

Enterprise Agreement Update

Bargaining process

- Bargaining is lead by VHIA, the industrial representative of health services across Victoria
- Bargaining operates within a bargaining framework determined by the Victorian government
- During the review stage, VHIA consults with health services (through reference groups) to review the EA with a view to identify any issues with the EA that need to be resolved in bargaining
- During the planning stage, VHIA consults health services (through reference groups) to develop the employer log of claims



Bargaining process

- Once the employer log of claims is finalised, it is submitted to government for approval
- The employer log of claims approved by government is usually a lot smaller than the log sought by health services and VHIA. That is, many claims by health services do not get approved and do not make it into the employer log of claims
- The government then approves the commencement of bargaining
- Once bargaining commences, VHIA meets with the relevant unions and holds weekly bargaining meetings. DHHS and health service representatives attend the meetings



Bargaining process

- Ordinarily, bargaining concludes between VHIA and the unions and any agreed changes are approved by government
- However, bargaining for the Nurses and Midwives EA concluded early due to COVID-19. DHHS and government are now considering outstanding claims and will make a decision on whether they are agreed or not
- We anticipate that bargaining for the remaining EA's will follow the normal course. However, we also anticipate that most of the changes to the Nurses and Midwives EA will flow through to the other EAs (such as early access to long service leave, increase in parental leave)



Enterprise Agreements – Bargaining Framework

- Monash Health is covered by 11 Enterprise Agreements (EA's) that apply across the Victorian public health sector
- Under the bargaining framework, the four stages of bargaining include:
 - Bargaining
 - Implementation
 - Review
 - Planning
- For any new EA, the government wages policy is capped at 2% wage increase per annum



Enterprise Agreements – update

Bargaining

Nurses and Midwives 2016-2020

31 March 2020

Mental Health 2016-2020

30 June 2020

Planning

Allied Health Professionals 2016-2020

30 June 2020

Health and Allied, Managers & Administrative Workers 2016-2020

30 September 2020

Medical Scientists, Pharmacists and Psychologists 2017-2021

24 January 2021

Review

Medical Specialists 2018-2021

31 December 2021

Doctors in Training 2018 – 2021

31 December 2021

Implementation

Maintenance 2017-2021

30 August 2021

Biomedical Engineers 2018-2022

12 September 2022

Dental Therapists, Dental Hygienists, Oral Health Therapists 2018-2022

30 April 2022

General Dentists 2018-2022

1 July 2022



Nurses and Midwives EBA 2020-2024 – key terms agreed

The following terms have been agreed in principle between the parties:

- Wage and allowance increases were agreed in 2016
- Annual leave
 - Weekend workers (new full-time and all part-time employees) – entitled to 6 weeks' of annual leave where they work ordinary hours on 10 or more weekends per year – to be introduced in 2022
 - Current full-time employees – existing provisions remain in place
- Long Service Leave – aligned in parts to the LSL Act with access at 7 years to be phased in over the life of the EA
- Parental leave – increase in quantum of paid leave to 14 weeks' (primary carer) and 2 weeks' (non-primary carer) from April 2021 subject to funding, and full period of parental leave counts for service
- Statewide Classification Committee (SCC) –amended to allow an employee, through the ANMF to make an application
- Superannuation – to be paid during periods of parental leave subject to funding
- Simplification of the disciplinary process for employees in their first six months of employment
- Introduction of a Performance Improvement Plan in conjunction with a disciplinary process.



Mental Health EA – bargaining

- Bargaining commenced in May 2020
- HACSU and ANMF provided log of claims
- It is expected that the final report of the Royal Commission into Victoria's Mental Health System (due later this year) will impact the outcomes of bargaining
- Further, it is expected that outcomes will largely align with the outcome in the Nurses and Midwives EA



Union Log of Claims Mental Health

HACSU made the following claims:

- Wage increase of 4% per annum
- Expanded scope of mental health workers to include alcohol and drug hubs in ED
- Alternative dispute resolution process outside of Fair Work Commission
- Increase in annual leave

ANMF made the following claims:

- Wage parity with Nurses and Midwives EA
- Inclusion of outcomes in the Nurses and Midwives EA including:
 - 6 weeks of annual leave for weekend workers
 - Access to long service leave at 7 years
 - Unpaid parental leave to count for service and increase in paid parental leave
 - Superannuation to be paid during unpaid parental leave
- Introduce a Nurse Manager structure consistent with Nurses and Midwives EA



Planning for bargaining

Health and Allied, Managers and Administrative Workers 2016-2020

- HWU provided their log of claims on 1 May 2020:
 - 4.5% wage and allowance increase per annum
 - Uplift in wages for classifications dominated by women to address historical underpayment
 - Increase to annual leave to 5 weeks for all employees and additional leave for weekend workers and regular night shift workers
 - 6 months' paid parental leave for the primary carer, 4 weeks' for the non-primary carer
 - 10 days compassionate leave
 - Uncapped paid family violence leave
- Anticipate approval of employer log of claims and the commencement of bargaining shortly.



Planning for bargaining

Allied Health Professionals 2016-2020

- Anticipate VAHPA will provide their log of claims shortly
- Expect bargaining to commence shortly thereafter

Medical Scientists, Pharmacists and Psychologists 2017-2021

- Employer log of claims being developed at the moment
- Expect union log of claims later this year

