



THE AUSTRALIAN WORKERS' UNION OF EMPLOYEES, QUEENSLAND LOG OF CLAIMS

QUEENSLAND PUBLIC HEALTH SECTOR CERTIFIED AGREEMENT (NO 7) 2008

Workloads

- That an Operational Impact Statement be developed and implemented where required within six months of this Agreement.
- An Agreed workload methodology is developed within six months of this Agreement that is applicable to all Operational staff.

Professional Development Package

- That in the first six months of this agreement an agreed Professional Development Package is designed for Operational Employees
- That in the first six months of this agreement a Scope of Practice Review is conducted into Operational staff to enhance their skills via educational programs in areas such as; Anaesthetic Tecs, Theatre Tecs, Plaster Tecs, Allied Health Assistants & Rec Officers etc. One of the purposes of the review is to establish the ability of a person to automatically progress to higher pay points as they gain higher qualifications.

Wages, Allowances, Entitlements:

- Wage increase \$80 per week or 10% per annum whichever is the greater.
- Wage increases effective from 30 June in the second and third year for the purposes of superannuation.
- Certificate allowances are to be calculated at 10% of level 3.1 for each certificate.
- The Mental Health allowance to be payable to all operational employees working in mental health facilities.
- Security Officers working in facilities with mental health units, shall receive the environmental allowance.
- 10% per annum for allowances.
- All employees to receive higher duties after the completion of one (1) hour of higher duties.

- A \$50 per week all-purpose allowance for employees who are required to participate in the full (5 day) training in Aggressive Behaviour Management training, and gain the certificate.
- Qualified Training Assessors to be remunerated with pay-point, the highest + one of their pay point level.
- \$5 per day foul linen Allowance.
- A review of the entitlement for the Foul Linen Allowance is conducted within six months of this Agreement.
- A \$50 per week allowance is introduced for working in the sorting area of laundries.
- Introduction of a clinical waste/yellow bag & cytotoxic waste allowance.
- \$5.00 per day cleaning of a laundry pit allowance.
- An increase in the X-Ray Allowance to \$50 per x-ray.
- A \$10 per week allowance to be paid to operational stream employees who are required to wear worksafe footwear.
- In circumstances where there is only a cert 3 for the employees at 003 level of pay, the cert 3 be recognised for the extra payment for the targeted training.
- A list of EBA entitlements to be inserted into the DHSA .ie. Contracting In, Contracting Out, Job Security etc within six months of this Agreement.
- All Award conditions to be protected in the EBA.
- Role over of EB6 entitlements and conditions.
- Award Maintenance. The parties agree to incorporate a new clause referencing EBA 6 rates of pay into the DHSA within six months of this Agreement
- Long service leave paid as per projected roster
- All Operational Stream employees employed at agreed designated locations to receive a Rural and Remote Incentive Scheme.
- A Rural and Remote Incentive Scheme be equivalent to the remote area benefits that Registered Nurses receive with a proviso that these benefits are to be paid to Operational Stream employees regardless of whether they are employed locally or from outside the Health District
- The 2007 A.T.S.I. Health Worker Career Structure is reviewed in twelve months. The review should consist of a working party involving A.W.U. Officials and Delegates and relevant Qld. Health representatives
- Hazardous Chemical Allowance for Qld. Health workers required to work with Hazardous Chemicals (eg. Gardeners throughout Qld. Health)
- Qld. Health to provide accommodation for all A.T.S.I. Health Workers on remote and rural communities.
- Further increment levels are introduced into the Operational Stream
- Where the base level is 002, that the minimum supervisory level be that of a 004.
- Fuel allowance where there is no local transport.
- Toil to be increased to reflect overtime rates.
- On Call Allowance — increase hourly rate of \$3 for 24hr (and min of \$40 for call part of 24hr)
- Reclassification to 005 for all employees with a Diploma / Cert. V
- Compulsory training and access to PRIME reporting for use of Fire/Safety/Security staff
- Review of the classification levels of Security employees within six months of this Agreement
- The entry level of all employees within the Operational Stream is 002.1 regardless of age
- Certificate allowance —
 - If a OSO level 002 completes a Cert IV they should receive the 'all purpose allowance' prescribed in Clause 8.2.2 of EB6,

provided they have been at pay point 4 for 12 months or more. The employee to retain the all-purpose allowance if they progress to level 003 or above if the certificate is relevant to their new position.

- Similarly an OSO level 002 who completes a Cert III and attracts the all purpose allowance prescribed in Clause 8.2.1 of EB6 provided they have been at pay point 4 for 12 months or more, the employee to retain the all purpose allowance if they progress to level 3 or above if the certificate is still relevant to their new position.
 - Similarly if an OSO level 002 who completes a Cert II should receive an all-purpose allowance as prescribed in Clause 8.2.1 of EB6 (remove pay point 5 from the structure) provided they have been at pay point 4 for 12 months or more. The employee to retain the all purpose allowance if they progress to level 003 or above if the certificate is relevant to their new position.
 - Clause 8.2.3 (004 classification) to be treated the same as that above.
- Locality bonus for the Mount Isa region
 - All 003 employees who have been at 003.4 for more than 12 months to receive the certificate IV payment
 - That a Metamiser allowance of \$40 per-week be introduced.
 - That Mental Health employees required to have an AQF IV Community Service (Mental Health) be converted to Level 004
 - That a Mental Health Allowance apply to employees working in Mental Health aged care.

Superannuation:

- Employer Superannuation contributions to be increased by 5% over the life of this agreement.
- Superannuation to be paid at on total gross earnings.

Leave, Public Holiday's:

- Projected roster or 25% loading whichever is the greater for annual leave for all employees required to work shifts.12 months paid maternity / paternity leave.
- Bereavement Leave be increased to a minimum of 5 days non cumulative annually.
- Sick Leave is increased to 15 days per annum accumulative.
- Sick leave paid out as annual leave at time of retirement or resignation for employees of Q health over ten years
- Sick leave to be paid into super fund on retirement / redundancy
- Increase annual leave:
 - 4 weeks to 5 weeks
 - 5 weeks to 6 weeks
 - 6 weeks to 7 weeks
- That "IRM 11.3-4 Leave-Sick-Special Grant after 26 Years Meritorious Service" is amended to reduce the years of service to 20 and that 13 weeks be credited to each and every employees entitlements automatically.

- Long Service Leave is paid at projected roster or previous twelve months average whichever the higher.
- 3 days special leave per annum not cumulative (not linked to other leave, ie S/L A/L).
- All employees who work the period between Christmas Eve and New Year Day inclusive are entitled to receive the concessional day.
- The introduction of an accumulated sick leave bank, which may be utilised for other purposes, provided a substantial bank is preserved.
- A person who is not in receipt of the extra holiday entitlements, are not to be required to be On-Call during a Public Holiday.
- In the event of management requiring a medical certificate for absences (Sick Leave) of less than the proscribed "more" than three days within the DHSA, management are to meet the cost of the certificate, and any associated cost
- Show day, if an employee is directed to work or do training at another site, than the employee is to be paid for the show day
- No ADO to be rostered on Public Holidays or at Week-ends, same as that as which is in the Nurses, Queensland Public Hospital Award 2004 (Clause 36.1.22) and Nurses (Queensland Public Health Sector) Award 2004 (clause 22.3) Provides for ADO to be so arranged that they do not coincide with Public Holidays.

Hours:

- 36-hour week.
- 8 hr shifts for continuous night shift workers.
- 25% loading for night shift.
- Casual employees to work no more than 64 ordinary hours per fortnight. Overtime rates will apply if required to work beyond 64 hours per fortnight.

Training:

- Training, resources and time for employees to review Business Cases.
- Recognition of a formal mechanism for submitting, discussing and timelines for such Business Cases.
- Further targeted training for 003, 004 and 005 staff, within 1 year of the commencement of the agreement.
- Queensland Health introduces basic computer literacy training (at the request of the employee) for Operational Staff. That staff have access to relevant equipment and resources.
- Recreational Care Assistants be trained at Q Health expense to Level 4 Certificate in Aged Care.
- Casuals and temporary staff are afforded the same level of training as a permanent employee.
- Targeted training for Storepersons and career progression from 003 to 006/7.
- Higher duties allowance for training other staff (*Buddy Up Allowance*)
- Injured workers to have the opportunity to be retrained in alternative areas/departments.
- Further training is provided for Anaesthetic Technicians.
- The AWU seeks a clear timeline and resource commitment for the provision of 'gap training' where necessary.
- Work place assessors to be payed from the first day

- Reimburse cost of obtaining forklift ticket to warehouse operational services employees.
- Employer to pay for all costs associated with license, ticket or any other required training

Redundancy:

- Improvements to redundancy packages including: -
 - 4 weeks severance pay per year of service (uncapped)
 - Entitlements for casuals, fixed term and temporary employees with over one years' service;
 - VER incentive payment of \$13,000 or 16 weeks pays whichever is greater;
 - Where an employee has been relieving for at least 12 months and they accept a VER, then the incentive payment and the severance payment should be paid at higher relieving rate;
- Temporary and casual employees to be entitled to redundancy if engaged over 12 months.

Employment:

- Unless engaged in a relief capacity, casuals and temporary employees with greater than 12 months continuous employment to be translated to permanent employment at their request.
- Replacement of staff for absenteeism annual leave/long service leave/sick leave etc.
- All vacant Operational Service Officers positions are advertised in the first instance internally.
- That a "pool" of applicants constitutes the number of vacancies plus one.
- Following a vacancy, an employee acting in higher duties for a period of six months or longer, automatically fills the position on a permanent basis.
- Employees Proven Ability – A review and action in respect to the selection process, which gives more weight to employees with proven ability in the position to which they are applying.
- Vacancies that arise in operational areas, as a result of an operational review, are to be subjected to a review by PHOC via a business case.

Duration of the Agreement:

- The new Certified Agreement expires on the 30 June 2011.

Uniforms:

- Part Time employees who work a 5-day shift be entitled to 5 uniforms.
- Winter jackets to be provided as part of the uniform for all employees working in facilities where there is no temperature control or where requested by employees due to environmental conditions.

- Where a District implements a uniform policy, the employer will provide, in total, all uniform requirements outlined in the policy to all employees.
- All casual and temporary employees to be provided with the same number of uniforms that would be provided to permanent staff working the same hours.

Union Encouragement:

- Union Delegates are provided with no less than 8 hours a week to perform duties as a union Delegate.
- Queensland Health AWU job delegates, performing their official union duties, attending authorised union meetings and training, are deemed to be conducting “official” Queensland Health business.

Miscellaneous:

- 6 monthly reports to the SBU of Code of Conduct (CoC) statistics and the use of the CoC in disciplinary action.
- Car parking facilities are supplied at no expense to the employee.
- Child Care Arrangements based at the Hospitals at no expense to the employee.
- Increased security at hospitals.
- Heat/Cold Stress – A “Cap” of degrees and humidity to be introduced to ascertain when dangerous health levels are occurring.
- Formal Grievance Form – a formal grievance form for Queensland Health be introduced for employees, which contains clear instructions. This should also incorporate the various stages of reply and appropriate time frames.
- That the PHOC manual be an appendix of the DHSA.
- That PHOC be inserted within the DHSA as a recognised consultative mechanism.
- Dedicated staff doctor within hospitals.
- Work cover injury preferential treatment in A&E
- Raise the level of Salary Sacrifice