



EB10 Offer Fact Sheet

This is the best settlement offer we have seen from government in years and it has been delivered in the month after the agreement expired thanks to the organisation and union action taken by you and the willingness of Minister Miles to step in when union members made the case.

Without union members this offer would have been cuts and 2.5% and nothing more. You have made a huge difference!

Here is an outline on what you achieved in EB10 bargaining.

Wages and wage related matters

- 2.5% per annum wage increase (backdated to 1/9/2019).
 - ❖ A one-off payment of \$1250 for employees covered by EB10 as at date of Certification
 - ❖ Part time employees will receive a pro rata payment
- Casuals and Temporary employees will receive a pro rata payment if they have completed 12 Months employment as of the date of certification.
- A three-year agreement with a nominal expiry of 31 August 2022.
- An indexation of allowances by 2.5% per annum.
- Commence negotiations to replace EB10 six months prior to nominal expiry.

Employment

- Continued commitment to maximising permanent employment with no contracting out or leasing of existing operational services currently provided by the operational stream.
- The offer to provide for an employee being notified of the order they are placed in an order of merit occurs during a recruitment process relates to employee meeting the key attributes and considered suitable for future appointment within 12 months (Subject to delegate consideration)
- Proposals to extend the replacement of existing staff timeframes to be forwarded to union/s for agreement ahead of timeframes, with matter to be noted at the next HCF.
- No downgrading of positions during the life of the agreement other than through organisational change processes

- Updating of QAS Hours of Work Arrangements including: clarifying entitlements are pro rata for part time employees, reinstatement of spread of hours/travel time arrangements for casual Community Education Trainers, adjustment of wording to reflect use of corporate timesheet arrangements and Directive reference updates.

Temporary Employment

- We recognise that the recent governance advice may impact on the HR and IR systems with QHealth.
- The parties support a consistent approach to temporary conversion processes across HHSs.
- The parties are committed to a central oversight and monitoring of the temporary conversion processes and temporary employment practices across HHSs.
- The parties will seek a common approach to conversions across EB10 and HP/DO and will work on an agreed process over the next four weeks for inclusion in both agreements.
- The parties are also committed to work towards improvements in the resolution of disputes arising from this process
- Temporary employees are to be engaged in accordance with HR Policy B24 and B25, with their contracts of employment reflecting the actual duration of the engagement and the reason for the engagement being temporary.

Workloads/ Workplace health and Safety

- Continued commitment to workload management.
- QH could look at including pro-active statements/ principles into the workload management supporting tools documents which are to be reviewed during first 12 months after certification
- Development of training on the use of the workload management tool within 12 months of certification. The training will be promoted to all employees and be available online.
- Review the following workplace health and safety issues within 12 months of certification:
 - ❖ the existence and operation of safety committees and their membership;
 - ❖ Workplace bullying.

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- QH confirms the proposed review into workplace bullying would occur through EB10IG in accordance with clauses 12.2.1 with terms of reference to be set and the membership of the review group to comprised of representatives from the Department, HHSs and Unions.

Flexible Working arrangements

- Continued support for breast feeding mothers will include PSC information and wording from the external website to be included in EB10
- Improved employee access of flexible working arrangements.
- QH agree to draft 'Equity' and 'Requests for Flexible Working Arrangements' as separate clauses
- QH to consider HPDO equity clause 54 for inclusion into EB10
- Agreement to include HPDO Part-Time provision (subject to removal of 64 hour Part-Time cap) that 'Where an employee works more than their contracted hours on a regular basis over a twelve (12) month period, the employee may request an amended part-time contract to reflect the increased hours. Such requests should not be unreasonably refused.'
- Part-time employees to advance through increments on an annual basis.
- Permanent part time employees to be offered additional hours/days up to and including to full time hours.
- Establishing a process to consider compassionate transfers.

Allowances

- A Review of HR Policies C29 and C30 to include all current eligible facilities.
- Clarify the discretionary attraction and retention incentives of up to 10% of the employee's base rate payments are for a pre-determined period, and are not for the purpose of providing performance-based rewards.
- The Locality Allowance for OO1-OO5 and AO1-AO5 employees on Mornington Island, Palm Island and the Torres Strait Islands applies Directive 16/18 to these employees. The allowance is for all OO1-OO5 and AO1-AO5 employees not just Aboriginal and Torres Strait Health Workers.

Aboriginal and/or Torres Strait Islander employees

- The Department is considering the appropriate agreement for Aboriginal and Torres Strait Islander Health Workforces and those captured by recommendations in the recent review and report. Given the timing of the published report having just been released and making significant recommendations it remains open to the employer to potentially more appropriately move workers impacted by the recommendations in this report to the HPDO certified agreement if there are further discussions in the immediate

future that suggest this is appropriate and agreeable between the parties.

- Transition of Aboriginal and Torres Strait Islander Health Workforces in the current stream classification into a new classification stream under current pay and entitlements.
- Review the Aboriginal and Torres Strait Islander Health Workforces career structure within 12 months of certification.
- Hospital Liaison Officer and Community Liaison Officer roles appear substantially the same despite differing title. Both will be captured in commitment to review the Aboriginal and Torres Strait Islander Health Workforces career structure within 12 months of certification
- Kinship recognition for Aboriginal and Torres Strait Islander employees accessing bereavement leave. Kinship recognition for Aboriginal and Torres Strait Islander employees accessing bereavement leave through amending Policy C11 to read; Leave will also be approved in circumstances where the deceased is a person that occupied the same prominence in the employee's life as a family member. Particular consideration should be given to cultural or other significant personal circumstances such as recognising kinship for Aboriginal and Torres Strait Islander
- Improved recognition of cultural diversity and respect.

REVIEWS

Clinical Assistants

- Creation of a clinical assistant stream for inclusion of the agreed clinical assistant roles into the next Health Practitioners and Dental Officers Certified Agreement.

QAS

- A joint review of QAS AO2 positions utilising JEMS and/or benchmarking as agreed.

Review of Clinical Coding

- Review of clinical coders will be undertaken and include, but not limited to, staffing levels, education, and wages, in relation to meeting current and future clinical coding needs of Queensland Health.
- The Review to include:
 - ❖ numbers of clinical coders needed to meet coding requirements; and
 - ❖ trainee numbers entering the system to satisfy current and future needs; and
 - ❖ education process for clinical coders; and
 - ❖ opportunities for traineeships for the existing Queensland Health workforce; and

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- ❖ the effectiveness of remuneration rates to attraction and/or retention of clinical coders in Queensland Health; and
- ❖ any other items agreed to by the parties.
- The parties will agree on a term of reference for the Review and the review will be completed by 31 December 2020.
- A review working group will be formed for the review of clinical coders, with membership comprised of representation from the Department of Health, Hospital and Health Services and unions, the number and composition relevant to the particular review being conducted.
- A fund of \$1 million will be established to fund agreed cost related recommendations arising from the review
- Agreed non-cost recommendations of the review arising from the review will be implemented during the life of the agreement.
- Increasing the clinical coders allowance to \$100 per week.
- Discretionary attraction and retention incentives of up to 10% of the employee's base rate e.g. Clinical Coders.

Training

- The Increase of the Operational services training allocations from 180 to 200 per year
- (totalling 600 places) for the life of the agreement no longer proposes any transfer to
- HPDO3 for clinical assistants
- Apply recognition of prior learning and recognition of current competencies for
- operational stream employees through the Operational Services training fund.

Budget Transparency

- Continued commitment to brief unions twice a year in respect to the budget situation.

Consultation/Organisational Change

- QH's offer to use of prevention and settlement of disputes clause to resolve all disputes relating to the interpretation, application and operation of the agreement relates to clauses
- TQ understand QH's commitment regarding consultation when introducing technology that is likely to have significant effects on employees and request earlier engagement. QH request TQ to provide appropriate wording.
- Use of prevention and settlement of disputes clause to resolve all disputes relating to the interpretation, application and operation of the agreement.
- Consultation with the employees and unions when introducing technology that is likely to have significant effects on employees.
- Minimise the duration and complexity of organisational change where possible.

Health Consultation Forums

- A review of the terms of reference for Health Consultative Forums.
- Improved employment reporting information (Excluding contract reporting) to unions will occur centrally on a quarterly basis with reports provided in excel format
- Review HCF terms of reference to include the tabling of new or amended employment policies/guidelines at HCFs.
- QH supports amending clause 4.1.6 to read: The emphasis will be on minimum disruption to the workforce and maximum placement of affected staff within employers. It is not in the best interest for employees to undertake constant change, therefore, the employer will minimise the duration and complexity of organisational change where possible. Organisational restructuring should not result in a large scale "spilling" of jobs.

Union Encouragement

- Amend HR Policy F4 'Union Encouragement' to include portable devices as an option when providing reasonable access to computers.

Domestic and Family Violence

- QH provides Domestic and Family Violence additional wording for insertion at clause 9.4.5 'The Employer will commit to promoting Queensland Health's commitment to supporting victims of domestic and family violence via their employee orientation and promote the Recognise, Respond, Refer domestic and family violence online training'

Other

- Continued commitment to operate the Lady Ramsay Child Care Centre.
- Provide uniform/allowance for Home and Community Care Workers.
- Laundry allowance for Home and Community Care Workers.
- Introduction of a Semi-Trailer Driver Allowance.
- Extending Truck Driver Allowances to OO3 Transport Supervisors when driving.
- Extending OO2 Truck Driver Allowance to OO2 bus drivers.
- Inclusion of Health and Wellbeing Queensland as a party to the agreement.
- Increasing the foul linen allowance to \$2 per day

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EB10 OFFER FACT SHEET (CONTINUED)

- Continuation of Home and Community Care services (Subject to funding) Continuation of Home and Community Care services (Subject to funding). HHS's currently providing home and community care services will continue to make funding applications and provide those services subject to the continuation of funding. In the event of funding/HACC services being discontinued, QH will advise affected staff and relevant unions as soon as practicable. QH will work with staff and relevant unions in considering the following:
- Other employment opportunities within the HHS; and
- Were possible, employees may take up employment with the new provider: and
- As a last resort, receive a voluntary redundancy offer.
- Security officers are to receive 2 days of paid team training
- Review of wards person/porterage classifications
Participate in an HSQ interpreter working group

What's next?

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The union office will send out a ballot for all members to take part. This will be your opportunity state whether you are in favour of the offer or not.

If the majority of members are in agreement, then your new agreement will be drafted. When the new agreement is fully drafted Queensland Health will conduct a full staff ballot.

If the majority of staff are in favour of the agreement it will then be certified in the Queensland Industrial Relations Commission. These processes will take at least 6 weeks to complete.

Once that process is completed, your offer is formalised and your pay increase and sign on payment will take effect.