

Enterprise Agreement Update

1 March 2022



Enterprise Agreements – bargaining framework

- Monash Health is covered by 11 public sector Enterprise Agreements (or EBAs)
- Prior to the commencement of bargaining, health services work with the Victorian Hospitals' Industrial Association (VHIA) to develop an employer log of claims, which must be approved by the Department of Health
- When the Department has approved the employer log of claims and VHIA has received the union log of claims, bargaining can commence
- VHIA conducts bargaining on behalf of all Victorian public health services
- The Department is an interested party and sometimes attends bargaining meetings
- VHIA updates health services through reference groups attended by Employee Relations, Business Partners and the relevant business area



Approval process

When VHIA, unions and the Department have agreed on the terms/conditions of a new EBA, eligible employees are asked to vote whether to approve the EBA or not (the EBA is put out to 'ballot'). Health services are not able to see the EBA until it is put out to ballot.

Balloting involves sending all employees who will be covered by the EBA the following documents:

- A copy of the proposed EBA
- A copy of the National Employment Standards
- Summary of changes
- Voting instructions (voting usually conducted by the AEC)

Where the majority of employees vote yes to approve the proposed EBA, the EBA is submitted to the Fair Work Commission for review and approval.

When the Commission approves the EBA, it can be implemented by health services.



Implementation of an EBA

An implementation guide is developed (by VHIA/ER team) which identifies all changes that need to be made

Typically this involves:

- Provide salary circular to payroll for wage, allowance and classification changes
- Employee email advising of approval of EBA
- Update material to assist payroll and finance
- Develop and deliver manager education
- Update guides on the intranet (such as higher qualifications allowance guide, cashing out annual leave guide)
- Update policies or procedures where required
- Update template letters where required
- Attend implementation meetings as required



Status of bargaining

Recently approved/implemented EBAs

Nurses and Midwives EBA 2020-2024

- A four year EBA to replace the 2016 EBA was approved by the Commission and commenced operating on 23 February 2022
- EBA implemented by way of administrative action in late 2021
- A further education session will be held in the coming weeks to implement the final remaining items
- Monash Health and the ANMF continue to hold bi-monthly WIC meetings to monitor implementation of the EBA



Key outcomes that are likely to flow to other EBAs

- Earlier access to long service leave (to align with the *Long Service Leave Act 2018*)
 - 1 July 2021 – pro rata long service leave at 9 years
 - 1 July 2022 – pro rata long service leave at 8 years
 - 1 July 2023 – pro rata long service leave at 7 years
- Parental leave counts for service for long service leave Paid parental leave increased
 - 14 weeks' primary carer (must commence on birth of child)
 - 2 weeks' non-primary carer
- Superannuation paid on parental leave
- Lead Apron Allowance
- Special Disaster Leave (paid leave for permanent employees)



Currently voting/waiting for approval

JMPH Nurses and Midwives EBA 2020

- Employees voted to approve the EBA. The EBA has now been lodged with the Fair Work Commission for approval.

Health and Allied Services, Managers and Administrative Workers EBA 2021

- Ballot materials were distributed to eligible employees on 18 February 2022.
- The ballot will open on 2 March 2022 and close on 16 March 2022.
- Forum to be held tomorrow to go through changes



Currently bargaining

Mental Health EBA 2020

- Bargaining commenced in June 2020 between VHIA, the ANMF and HACSU
- Bargaining has now concluded with the parties finalising drafting of the EBA
- It is expected that the EBA will be put out to ballot in the next couple of months

Medical Scientists, Pharmacists and Psychologists EBA 2021

- Bargaining commenced in November 2020 between VHIA and HSU4
- After 94 meetings between the parties, bargaining has concluded and the parties are finalising drafting of the EBA
- It is expected that the EBA will be put out to ballot in the next couple of months



Currently bargaining

Allied Health Professionals EBA 2021

- Bargaining commenced in June 2021 between VHIA and VAHPA
- Bargaining continues
- VAHPA has applied for a protected action ballot order to take protected industrial action

Medical Specialists and Doctors in Training EBAs 2021

- Bargaining concluded in late December 2021 and the proposed terms of settlement have been submitted to the Department for approval.

Maintenance EBA 2021

- Bargaining continues with an offer of settlement accepted in part by the unions.



Currently reviewing/pre-bargaining

Dental Therapists and General Dentists EBAs 2022

- Bargaining will commence when the Department approves the employer log of claims.

Biomedical Engineers EBA

- VHIA has prepared a draft log of claims for review by health services.
- It is expected that the log of claims will be finalised shortly.



Health and Allied Services, Managers and Admin EBA 2021

Forum 2 March 2022 at 2pm