

Bargaining for better



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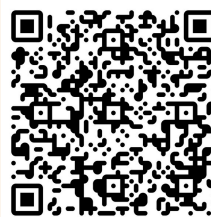
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UNION UPDATE

VIEW THE



LOG OF CLAIMS

NOT A MEMBER?



JOIN NOW!

PUBLIC SECTOR EBA - INITIAL OFFER

We have now received an initial offer from the Department of Health for a new Enterprise Agreement for members in Public Health. To be clear, this offer does not address the overwhelming majority of issues the Union presented in our log of claims earlier this year. After seven months, the Department offers you the government approved wage rise and pretty well nothing else!

The worst part is that, this offer doesn't reflect the positive discussions that have been had with the employer representatives about classification matters over the past two months.

It is clear to us that the Department of Health (which provides the funding for any new Agreement) is not taking your claims seriously.

WHAT'S ON OFFER?

- 3% pay rise for each of the next four years. A wholly inadequate offer that does nothing to address the gender inequity issues that have been fought for and won at the Fair Work Commission (this is how the nurses achieved the majority of their 28% pay rise)
- A 0.5% cash payment
- A commitment to complying with the Fair Work Act in the drafting of the Agreement
- A commitment to complying with Superannuation legislation
- A bunch of minor amendments sought by the VHIA which largely go to clarity of the Agreement

Basically, *its the least they can do.*

HERE'S WHAT'S MISSING:

- Nothing towards classification improvements – particularly around Grade 1 to 2 progression or expanding opportunities for higher classified clinical work
- No money for professional development
- No improvements to shift allowances
- No expansion of professional supervision to professions outside of psychology
- No EFT for clinical educators
- No EFT for anything else!
- No Reproductive Health Leave
- No improvements to Parental Leave
- No improvements to flexible working arrangements
- Nothing that addresses workloads

and so much more...!



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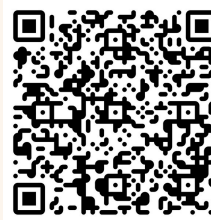


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SO, WHAT DO WE DO NEXT?

HOW WE GET HEARD

- **Keep bargaining hard** at the table with the employer representatives
- **Talk to your colleagues** about this, how it makes you feel and what is important to you.
- **Get mad and LOUD!** we need the department to know that their offer, that does not address your claims, is **not good enough** and you won't stand for anything less than your worth.
- **Grow the union** – talk to your co-workers, get them to join, hold meetings at work and ask your Union rep to visit your workplace. If you're not yet in the union, **now** is the time to join.
- Plan for taking **protected industrial action** in early 2026

PROTECTED INDUSTRIAL ACTION

Under the Fair Work Act, we cannot take industrial action until the current Agreement has expired. This happens at the end of November 2025.

There are a few steps we need to follow so we need your help!

- We want to know about **what type of action** you are keen to take – stay tuned for a survey coming soon to ask your views.
- We will need to apply for a Protected Action Ballot Order (PABO) with the Fair Work Commission. We will do this in **January 2026**.
- After that, around late January 2026, **Union members** will take part in a ballot as to whether or not you agree that we should take industrial action.
- To make sure you get a vote, you must make sure that we've got your correct personal and employment details. Please take a moment to update ASAP. You can do this by logging into the union member portal via **www.msav.org.au**

Once we've done all of the above, we can take action to support your claims, but - *only Union members can do this.*

THE TIME TO JOIN IS NOW!



JOIN NOW!



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JOIN NOW!



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