

FAQ: Public Sector Bargaining - First Offer from the Department of Health – Union Response

What has the Department of Health offered?

The offer includes:

- 3% pay rise for each of the next four years.
- 0.5% cash payment.
- Commitment to complying with the Fair Work Act in drafting the Agreement.
- Commitment to complying with Superannuation legislation.
- Minor amendments sought by VHIA for clarity in the Agreement.

What doesn't the offer include?

The offer fails to address most of the union's bargaining claims, including:

- Gender pay equity adjustments resulting from HPSS award review with the Fair Work Commission (like the nurses' 28% increase).
- Classification improvements, such as Grade 1 to 2 progression and expanded clinical work opportunities.
- Funding for professional development.
- Improved shift allowances.
- Expanded professional supervision beyond psychology.
- A commitment to more EFT for clinical educators or other roles.
- Reproductive Health Leave.
- Enhanced Parental Leave.
- Better flexible working arrangements.
- Workload management measures.

Why is this not good enough?

- It ignores the majority of claims submitted earlier this year.
- It does not reflect positive discussions on classification matters held over the past two months.
- It sends the message to members that the Department of Health is not taking our claims seriously at this stage.

What happens next?

In the next couple of months we will:

- Continue bargaining hard with employer representatives and the Department.
- More workplace meetings and conversations about our bargaining priorities.
- Show our frustration and anger to push for an offer that accurately reflects your worth.
- Grow union membership – now is the time to join!
- Prepare for industrial action in the New Year.

When can industrial action start?

- Under the Fair Work Act, protected industrial action cannot occur until the current Agreement expires (end of November 2025).
- Steps before we can take protected industrial action:
- Consultation survey on preferred action (coming soon).
- Apply for a Protected Action Ballot Order (PABO) in early January.
- Conduct a ballot of union members in late January.
- Only union members can vote and participate in industrial action – make sure you join now and get all your colleagues signed up too!

6. How can I ensure I can vote?

- Update your personal and employment details via the union member portal.
- If you're not a member, join here. - link to join form

7. Who can I contact for questions or support?

- Email: enquiry@msav.org.au

Summary

The initial offer is the bare minimum and does not address key union claims.

The union is preparing a strong response, including potential industrial action.

Stay informed, update your details, and join the union today!