



EB news!



Queensland Health
Human Resources Branch

5 September, 2008

QUEENSLAND HEALTH EB7 OFFER

On 5 September 2008, Queensland Health made a formal offer to unions for those staff covered by the *Queensland Public Health Sector Certified Agreement (No 6) 2005* – known widely as EB6.

Key components of the offer include:

A **three year agreement** effective from 1 September 2008 provided that in principle agreement is reached by 30 September 2008.

A **4% per annum salary increase** for each year of the agreement and in return Queensland Health seeks acceptance of the following efficiency and service delivery improvements:

- √ Alignment of existing contracting out provisions with the whole of government contracting out policy
- √ Amendments to the current *Replacement of Existing Staff* provisions which will provide greater flexibility in determining when and how positions are filled as they become vacant
- √ A commitment from unions to co-operate with Queensland Health in the implementation of a program of service improvement and workforce flexibility
- √ Inclusion of changed provisions relating to prevention and settlement of disputes, consultation and organisational change
- √ A commitment to work together to reduce the level of absenteeism
- √ A single new agreement (EB7)

- √ Consolidation of existing variable working hours arrangements
- √ Ongoing support for continuation of the HR Policy (IRM) consolidation project, including the re-formatting of existing 'protected IRMs'

In addition, Queensland Health has offered to:

- Include a clause in the new agreement confirming its **commitment to maximising permanent employment**
- **Establish a state-wide unit** designed to address strategic operational issues and to **maintain the focus of the current Workloads Project**
- **Continue the current Operational Services Training and Development Education Incentive Fund** at the current level of 150 places per year for the life of the agreement
- Review the application of the current rural allowance applicable to professional and technical officers

Negotiations to finalise the details of a new agreement will continue with unions over the coming weeks.

The offer can be viewed from the enterprise bargaining webpage which is accessible through either the Queensland Health Internet or the QHEPS Homepages: <http://www.health.qld.gov.au/eb/>

**We welcome your feedback
on any aspect of the EB process:**

EB@health.qld.gov.au