

Medical Scientists, Pharmacists and Psychologists Victorian Public Sector (Single Interest Employers) Enterprise Agreement 2021- 2025

EBA Vote 9am 22 October 2022 – 5pm 27 October 2022



msav

medical scientists
association of victoria



ahp

association of
hospital pharmacists



vpa

victorian psychologists
association inc

Summary of Offer

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Wages, Allowances, and Superannuation

Annual wage increase

2.0% from 1 December 2021
2.0% from 1 December 2022
2.0% from 1 December 2023
2.0% from 1 December 2024

Annual Skills Incentive

For all classifications other than Psychologists:
\$1000 on 1 November 2021
\$1000 on 1 November 2022
\$1000 on 1 November 2023
\$1000 on 1 November 2024

Final year increment

All final year increment, or 'top of grade' rates to be increased by 0.5% before the 2.0% increase is to be applied.

Superannuation

Employer superannuation to be paid through all paid and unpaid periods of parental leave.

Patience in Bargaining

2.0% of wages calculated from 1 July 2021 and 30 November 2021. Plus the 2.0% increase effective 1 December 2021

Annual Skills Incentive

For Psychologists:
\$1500 on 1 November 2021
\$1800 on 1 November 2022
\$2000 on 1 November 2023
\$2000 on 1 November 2024

Shift Allowances

Afternoon shift: Increase by \$22.60 to \$50.90
Night Shift: Increase by \$6.20 to \$92.40
Change of shift allowance to increase by \$45.25 to \$66.60

Annual increment payment date

Clause varied to provide that this date remains static if an employee shifts from one health service to another.

Rosters, Breaks, and Leave

Rosters

New clause requiring that rosters be posted 28 days in advance.

Increased change of roster allowances to parity with higher Pharmacist rates.

Meal Breaks

Improved clause placing emphasis on ensuring meal breaks are free of duty.

50% allowance paid if a meal break is worked, or if it is not free of duty.

Parental Leave

Primary carer: +4 weeks paid leave to 14 weeks.
Non-primary carer: +1 week paid to 2 weeks.

Qualifying period for access to paid parental leave reduced to 6 months service from current 12 months.

Breastfeeding clause

Agreed arrangements for paid time and facilities for breast feeding and/or expressing.

Sabbatical leave

Service with other public health services to count for service requirements for entitlement to leave.

Minimum Rest Break

Minimum rest break between rostered shifts increased to 10 hours.

Paid Defence leave

Entitlement to payment for the difference between expected earnings and ADF payments.

Annual Leave

New clause allowing annual leave to be used for part days.

Voluntary Emergency Management leave

Up to 2 weeks paid leave for recognised emergency leave (e.g. CFA, SES).

Special Disaster leave

3 days per calendar year when absent due to a disaster resulting in residence being damaged or under threat, lives/safety of immediate family or household threatened.

Gender Transition payment

Up to 20 days payment for essential/necessary gender affirmation procedures.

Long Service Leave and Public Holidays

Long Service Leave

7 years pro-rata entitlement phased in as follows:

- 9 years on 1/7/2021
- 8 years on 1/7/2022
- 7 years on 1/7/2023

Long service leave payment based on average salary over preceding 12 months (as per the Allied Health EA).

Periods of paid and unpaid LSL will count as service.

Definition of 'Service'

Clause varied to clarify that service with another health service counts.

Minimum Recall payment on a Public Holiday

Minimum recall payment increased to 3 hours

Public Holiday Substitution

Expand the current provision to allow for substitution of public holidays for reasons of cultural significance – e.g., NAIDOC events.

Workload & Backfill, Performance, Bullying, and Disputes

Workload & leave backfill

Redrafted clauses to make compliance easier.

Improved requirements to provide relevant information.

Requirement to record workload issues.

Requirement to record work prioritisation arrangements.

Requirement for employer to record instances of non-backfilled leave and reasons why.

Part-time staff to be offered additional hours to backfill leave before anyone else.

Confirmation that all work performed must be paid.

Independent disputes resolution panel

Improved dispute resolution through an IDRP with an independent chair as a simpler alternative to the Fair Work Commission.

Panel will deal with classification disputes, workload & staffing disputes, SHPA ratios, and EA underpayment disputes.

Performance management clause

New provision clarifying that performance is not misconduct and will be treated through the performance management clause only.

Improved process including requirement to provide additional training and support.

Disciplinary Clause

As mentioned, clarification that misconduct is treated differently than performance.

Improved process.

Bullying clause

New procedure requiring employers to select an independent investigator from a Dept of Health list or consult with the Union before selecting another one.

Revised definition of 'bullying' to align with legislative definitions.

Scientist Specific Changes

Principle scientist classification expanded

Principle Scientist classification will now include Cytology, Histology, Vascular, Neuroscience, Respiratory, and Sleep Labs.

Physicist Registrar supervision allowance

2.5% allowance of base rate if appointed to supervise a Physicist Registrar.

Dietitian and Senior Clinician

Classification descriptor amended to improve access for Grade 3s working in small campuses.

Higher Qualifications allowances

Additional qualifications added for all classifications:

Master of Public Health

Master of Business Administration

Master of Leadership

Pharmacist Specific Changes

Pharmacist Staffing & SHPA Ratios

200 EFT additional pharmacists will be employed.

SHPA ratios to be included in the EA through a referenced appendix.

Disputes about SHPA ratios can be referred to the new Independent Disputes Resolution Process.

Higher Qualifications

H/Q allowance for added for: Master of P/Health, MBA, Master of Leadership

Weekend Work

Implementation of a system for voluntary weekend work.

System to allow Pharmacists to Opt-In to work a fixed roster that includes work on the weekend.

Pharmacists who Opt-In will accrue 4 hours extra annual leave for each rostered weekend shift of 8 hours to a maximum of 38 hours.

Pharmacists can Opt-Out of the system on giving 28 days notice.

Weekend Work (cont)

Pharmacists who Opt-In will get paid the rostered weekend shifts as part of their 'ordinary hours'.

This means the rostered shifts are paid at the weekend rate penalty rate rather than the overtime rate.

However, leave accrues (in addition to extra leave) and Superannuation is paid.

A week is still 38 hours. A rostered weekend shift will mean one less weekday shift.

Weekend Work (cont)

This does not mean every weekend shift is considered part of ordinary hours – only the shifts that are agreed to as part of the system.

For example, if I agree to work 12 weekend shifts in a year (say, 2nd Sunday of each month) only those shifts are part of ordinary hours.

Any extra shifts picked up in excess of what is rostered or in excess of 38 hours is still overtime.

Psychologist Specific Changes

Psychologist P2 to P3 progression

New progression clause to deal with request to progress from P2 to P3 based on key criteria:

PBA endorsement in an area of practice,

PBA approved supervisor,

Performs complex clinical work.

Disputes about P2/P3 progression can be referred to the independent dispute resolution panel.

Psychologist Director classification

Director classification will be added to the EA and list Health Services where they will be appointed at either Grade 6 or Grade 5 level.

Higher Qualifications allowances

Additional qualifications added for all classifications:

Master of Public Health

Master of Business Administration

Master of Leadership

Psychologist Registrar appointments

Agreement for annual intake of psychologist registrars as follows:

75 per year in mental health services,

10 per year in non-mental health services.

Psychologist Clinical educator classification

Added to the EA as either Grade 4 or Grade 5 level, depending on the size of the service.

Specific EFT of Educator positions agreed by mental health service across Victoria.

Perfusionist Specific Changes

Royal Melbourne Hospital

Pay and conditions to be aligned with Alfred Health.

St Vincent's Hospital

Agreement to continue discussing the implementing the same pay and conditions as at Alfred Health.

Barwon Health

Agreement to continue discussing the implementing the same pay and conditions as at Alfred Health.

Higher Qualifications allowances

Additional qualifications added for all classifications:

Master of Public Health

Master of Business Administration

Master of Leadership

Outsourcing & Insourcing, Best Practice Employment, and Professional Development

Outsourcing and Insourcing Provisions

New clause provides strong protections against existing services/jobs being outsourced to a private provider by requiring any new service provider to employ all existing employees and covered by the public sector enterprise agreement. The new clause also ensures that service and accruals would have to transfer, and that classification grades, hours and rosters are preserved.

The new clause is drafted to eliminate the current financial incentive to outsource based on reduced wages and conditions of employees.

Professional Development

Unused PD leave to accrue on a rolling 2-year basis.

New expenses reimbursement provision established in the clause for reasonable expenses, such as registration, travel/accommodation and childcare.

Regular casuals to have Professional Development entitlement.

Fatigue Management

Fatigue to be considered as part of workload clause – monitoring and better understanding of fatigue and its impacts.

Climate Change

Discussions in relation to the new EA provisions containing obligations on health services to take action to make operations sustainable.

Overtime for Casuals

Increased penalty payments – up to 250%.

Fixed term employment

Redrafted clause to include a default to permanent employment if an employee works past the contract termination date.

Preference to be given to ongoing/permanent employment.

Limit contract periods to 12 months unless there is an exceptional reason.