



Enquiries to: Katrina McGill
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File Ref: C-ECTF-19/13343

Queensland Health

Mr Alex Scott
General Secretary
Together Queensland, Industrial Union of Employees
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Dear Alex

Further to my letter of 30 September 2019 in relation to the Queensland Health offer for the replacement agreement to the *Queensland Public Health Sector Certified Agreement (No 9) 2016*, I am writing to confirm Queensland Health's final position in terms of the offer for the Aboriginal and Torres Strait Islander health workforces.

As your union is aware, Queensland Health released the *Aboriginal and Torres Strait Islander Health Worker Career Structure Review - Final Report* earlier this year. Queensland Health committed in the EB10 offer to further consider the appropriate certified agreement for this workforce, specifically in terms of a potential move into the replacement to the *Health Practitioners and Dental Officers (Queensland Health) Certified Agreement (No. 2) 2016 (HPDO2)*.

On further consideration of the findings of the report, examination of industrial arrangements both within Queensland Health and in other state jurisdictions, and consultation with stakeholders, Queensland Health is pleased to confirm an offer for a new, standalone certified agreement to be created for the new Aboriginal and Torres Strait Islander health workforce stream. The proposed title of this new agreement is the 'Queensland Health Aboriginal and Torres Strait Islander Health Workforces Certified Agreement (No. 1)'.

Queensland Health is confident this represents the best possible industrial arrangement for the Aboriginal and Torres Strait Islander health workforces, and most clearly affirms the pivotal role of these employees, in collaboration with other health professions, in improving health outcomes for Queenslanders.

In conjunction with Ms Haylene Grogan, Queensland's first ever Chief Aboriginal and Torres Strait Islander Health Officer, Queensland Health is pleased to work collaboratively with the union parties and employees in implementing this historic change.

Queensland Health acknowledges concerns in terms of timing of the essential enterprise bargaining processes for this proposed certified agreement and the imperative to complete work required for the Aboriginal and Torres Strait Islander classification structure and the accompanying qualifications. Queensland Health commits to commence work with the union parties as a matter of urgent priority to ensure the work is completed by June 2020.

To summarise, Queensland Health's offer for the Aboriginal and Torres Strait Islander health workforces consists of the following, without prejudice and subject to the approval of the Cabinet Budget Review Committee (CBRC):

1. Aboriginal and Torres Strait Islander health workforces' roles to remain employed under the proposed Queensland Public Health Sector Certified Agreement (No. 10) 2019 (EB10) on an interim basis, pending the certification of a new, standalone certified agreement.
2. Creation of a new Aboriginal and Torres Strait Islander health workforces' classification and remuneration stream that recognises and reflects the roles, skills, knowledge, requisite competencies and qualifications.
3. It is proposed that in order to recognise the valuable work of the Aboriginal and Torres Strait Islander workforces the classification structure attached to this letter, be introduced at certification and then refined by negotiation between the parties.
4. The conditions negotiated for EB10 would be carried over to the new agreement and the 31 August operative date would be retained for the newly created Aboriginal and Torres Strait Islander certified agreement.
5. Employees in roles identified for inclusion in the new stream and certified agreement will be transferred based on no intended loss of employment conditions or disadvantage at the time of transfer.
 - a. Where individual roles are currently not classified correctly (for example, Liaison Officer roles that are incorrectly classified within the administrative stream), individual employees will be provided with 'grandparenting' arrangements.

Please note, should you accept the offer outlined in this letter, we consider this to be in addition to and form part of the in-principle agreement to settle EB10.

Departmental officers are scheduled to meet with officers of your union on Thursday 14 November 2019 to further discuss the details of the offer for these workforces.

In the interim if you have any questions please do not hesitate to contact Ms Katrina McGill, A/Chief Human Resources Officer, Human Resources Branch via telephone on 3708 5140 or via email on Katrina.McGill@health.qld.gov.au.

Yours sincerely



Dr John Wakefield PSM
Director-General

EB10 enterprise bargaining

Offer – without prejudice

Proposed Aboriginal and Torres Strait Islander health workforces wage rates

Current classification	New classification	Pay point	Wage rates		Increase	
			Current 1 September 2018	Proposed 1 September 2019	Quantum	Percentage
OO1	HW1	1	\$38,654	\$40,000	\$1,346	3.5%
		2	\$41,049	\$42,500	\$1,451	3.5%
		3	\$43,462	\$45,000	\$1,538	3.5%
		4	\$45,946	\$47,500	\$1,554	3.4%
		5	\$48,440	\$50,000	\$1,560	3.2%
		6	\$50,945	\$52,500	\$1,555	3.1%
OO2	HW2	1	\$51,633	\$53,500	\$1,867	3.6%
		2	\$52,763	\$54,500	\$1,737	3.3%
		3	\$53,932	\$55,500	\$1,568	2.9%
		4	\$55,088	\$56,500	\$1,412	2.6%
		5	\$55,988	\$57,500	\$1,512	2.7%
OO3	HW3	1	\$56,233	\$58,500	\$2,267	4.0%
		2	\$56,692	\$59,500	\$2,808	5.0%
		3	\$57,657	\$60,500	\$2,843	4.9%
		4	\$58,743	\$61,500	\$2,757	4.7%
OO4	HW4	1	\$60,981	\$65,000	\$4,019	6.6%
		2	\$62,867	\$66,500	\$3,633	5.8%
		3	\$64,855	\$68,000	\$3,145	4.8%
		4	\$66,872	\$69,500	\$2,628	3.9%
OO5	HW5	1	\$68,683	\$73,500	\$4,817	7.0%
		2	\$71,031	\$75,000	\$3,969	5.6%
		3	\$73,374	\$76,500	\$3,126	4.3%
		4	\$75,711	\$78,000	\$2,289	3.0%
OO6	HW6	1	\$79,124	\$82,000	\$2,876	3.6%
		2	\$81,250	\$84,250	\$3,000	3.7%
		3	\$83,415	\$86,500	\$3,085	3.7%
OO7	HW7	1	\$87,496	\$90,500	\$3,004	3.4%
		2	\$89,666	\$92,750	\$3,084	3.4%
		3	\$91,858	\$95,000	\$3,142	3.4%
OO8	HW8	1	\$93,165	\$99,000	\$5,835	6.3%
		2	\$95,742	\$101,750	\$6,008	6.3%
		3	\$101,159	\$104,500	\$3,341	3.3%
OO9	HW9	1	\$103,567	\$108,500	\$4,933	4.8%
		2	\$105,959	\$111,250	\$5,291	5.0%
		3	\$108,359	\$114,000	\$5,641	5.2%