

QUEENSLAND HEALTH INTERESTS – EB7 **NEGOTIATIONS**

Below is an outline of Queensland Health's interest in the course of the negotiations for the Queensland Public Health Sector Certified Agreement (No.7) 2008.

1. Through the course of the negotiations utilising interest based bargaining, Queensland Health seeks to develop outcomes with the health unions that create simplification of employment frameworks. Some issues that Queensland Health has identified for discussion include:

- a) A single EB7 certified agreement with no subsidiary agreements;
- b) Consolidation of variable working hours arrangements;
- c) Insertion of the Aboriginal and Torres Strait Islander Health Worker Career Structure as a schedule to EB7;
- d) Union's commitment to the continuing HR Policy (IRM) consolidation project, including re-formatting of existing 'protected IRMs' into the new template; and
- e) Other as identified by the parties during the course of the negotiations utilising interest based bargaining.

2. Queensland Health offers a wage increase of 3.25% p.a.

3. Any further wage increase or increase to entitlements beyond 3.25% p.a. to be negotiated in return for workforce efficiencies, workforce improvements, and/or service delivery enhancements. Some workforce efficiencies, workforce improvements, and/or service delivery enhancements that Queensland Health has identified for discussion include:

- a) Addressing inflexibilities surrounding contracting out/in to ensure Queensland Health is consistent with the whole-of-government policy;
- b) Addressing barriers to effective management created by the replacement of existing staff provisions;
- c) Addressing inflexibilities surrounding changes to shift rosters, or the introduction of shift work, that prevent health services being delivered in an optimal and efficient way;
- d) Greater clarification surrounding the requirements for consultation including:
 - i. What requires consultation; and
 - ii. How the obligation of consultation is satisfied.
- e) Union's commitment to actively working with Queensland Health, through the Reform Consultative Group, to address identified needs for cross-stream workforce flexibility;
- f) Union's commitment to actively assist in developing localised strategies to reduce absenteeism with an aim of reaching average absenteeism levels on par with the Queensland Public Sector; and
- g) Other as identified by the parties during the course of the negotiations utilising interest based bargaining.