

Enterprise Agreement Update

Employee Forum – 13 December 2022

Chris McLoughlin – Executive Director, People and Culture

Rachelle Anstey – Chief Financial Officer

Enterprise Agreements

Monash Health operates under 11 enterprise agreements.

A large number of enterprise agreements have commenced operating this year, many in the last month.

Given the large number of enterprise agreements requiring implementation, our immediate focus will be on implementing wage and allowance increases, once off payments and back pay. Additional paid parental leave is also being prioritised.



Recently approved Enterprise Agreements

Enterprise Agreement	Commencement date
Medical Specialists	3 November 2022
Doctors in Training	9 November 2022
Dental Therapists, Dental Hygienists and Oral Health Therapists (rollover)	15 November 2022
Allied Health Professionals	18 November 2022
Medical Scientists, Pharmacists and Psychologists	28 November 2022
Biomedical Engineers (rollover)	30 November 2022



Payroll dates

Enterprise Agreement	Wage and allowance increases	Once off payments	Back pay
Medical Specialists	1 December (H) 8 December (N)	15 December (H) 22 December (N)	29 December (H) 5 January (N)
Doctors in Training	1 December (H) 8 December (N)	15 December (H) 22 December (N)	29 December (H) 5 January (N)
Dental Therapists, Dental Hygienists and Oral Health Therapists	1 December	-	1 December
Allied Health Professionals	12 January (H) 19 January (N)	15 December (H) 22 December (N)	26 January (H) 2 February (N)
Medical Scientists, Pharmacists and Psychologists	12 January (H) 19 January (N)	15 December (H) 22 December (N)	26 January (H) 2 February (N)
Biomedical Engineers	15 December (H) 8 December (N)	15 December (H) 8 December (N)	15 December (H) 8 December (N)



Bargaining in 2023

For the following enterprise agreements, bargaining continues:

- Maintenance EBA
- General Dentists EBA

Whilst bargaining continues, the government approved a once off increase of 2% to wages and allowances.

Employees covered by the Maintenance EBA received their increases and back pay on 17 November.

Employees covered by the General Dentists EBA will receive their increases and back pay this week.



Bargaining in 2023

Bargaining will commence again shortly for the following enterprise agreements that were only for a 12 month period (rollover EBAs):

- Dental Therapists, Dental Hygienists and Oral Health Therapists
- Biomedical Engineers

Preparations will begin to commence bargaining for the Nurses and Midwives EBA later in 2023.



Common changes to EBAs

Apart from the two rollover EBAs (Biomedical Engineers and Dental Therapists), the following changes will apply to all recently approved EBAs.

- Long Service Leave – available earlier in a staged manner. For example:
 - 9 years from 1 July 2021
 - 8 years from 1 July 2022
 - 7 years from 1 July 2023

**dates of earlier access vary between the EBAs*



Common changes to EBAs

- Absence on parental leave or when ill or injured will now count for service for long service leave
- Increase in paid parental leave (14 weeks primary carer, 2 weeks non-primary carer)
- Superannuation to be paid during all periods of parental leave



Common changes to EBAs

- Shortened disciplinary process where an employee has less than 6 months' service
- Special disaster leave – 3 days paid per annum
- Leave to engage in voluntary emergency management activities – 2 weeks paid leave



Resources

People and Culture Advice Line

- 9265 2724
- hradvice@monashhealth.org

Your People and Culture Business Partner

Your manager

iNews

People and Culture 'Enterprise Bargaining Agreements and Salary Circulars' intranet page along with additional resources.

