General

Who is covered by the Health Practitioners and Dental Officers (Queensland Health) Certified Agreement (No.2) 2016 (HPDO2)?

Health Practitioners and Dental Officers who are employed by Queensland Health or the Queensland Ambulance Service from the date of certification of HPDO2.

What are the key features of the proposed HPDO2?

- Three-year Agreement with discussions for HPDO3 to commence by April 2019.
- Wage increases - 2.5 per cent per annum wage increase on:
  - 17 October 2016 (payment to be backdated to 17 October 2016)
  - 17 October 2017
  - 17 October 2018.
- 2.5 per cent increase per annum to the following allowances:
  - rural and remote health practitioners
  - professional development
  - student clinical education.
  - rural incentive scheme dental officers
  - emergency on call
- Yearly contract reviews for part time employees who have been working approved hours additional to their contracted hours. Part time employees may request for their contracts to be reviewed to reflect the additional hours, once they have been working the additional hours for a period of twelve (12) months.
- Reviews of:
  - attraction and retention for sonographers and medical physicists
  - best practice rostering for health practitioners and dental officers
  - hours of work for Health Practitioners and how this affects access to ADOs
  - eligibility criteria for payment of the student clinical education allowance
  - radiation exposure
  - clinical assistants and their eligibility to be included in HPDO Agreement
  - feasibility of combining HPDO3 and EB10.
- Improved workforce reporting to include:
  - permanent vacancies
  - current temporary employees
  - new starters
  - listings of all current staff
  - list of resignations
  - casual employees.
- Workload management tool to be developed and implemented through HPDOCG.
- Conversion of temporary employees consistent with legislative provisions and whole-of-government policy.
- No contracting out or leasing of services (except in prescribed circumstances).
- HR Policy B1 Recruitment and Selection policy to be amended, so that advertised HPDO positions shall have at least one member of the panel from a discipline of the advertised vacancy.
Where can I access a copy of the proposed HPDO2?


Where do I find out more information about the proposed HPDO2?

- attend an information session being held within your Hospital and Health Service
- speak to or e-mail your ballot contact officer
- speak to your local union representative.

What information is available online about the proposed HPDO2?


- the proposed HPDO2
- a summary of the proposed agreement
- proposed wages rates
- information session presentation
- list of ballot contact officers.

Who negotiated the proposed HPDO2?

The proposed agreement was negotiated by officers of Queensland Health and Hospital and Health Services, as well as Public Sector Industrial Relations, Office of Industrial Relations, on behalf of the Queensland Government, and by officials and delegates of The Australian Workers’ Union of Employees, Queensland (AWU); United Voice, Industrial Union of Employees, Queensland (UV); Together Queensland, Industrial Union of Employees (TQ) and the Queensland Nurses and Midwives’ Union (QNMU).

Who are the parties to the proposed HPDO2?

- Director-General, Queensland Health department
- United Voice, Industrial Union of Employees, Queensland (UV)
- Together Queensland, Industrial Union of Employees (TQ)
- The Australian Workers’ Union of Employees, Queensland (AWU)
- Queensland Nurses and Midwives’ Union of Employees (QNMU).

Does the proposed agreement cover union members and non-union members?

Yes. The proposed HPDO2 will apply equally to both union members and non-union members.

What will be the operative date of proposed agreement?

The proposed HPDO2 will replace HPDO1, and will operate from the date of certification with a nominal expiry date of 16 October 2019. The term ‘nominal’ expiry date indicates that the enterprise agreement can remain in place past the end date until a replacement agreement is negotiated and certified by the Queensland Industrial Relations Commission.
Back pay of wages and allowances due to the wages increase will be paid to HPDO2 covered employees after certification, and will be calculated from 17 October 2016.

**What is the relationship between the proposed agreement and the Health Practitioners and Dental Officers (Queensland Health) Award – State 2015 (the Award)?**

The *Health Practitioners and Dental Officers (Queensland Health) Award – State 2015* is the underpinning modern award. Where there is any inconsistency between the proposed HPDO2 and the Award, the provisions of the proposed HPDO2 will apply to the extent of any inconsistency.

**Consultation and Ballot process**

**What is involved in the ballot process for HPDO2?**

A formal consultation period will take place from Saturday 22 April until Friday 12 May 2017, during which Health Practitioner and Dental Officer Employees will have an opportunity to access and receive an explanation of the terms of the proposed HPDO2. Following the consultation period, these employees will be able to vote on whether or not they accept the proposed agreement.

An electronic ballot will be conducted by GoVote.

**When is the ballot period?**

Ballot papers will be posted to all relevant employees’ and the ballot will open at 8am on Saturday 6 May 2017 and close at 6pm on Sunday 14 May 2017.

**What happens if I lose my ballot instructions?**

Any employee to be covered by HPDO2 who does not receive or loses their ballot instruction sheet or a Person Identification Number (PIN) is advised to contact the GoVote Help Desk on 1800 919 553 to speak to a GoVote operator. This service is available from 9.00 am to 5.00 pm Monday to Friday for the duration of the ballot period only.

The GoVote operator will ask a number of questions to verify the identity of the employee prior to confirming their eligibility to vote by referencing the voter roll.

If the employee is on the voter roll and GoVote does not have the employee’s details, GoVote will verify the identity of the employee and ask for a preferred method of receiving ballot information. This will more than likely be an email address nominated by the employee as timing may not allow for posting.

If the employee is not on the voter roll, the employee will be referred back to their local ballot contact officer. When contacted by the employee the ballot contact officer will need to collect the following details:

- employee payroll number
- employee date of birth
- employee first and last name
- employee location by HHS, division and unit
- employee preferred email address for GoVote to send ballot information.
Are temporary and casual employees eligible to vote?

Yes. All temporary and casual employees are eligible to vote.

Why is Queensland Health conducting an electronic ballot?

A secret electronic ballot will be conducted to demonstrate to the Queensland Industrial Relations Commission that a valid majority of employees support the proposed agreement, as required under the *Industrial Relations Act 2016*. An electronic ballot process has been selected as opposed to a postal ballot process as it is considered to be a more convenient and reliable voting mechanism for employees.

What does a valid majority mean?

A valid majority will be 50% plus one of the relevant employees who cast a valid vote to give an approval. This is why it is extremely important for employees to exercise their right to vote.

What happens if the proposed agreement is not voted up?

Should a valid majority not be achieved, Queensland Health and the relevant unions will meet to discuss options.

Consultative mechanisms

What are the consultative forums for the proposed HPDO2?

The Health Practitioners and Dental Officers Oversight Committee (HPDOOC) is the peak consultative forum. Other consultative forums include Local and Health Consultative Forums.

Wages and entitlements

What is the wages offer under the proposed HPDO2?

- 2.5 per cent per annum wage increase from 17 October 2016.
- 2.5 per cent per annum wage increase from 17 October 2017.
- 2.5 per cent per annum wage increase from 17 October 2018.

Am I still eligible for back pay if I have terminated my employment with Queensland Health?

If you are an employee of Queensland Health on the date the agreement is certified, you will be eligible for any back pay arising from the new agreement.

If you resign between 17 October 2016 and the date the new agreement is certified, you will not be entitled to any back pay arising from the proposed HPDO2.