

***Proposed Queensland Health Building,
Engineering and Maintenance Services
Certified Agreement (No.6) 2016.***

Information session

HHS contact officers

- [Name] [Phone] [Email]

Background

- Queensland Health has reached in-principle agreement with unions representing building, engineering and maintenance services (BEMS) employees for a new certified agreement, which contains terms and conditions of employment of BEMS employees.
- The title of the proposed agreement is *Queensland Health Building, Engineering and Maintenance Services Certified Agreement (No.6) 2016*.

Background cont'd

- Since the original nominal expiry date of BEMS5, legislative changes in the interim have provided regulated wage increases.
- The agreement will be read in conjunction with the Building, Engineering and Maintenance Services Employees (Queensland Government) Award – State 2016, which is the underpinning Modern Award to the certified agreement.

Obligations

- Queensland Health has a legislative obligation to inform you about the content of the proposed agreement.
- This includes providing reasonable access to the proposed agreement for a minimum of 14 days prior to voting on the agreement, and providing employees with an explanation of the terms of the agreement.
- The consultation period will commence Monday 27 March 2017 to Monday 10 April 2017.

Agreement structure


- Part 1 Preliminary matters
- Part 2 Wages and salary related matters
- Part 3 Hours of work, breaks, overtime, shift work and weekend work
- Part 4 Leave of absence and public holidays
- Part 5 Restructure and reclassification
- Part 6 Employer and employee's duties, employment relationship and related matters
- Part 7 Employment security and contracting
- Part 8 Communication, consultation, dispute resolution, and industrial relations matters.
- Part 9 Flexibility
- Part 10 Training and related matters
- Part 11 Occupational health and safety matters, equipment, tools and amenities
- Part 12 No further claims
- Schedule 1 Wage rates
- Schedule 2 Generic level statements
- Schedule 3 Human resource policies
- Schedule 4 Contracting considerations template

Parties to the agreement

Employer

- Director-General Queensland Health
- Individual Hospital and Health Services

Unions

- Automotive, Metals, Engineering, Printing and Kindred Industries Industrial Union of Employees, Queensland (AMWU)
 - Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland (CFMEU)
 - Electrical Trades Union of Employees Queensland (ETU)
 - Plumbers & Gasfitters Employees' Union Queensland, Union of Employees (PGEU)
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Application of agreement

- The proposed BEMS6 agreement covers all Queensland Health and Queensland Ambulance Service building, engineering and maintenance services employees from the date of certification.
- These staff are also covered by the underpinning modern award the *Building, Engineering and Maintenance Services Employees (Queensland Government) Award – State 2016*.
- To the extent of any inconsistency the certified agreement prevails over the modern award.

Application of agreement

- BEMS6 is a three year certified agreement that will operate from 1 September 2016 up to the nominal expiry date of 31 August 2019.
- Nominal expiry means that the agreement may continue to operate past the expiry date until a new agreement is certified.

Objectives of the agreement

- Establish a common framework for the employment of Queensland Health, Hospital and Health Services and Queensland Ambulance Service BEMS employees.
- For the framework to form a key component of the overall strategy for developing and maintaining responsive, flexible, efficient and effective building, engineering and maintenance services.

Contents of the agreement

Wage and salary related matters

- Wage increases as per *Government's Wages Policy* of – 2.5 per cent per annum wage increase from 1 September 2016, 2017 and 2018.
- The new wage rates can be found in Schedule 1 of the proposed BEMS6 agreement.

Training

- An improved training clause under which a Study and Research Assistance Scheme (SARAS) application will not be unreasonably refused.
- Where the employer has genuinely considered and declines an employee's SARAS application, the employer will provide with reasons for the decision within thirty days of the application.

Annual and long service

- Improved annual and long service leave clauses under which leave applications will not unreasonably be refused.
- Where the employer has genuinely considered and declines an employee's application the employee will be provided with the reasons for the decision.

Apprentices

- Twenty-five additional apprentice positions will be established providing there is sufficient work and facilities to train the apprentices.
- Consideration will be given to diversity and inclusion principles when establishing these positions e.g. the age, gender, racial background etc. of the prospective employee.

Allowances

- An increase of 9 allowances by the 2.5 per cent wage increase during each year of the agreement, with the exception of Travelling and Fares, which is dealt with in the Modern Award
- Improved wording providing greater clarity on the use of private motor vehicle allowances.
- Improved clarity in relation to transport options for employees recalled to duty.

Competency menus

- Annual review of competency menus for reclassification.
- An undertaking to review reclassification process (as per HR Policy C51) within 12 months of certification of the new agreement.

Policy review

- The preserved policies listed at schedule 3 are a part of the agreement, and will be reviewed within 12 months of certification.

Reporting requirements

- Quarterly reporting requirements from Queensland Health to unions on instances of contracting-out of services and the engagement of temporary employees and labour hire staff.
- Details of contracting and labour hire engagements to be provided locally to unions within four weeks of certification of the new agreement.
- Within eight weeks of certification, HHS management are to meet with unions to discuss contracting and labour hire engagements.
- Inclusion of contracting as a standing agenda item at Local Consultative Forums.

Building services officers

- Review the scope of practice for building services officers within 12 months.

Contracting

- Inclusion of a 'contracting consideration' template at Schedule 4
- Each Local Consultative Forum (LCF) shall have 'contracting' as a standing agenda item.
- The appropriate mechanism to consider contracting is the use of the contracting consideration template at Schedule 4.

Asbestos awareness training

- A review of asbestos awareness training, including the status of nationally accredited training and the availability of registered training providers with a view to providing consistency.

Reimbursement of licence or registration fee

- Reimbursement of licence or registration fees for each non-mandatory registration or non-mandatory licence the employer requires the employee to hold or obtain.


Labour hire businesses

- Requirement for employees of labour hire businesses to be paid as a minimum, the remuneration payable to equivalent BEMS employees.

Whole-of-government commitments and union encouragement

- The proposed agreement also has clauses that include whole-of-government policies that may apply from time to time including:
 - An Employment Security Policy
 - The Queensland Government's Commitment to Union Encouragement.

Consultation

- The agreed consultation period is scheduled to commence on Monday 27 March 2017 and will run until Monday 10 April 2017.
 - Queensland Health has a legislative obligation to inform BEMS employees about the content of the proposed agreement before they are given the opportunity to vote on it.
 - This includes a minimum 14 day period of providing reasonable access to the proposed written agreement and an explanation of the terms of the agreement.
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Ballot

- The ballot will commence at 8am on Tuesday 11 April 2017 and will close at 6pm on Thursday 20 April 2017.
- All employees (including part-time, temporary and casual employees) will be able to vote on whether they accept, or do not accept, the proposed agreement via an electronic ballot (internet, phone or SMS).

Employee ballot

- A 'How to Vote' instruction sheet and personal identification number (PIN) will be mailed to your postal address.
- To vote, you must follow the instructions on the 'How to Vote' instruction sheet. Your ballot will be confidential, and your personal information completely secure.
- If you do not receive a 'How to Vote' instruction sheet or a PIN, you will need to contact the GoVote Help Desk on 1800 919 553 prior to the ballot period closing.

Ballot outcome

- If a valid majority of employees that vote in the ballot approve the agreement:
 - Queensland Health will proceed to have the agreement certified at the Queensland Industrial Relations Commission
 - Once certified it will commence operation, with the wage increases and other allowances will be backdated to 1 September 2016
 - Note: A valid majority means that at least 50% plus 1 of the employees that cast a valid vote approve the agreement.
- Should a majority vote not be achieved:
 - No agreement will be reached
 - Queensland Health will discuss options with the parties.

Further information

More information is available by:

- Speaking to your BEMS6 information/ballot contact officer
- Attending an information session
- Visiting the enterprise bargaining website to view the summary, full version of the agreement and other relevant information:

<https://www.health.qld.gov.au/employment/conditions/awards-agreements/negotiations/bems>

- Emailing your query to your BEMS6 information/ballot contact officer
- Contacting your union representative.

HHS Contact Officers

- [Name] [Phone] [Email]

Questions?

