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5/4/2018

BACKPAY FOR SOME DHHS EMPLOYEES

RESULT OF ONGOING EBA NEGOTIATIONS AND INCREASE IN MODERN AWARD

In the course of negotiations for a replacement four-year enterprise agreement (EBA), HACSU industrial advisors identified that the rates of pay for a number of DDSO classifications had fallen below the Modern Award (SCHADS).

The reason this has occurred is due to the impact of the Equal Pay Case and the Equal Remuneration Order (ERO), which HACSU won for disability workers in the non-government sector in 2012.

The ERO has meant that Modern Award payrates have been increasing by between 4 and 7 per cent each year since 2012. This has meant that on 1 December 2016 the wages gap for a number of public sector disability workers and non-government disability workers started to close and, in a few cases, non-government disability workers on Award wages were being paid just slightly more than public sector disability workers. This has worked out to be between \$0.04 to \$1.71 per hour depending on your classification.

When this happens, workers are automatically entitled to receive the higher applicable wage rate in the Modern Award even if they are employed under an EBA.

As a result, backpay will be paid to DHHS disability support workers who worked in the following classifications between 1 December 2016 and now:

- DDSO 1.4
- DDSO 1Q.2
- DDSO 1Q.5
- DDSO 2A.3
- DDSO 1.5
- DDSO 1Q.3
- DDSO 2A.1
- DDSO 1Q.1
- DDSO 1Q.4
- DDSO 2A.2

The backpay will be paid in the next scheduled fortnightly payment run on 12 April 2018. The amount of backpay will vary depending on your classification and increment level and the number of hours you worked between 1 December 2016 and now.

Additionally, if you are employed in one of the below classifications you will receive a wage increase to align with the Modern Award rate. These classifications, along with the current weekly wage rate and the new weekly wage rate from 12 April 2018 are set out below:

HACSU NEWS

THE DISABILITY WORKERS UNION



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AUTHORISED BY LLOYD WILLIAMS, STATE SECRETARY

	Current Weekly Rate	New Weekly Rate (12 April)
DDSO 1.4	\$908.43	\$933.76
DDSO 1Q.1	\$949.29	\$962.34
DDSO 1Q.2	\$954.62	\$991.63
DDSO 1Q.3	\$995.70	\$1,018.16
DDSO 1Q.4	\$1,007.35	\$1,018.16
DDSO 2A.1	\$1,023.08	\$1,035.82
DDSO 2A.2	\$1,055.93	\$1,065.62

There will be further adjustments on 1 July 2018 when the next scheduled EBA wage increase of 3.5% comes into effect, however for some employees the increase may be higher depending on the outcome of the minimum wage case as decided by the Fair Work Commission.

The table below shows the hourly amount of backpay per classification for different periods of time. If you receive a backpay amount and you want to know how it was calculated, contact Payroll (1300 344 737) in the first instance. If you're unhappy with their response, please contact HACSU Assist (1300 651 931).

Hourly Backpay (not including 25% casual loading for casual employees)

	1 December 2016 – 30 June 2017	1 July 2017 – 30 November 2017	1 December 2017 – 19 December 2017	20 December 2017 – Current
DDSO 1.4	\$0.04	\$0.80	\$1.36	\$0.67
DDSO 1.5	-	-	\$0.54	-
DDSO 1Q.1	-	\$0.51	\$1.07	\$0.34
DDSO 1Q.2	\$0.31	\$1.13	\$1.71	\$0.97
DDSO 1Q.3	-	\$0.76	\$1.35	\$0.59
DDSO 1Q.4	-	\$0.46	\$1.06	\$0.28
DDSO 1Q.5	-	-	\$0.19	-
DDSO 2A.1	-	\$0.45	\$1.12	\$0.10
DDSO 2A.2	-	\$0.37	\$1.06	\$0.26
DDSO 2A.3	-	-	\$0.31	-