

# **Proposed Queensland Public Health Sector Certified Agreement (No. 9) 2016 (EB9)**

## **Information session**

# Contact officers

- Local ballot contact officer's details are available at:

<https://www.health.qld.gov.au/employment/conditions/awards-agreements/negotiations/eb9>

# Background

- Queensland Health has reached in-principle agreement with unions representing administration, operational, professional and technical employees for a new certified agreement, which contains terms and conditions of employment for these employees.
- The title of the proposed agreement is Queensland Public Health Sector Certified Agreement (No. 9) 2016 (EB9).

# Background cont'd

- Since the original nominal expiry date of EB8, legislative changes in the interim have provided regulated wage increases.
- The agreement will be read in conjunction with the *Queensland Public Service Officer and Other Employees Award – State 2015* and the *Hospital and Health Service General Employees (Queensland Health) Award – State 2015*, which are the underpinning modern awards to the certified agreement.

# Consultation

- 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.
- You need to be aware of the content of the agreement so you can cast an informed vote about whether you accept or do not accept the offer in the form of the agreement.

# Agreement structure

- Part 1 Preliminary matters
- Part 2 Wage and salary related matters
- Part 3 Industrial relations matters and consultation
- Part 4 Organisational change and restructuring
- Part 5 Workload management
- Part 6 Employment security and contracting
- Part 7 Workplace health and safety
- Part 8 Training and development
- Part 9 Employment conditions
- Part 10 Equity considerations
- Part 11 Recruitment and retention
- Part 12 Organisational improvement
- Part 13 Operational Stream specific provisions
- Part 14 Administrative Stream specific provisions
- Part 15 Variable hours of work arrangement
- Part 16 No further claims
- Schedule 1 Wage rates
- Schedule 2 Human resource policies
- Schedule 3 Queensland Health variable hours of work arrangement
- Schedule 4 Queensland Ambulance Service hours of work arrangements
- Schedule 5 Maintenance of PO/TO entitlements

# Parties to the agreement

## Employer

- The Director-General, Queensland Health
- Queensland Ambulance Service
- Each Hospital and Health Service within Queensland
- The Commissioner, Queensland Mental Health Commission
- The Health Ombudsman, Office of the Health Ombudsman

## Unions

- Queensland Services, Industrial Union of Employees (QSU)
- Queensland Nurses' Union of Employees (QNU)
- The Australian Workers' Union of Employees, Queensland (AWU)
- Together Queensland, Industrial Union of Employees (TQ)
- Transport Workers' Union of Australia, Union of Employees (Queensland Branch) (TWU)
- United Voice, Industrial Union of Employees, Queensland (UV)

# Application of agreement

- The proposed EB9 agreement covers all Queensland Health, Queensland Ambulance Service, Queensland Mental Health Commission and Office of the Health Ombudsman administration, operational, professional and technical employees from the date of certification.
  - However, EB9 will not apply to ‘service officers’ employed under the *Ambulance Service Act 1991*.
- These staff are also covered by the underpinning modern award the *Queensland Public Service Officer and Other Employees Award – State 2015* and the *Hospital and Health Service General Employee (Queensland Health) Award – State 2015*.
- To the extent of any inconsistency the certified agreement prevails over the modern award.



# Application of agreement – cont'd

- EB9 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

The parties to this agreement are committed to:

- maintaining and improving the public health system to serve the needs of the Queensland community
- maintenance of a stable industrial relations environment
- improvement and maintenance of quality health services
- a joint approach to a future reform program to identify and implement more flexible and efficient industrial arrangements
- collectively striving to achieve quality outcomes for patients
- maximising permanent employment
- employment security
- achieving a skilled, motivated and adaptable workforce
- ensuring that workload management is addressed to ensure there are no adverse effects on employees resulting from excessive workloads and that as changes or new processes are adopted consideration will be given to achieving a balanced workload for employees.

# 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 EB9 agreement.

# Maximising permanent employment

- Maximising permanent employment opportunities for long term temporary employees and casuals employed on a regular and systematic basis.
- Maximising permanent employment, by an agreement not to contract-out or lease operational services currently provided by operational service employees.

# Full access to unions

- Employees to be given full access to union delegates/official during work hours, subject to operational requirements of the workplace.

# Organisational change participation

- Encouraging employees to participate in the consultation process when organisational change is proposed.

# Workplace health and safety

- Improvement of workplace health and safety outcomes for employees by implementing an organisational framework which prevents injuries and illness in the workplace, and promotes safe working environments.



# Increase in training funds

- An increase in both the Administrative and Operational employees training and development places to 180 places (from 150) and up to \$1800 reimbursement (from \$1500) available per year of the agreement.

# Domestic and family violence support

- Extra support provided to employees that are affected by domestic and family violence.
- Assurance that any information disclosed is kept confidential.

# Flexible working arrangements

- Not unreasonably refusing an employee request for flexible working arrangements, and providing written reasons when a request is denied.

# Reviews

- Protected HR policies to be reviewed and updated within 12 months of certification of EB9.
- Consideration of certain allowances such as special cleaning, radiation exposure and the provision of footwear and telecommunications resources for Home and Community Care Workers.

# Reporting requirements

Increased reporting requirements under EB9 include:

- quarterly reporting to unions on new starter employees, resignations, permanent vacancies and current temporary employees
- services contracted-out provided to Health Consultative Forums on a quarterly basis
- casual employee lists provided to Health Consultative Forums and the EB9 Implementation Group quarterly
- six monthly lists of current employees to be provided to unions.

# 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 the:
  - Employment Security Policy
  - commitment to Union Encouragement
  - temporary to permanent conversion processes.

# Consultation

- The *Industrial Relations Act 2016* contains specific provisions of how Queensland Health as the employer must conduct the consultation and ballot process, which includes a minimum 14 day period for consultation prior to the ballot commencing.
- Consultation is currently underway.

# 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; and
  - Once the agreement is certified it will commence operation, with the wage increases and other conditions 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; and
  - Queensland Health will discuss options with the parties.

# Further information

More information is available by:

- Speaking to your EB9 Ballot Contact Officer.
- Attending an information session.
- Visiting below 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/eb9>

- Emailing your query to your EB9 ballot contact officer.
- Contacting your union representative.

# Contact officers

- [Name] [Phone] [Email]

# Questions?

