Isolation Allowances

Laundry, uniform and climatic/isolation allowances for the 2025/26 financial year have been increased by 2.4% from the first full pay period on or after 1 July 2025 in line with the percentage change in the 'All Groups CPI Weighted Average' for the eight Capital Cities March Quarter 2024 to March Quarter 2025.

#### Accommodation and Board

The amounts that may be deducted for accommodation and board under the *Health Employees' Conditions of Employment (State) Award* have been adjusted in line with the 4% increase to remuneration for 2025-26 and 2026-27 financial years as follows:

Board and Lodging	Rate from first full pay period on or after 1 July 2025	Rate from first full pay period on or after 1 July 2026
Breakfast	\$5.00	\$5.20
Other meals	\$9.40	\$9.80
Maximum one week	\$151.80	\$157.90
Accommodation – Separate Rooms	\$70.60	\$73.40
Accommodation – Share Rooms	\$44.20	\$46.00

### Changes to conditions of employment

#### *Payment of Higher-Grade Duties*

Higher-grade duties are now payable after relieving or acting in a higher classification for a continuous period of at least 3 working days. This is a change from the requirement for higher-grade duties to be paid after 5 days of an employee continually relieving an employee in a higher classification.

This change is effective from 1 December 2025.

#### *10-hour rest period between rostered shifts*

Employees now need to be rostered with a 10-hour rest-period between rostered shifts and between shifts after overtime, unless an agreement has been reached with the union to remain on an 8-hour rest period.

These agreements can cover individual employees or groups of employees. They can be initiated by either the employee, the union on behalf of an employee, a group of employees or by management seeking agreement from the employees and the union.

This change is effective from February 2026.

#### *4 weeks' notice of rosters*

The Awards have been changed to increase the notice of roster period to 4 weeks (previously 2 weeks).

The exemption “unless not reasonably practicable” has been removed from the award, requiring rostering managers to supply new rosters with 4 weeks' notice without exception.

This change is effective from the 1 December 2025.

#### *Management of Allocated Days Off (ADO) balances*

Staff with ADO balances exceeding the 3-day limit will be paid a one-off payment at their ordinary rate of pay to reduce the excess balance. Employees with large accruals are to be given the opportunity to reduce the excess ADO balance before the enforcement of the limit.

Following the one-off payment, NSW Health Agencies are responsible to ensure that ADOs are rostered in accordance with Award provisions. The 3-day limit will be enforced in StaffLink effective from 1 May 2026 with any applicable payments to be processed on the next available pay day after this date.

### ***Health Service Manager shift work change***

The *Health Employees' Conditions of Employment (State) Award* has been changed so that Health Managers are able to perform shift/weekend work and receive the relevant shift and penalty rates. In order to transition a Health Manager to a shift work roster, consent must be gained from the affected Health Manager. They must also be provided with 4 weeks' notice of roster arrangements. When a Health Manager enters into a shift work agreement, the NSW Health Agency is responsible for ensuring that the employee's assignment is updated in StaffLink to accurately reflect their shift worker status.

This change is effective from 1 December 2025.

## **Changes to leave**

### ***Progressive accrual of Annual Leave***

The annual leave clause has been updated to enable live accrual of annual leave and staff no longer have to wait 12 months to be paid annual leave loading.

Employees who have accessed pro-rata annual leave prior to the implementation of the revised annual leave provisions will remain entitled to receive leave loading which will be paid on their next anniversary date, consistent with the entitlements applicable under the previous arrangements.

This does not affect or reduce any entitlement held by employees and will take effect in February 2026.

### ***Trade Union delegate leave***

The principles of the Trade Union delegate leave provisions from the NSW Health Policy Directive *Leave Matters for the NSW Health Service* ([PD2024\\_046](#)) have been adopted into the conditions Awards.

This is not a change in entitlement, simply the formalisation of the existing provisions. Trade union delegate leave will continue to be applied for in the same way.

## **Attachment**

1. [Index and Schedule of Rates of Pay and Allowances](#)