

Monash Health acknowledges the Traditional Custodians of the land, the Boonwurrung and Wurundjeri peoples, and we pay our respects to them, their culture and their Elders past, present and future.



Health and Allied Services, Managers and Admin Workers Enterprise Agreement 2022 (proposed Agreement)

2 March 2022

Balloting and other information for employees

- Ballot materials were distributed to eligible employees on 18 February
- The ballot opens 3 March 2022 and closes on 16 March 2022
- The following documents can be found on the People and Culture, Enterprise Agreements and Salary Circular intranet page:
 - Proposed Agreement
 - Summary of changes
 - Voting instructions
- This presentation, along with FAQs will also be posted to the intranet page later this week



Key outcomes

- The proposed Agreement has been restructured
 - Section 1 – common terms that apply to all employees
 - Section 2 – Health and Allied Services employees (terms that apply only to Health and Allied employees)
 - Section 3 – Managers and Administrative Workers (terms that apply only to Managers and Administrative Workers)
- Common changes
 - Wage increases until July 2024 – refer to wages schedule in the proposed Agreement, there is no set % increase across classifications
 - Health and allied services – Schedule 2B, pages 175-185
 - Managers and Administrative Workers – Schedule 3B, pages 247-254



Key outcomes

- Common changes continued
 - Earlier access to long service leave
 - 9 years at 1 July 2021
 - 8 years at 1 July 2022
 - 7 years at 1 July 2023
 - Additional week of annual leave (on commencement of the proposed Agreement)
 - 14 weeks' paid parental leave for primary carers, 2 weeks' paid parental leave for non-primary carers (from 1 April 2021)
 - Superannuation paid on unpaid parental leave (from 1 July 2021)
 - Lead apron allowance (theatre technicians and interpreters) (from FFPPOA 13 May 2021)



Key outcomes

Health and Allied Services

- New Code Grey and Code Black allowance
- Improved nauseous work allowance (now \$350 per annum for eligible classifications, \$700 per annum for theatre technicians)
- Improved study leave arrangements
- New patient transport officer certificate allowance
- New classification structure for some employee groups (food services, general services, pathology collector, health care worker, and theatre and instrument technicians)



Key outcomes

Managers and Administrative Workers

- Grade 1A with more than 12 months' continuous service as at 1 July 2021 translate to Grade 1 from FFPPOA 1 July 2021
- Inclusion of increments for Grades 1 – 5 which provides wage increases to employees
- New roles to address employee mental health, reduce bullying and improve diversity (worker wellbeing officers, disability employment support officers, Aboriginal employment support officers)
- Additional 15EFT for Workplace Trainers/Careers Advisors across health services



Wage increases

Section 2 – Health and Allied Services

- All employees will receive wage increases over the life of the proposed Agreement
- Wage increases apply from 1 July 2021
- Flat percentage increases are not contained in the proposed Agreement and vary across classifications
- Refer to pages 175-185 of the proposed Agreement for details



Section 3 – Managers and Administrative Workers

Grade 1A (HS1A)

- This classification does not contain increases over the life of the proposed Agreement
- Grade 1A is limited to up to 12 months' continuous service from the commencement of the proposed Agreement for existing employees before they translate to Grade 1
- Existing employees with more than 12 months of continuous service at 1 July 2021 will translate to Grade 1, Level 1 (FFPPOA 1 July 2021), and then increment to Grade 1, Level 2 FFPPOA 1 July 2022, regardless of hours worked



Section 3 – Managers and Administrative Workers

Grade 1A (HS1A)

- Existing employees with less than 12 months' continuous service on 1 July 2021 will translate to Grade 1, Level 1 on their first anniversary date of commencement with Monash Health following the proposed Agreement coming into effect
- Employees will then increment yearly within the Grade 1 classification structure regardless of hours worked



Section 3 – Managers and Administrative Workers

Grade 1 (HS1) to Grade 5 (HS5)

- Employees will receive pay rises through incrementing to new levels within their grade under the new structure
- Existing employees with more than 12 months' continuous service at 1 July 2021 will increment to Level 2 within their grade from FFPPOA 1 July 2021
- Example
 - Grade 3 with more than 12 months service at 1 July 2021 will increment to Grade 3 Level 2 FFPPOA 1 July 2021
 - FFPPOA 1 July 2022, will increment to Grade 3 Level 3
 - FFPPOA 1 July 2023, will increment to Grade 3 Level 4
 - FFPPOA 1 July 2024, will increment to Grade 3 Level 5



Section 3 – Managers and Administrative Workers

Grade 1 (HS1) to Grade 5 (HS5)

- Existing employees with less than 12 months' of continuous service at 1 July 2021:
 - You will commence at the Level 1 increment for your grade when the proposed Agreement comes into effect
 - You will then move to the Level 2 increment for your grade on your first anniversary date following the commencement of the proposed Agreement
 - You will then increment yearly within your grade regardless of how many hours you work



Section 3 – Managers and Administrative Workers

Grade 6 (HS6) and above

- For employees in Grade 6 or above there is no change to your classification structure
- There will be a yearly increment on FFPPOA 1 July
 - This will be back paid to 1 July 2021



Incrementing from one Grade to another

- There is no automatic progression between grades
 - Aside from those in Grade 1A discussed earlier
- You will need to be appointed to the next grade through a recruitment process.
- The proposed Agreement does not impact on over award salaries – they sit outside the proposed Agreement



Classification increases for Grades 1-5

Wage Increase over life of Agreement

If you are classified from HS1 to HS5, you will receive an **increase of over 10% in wages**

What will my classification be?

In your classification for more than 1 year on 1 July 2021

- You will move to 'Level 2' of your current classification from FFPPOA 1 July 2021, then to 'Level 3' from FFPPOA 1 July 2022.

This is reflected in the table in **orange**.

In your classification for less than 1 year on 1 July 2021

- You will move to 'Level 2' of your current classification from your 1-year anniversary date, then to 'Level 3' on your 2-year anniversary date

If I am part-time, do I still move through the Levels?

- Yes, you will increase to the next Level within your Grade regardless of how many hours you work.

There is more detail on pages 255 to 257 of the Proposed Agreement.

Classification	Pay Code	Current	FFPPOA 1 July 2021	FFPPOA 1 July 2022	FFPPOA 1 July 2023	FFPPOA 1 July 2024
Grade 1 Level 1	HS1	\$1,123.90	\$1,123.90	\$1,123.90	\$1,123.90	\$1,123.90
Grade 1 Level 2		N/A	\$1,135.20	\$1,146.50	\$1,157.80	\$1,168.90
Grade 1 Level 3		N/A	\$1,143.60	\$1,163.30	\$1,183.00	\$1,202.60
Grade 1 Level 4		N/A	\$1,152.00	\$1,180.10	\$1,208.20	\$1,236.30
Grade 1 Level 5		N/A	N/A	N/A	\$1,214.20	\$1,242.50
Grade 2 Level 1	HS2	\$1,284.00	\$1,284.00	\$1,284.00	\$1,284.00	\$1,284.00
Grade 2 Level 2		N/A	\$1,296.90	\$1,309.80	\$1,322.70	\$1,335.40
Grade 2 Level 3		N/A	\$1,306.50	\$1,329.00	\$1,351.50	\$1,373.90
Grade 2 Level 4		N/A	\$1,316.10	\$1,348.20	\$1,380.30	\$1,412.40
Grade 2 Level 5		N/A	N/A	N/A	\$1,387.20	\$1,419.46
Grade 3 Level 1	HS3	\$1,431.70	\$1,431.70	\$1,431.70	\$1,431.70	\$1,431.70
Grade 3 Level 2		N/A	\$1,446.00	\$1,460.30	\$1,474.60	\$1,489.00
Grade 3 Level 3		N/A	\$1,456.80	\$1,481.90	\$1,507.00	\$1,531.90
Grade 3 Level 4		N/A	\$1,467.50	\$1,503.30	\$1,539.10	\$1,574.90
Grade 3 Level 5		N/A	N/A	N/A	\$1,546.80	\$1,582.80
Grade 4 Level 1	HS4	\$1,608.80	\$1,608.80	\$1,608.80	\$1,608.80	\$1,608.80
Grade 4 Level 2		N/A	\$1,624.90	\$1,641.00	\$1,657.10	\$1,673.20
Grade 4 Level 3		N/A	\$1,637.00	\$1,665.20	\$1,693.40	\$1,721.40
Grade 4 Level 4		N/A	\$1,649.00	\$1,689.20	\$1,729.40	\$1,769.70
Grade 4 Level 5		N/A	N/A	N/A	\$1,738.00	\$1,778.50
Grade 5 Level 1	HS5	\$1,785.70	\$1,785.70	\$1,785.70	\$1,785.70	\$1,785.70
Grade 5 Level 2		N/A	\$1,803.60	\$1,821.50	\$1,839.40	\$1,857.10
Grade 5 Level 3		N/A	\$1,817.00	\$1,848.30	\$1,879.60	\$1,910.70
Grade 5 Level 4		N/A	\$1,830.40	\$1,875.10	\$1,919.80	\$1,964.30
Grade 5 Level 5		N/A	N/A	N/A	\$1,929.40	\$1,974.10



Next steps

- If employees vote to approve the proposed Agreement, it will be lodged with the Fair Work Commission for review/approval
- When the Commission approves the proposed Agreement, it will be implemented
- If employees do not vote to approve the proposed Agreement, current terms and conditions will continue to apply



Questions?

Contacts

People and Culture Advice Line

People and Culture Business Partners

Your manager