

Bulletin: #1216

Date: 27 Oct 2008

## **PUBLIC SECTOR WIDE PAY OFFER QHHEALTH OFFER REVISED ASU MEMBERS MEETINGS TO DISCUSS**

Members are advised that the Qld government has made an offer to all public sector unions, across the majority of the public sector, with respect to this round, and next year's round, of enterprise bargaining. The government's offer is made globally so as to ensure as much consistency as possible in terms of wage outcomes, but has preserved agency-specific outcomes for areas such as Queensland Health.

### Whole of Government Offer

- Memorandum of Understanding (MOU) proposed for most Public Sector Unions to lock in an overall pay outcome of 4.5% from the date of expiry of our agreement (backdated), 4% 1/9/09, 4% 1/9/10.
- Any high cost items in future EBAs would be deducted from MOU amounts, e.g. Public Sector Core EBA due for negotiation next year.

### Queensland Health Admin Stream Offer – Key Items

- Index allowances at 4% per annum, such as Environmental, Mental Health, Uniforms and Targeted Training Allowance.
- Commitment to maximizing permanent employment and no trade-offs.
- Ability to use sick leave for family responsibilities.
- Day off in lieu for show day if you work it.
- ADOs not to fall on public holidays.
- Temporary Employment Directive to be implemented.
- Increased paid Maternity Leave to 14 weeks.
- Uniforms for temporary, part time and casual workers.
- Centralised JEMS Unit operating by 1 April 09.
- Review Panels to be set up for appeals to include union representation.
- Agreement to PD matching in lieu of JEMS evaluations.
- Agreement to extend current Review List appeal period to 31 December 08 for those who were prevented from applying/appealing.
- Agreement to develop benchmark PDs for Medical Records, Ward Clerks, Switchboard Operators and ED AOs by 1 October 09, and back-pay to 1 July 09.
- Commitment to finalise classification review for Payroll and Finance Officers.
- ID Services market loading – Chief Information Officer is currently reviewing – will adopt the outcome.
- Review IRMs to allow the creation of AO3 Relievers.
- Clinical Coders structure at AO3, 4 and 5 to be finalised by 31 December 08 and effective from date of operation.
- Admin Training and Development Incentive Fund for AO3s and 4s to match OO Stream – 150 places per year including guaranteed backfilling.
- AO1s with Cert 2 or higher to commence at AO2.
- Review PAD processes including training for managers, higher duties opportunities and a competency and learning & development framework.
- Examine viability of Operational Workload Management Kit.
- QHealth WH&S Committee to review security for frontline admin staff within 6 months of certification.
- Single EB7 except for BEMS, and now incorporating PO/TO/DO agreement.
- Consolidation of the variable working hours arrangements and HR/IRM policies.