



Protect
**Disability
Care**

FINALLY!

A New DHHS EBA!



State Secretary, Lloyd Williams, and Assistant State Secretary, Paul Healey, have led a fantastic membership campaign to protect DHHS disability care, winning 8 years of protections.

HACSU negotiators have concluded negotiations on all the major issues for a new four-year enterprise agreement (EBA) with the Victorian Government. This follows a lengthy and determined statewide campaign by HACSU members.

The proposed EBA maintains our entitlements, adds a range of new benefits and will lock in all elements of the Settlement Agreement on the transfer of DHHS services.

This provides 8 years of protections for wages, conditions and job security, including the 29% pay increase over 8 years, up to \$15,000 in transfer payments, agreed voluntary redundancy packages (VDPs) and the \$2,000 sign-on bonus.

CRUCIAL NEW AND IMPROVED CONDITIONS

New Entitlements & Allowances:

New "Forensic Allowance" for members working in Disability Forensic Assessment and Treatment Service (DFATS) and Disability Justice Accommodation services, this allowance is 2.5% of annual salary, paid fortnightly. The annual value of this allowance will be as follows, starting from 1 July 2018.

DDSO 1Q Y5	\$1,406
DDSO 2 Y4	\$1,514
DDSO 3A Y5	\$1,966
DDSO 4 Y5	\$2,222

Because it's linked to your wage rate, the allowance will increase with every pay increase received.

Authorised by HACSU State Secretary, Lloyd Williams, 7 Grattan St, Carlton, VIC 3053.

- A new entitlement to 20 days paid Family Violence Leave.
- Increased First Aid allowance for employees who are required to administer first aid over and above a client's requirements in a support plan.
- An increase to allowances of 6% on 1 July 2018, then 3% per cent per annum for the next 7 years. The sleepover allowance and standby/ recall allowance will increase in line with wages – so 6.5% on 1 July 2018, then 3.5% on 1 July 2019, 2020, 2021 and then 3% on 1 July each year for the following four years.

Improvements for Casuals

- A **casual conversion clause**, which means casuals who have worked regularly over a 9-month period can apply to convert to a permanent, ongoing position. The employer can only refuse on reasonable grounds.
- Extending **incremental progression** through the career structure to casual employees.



Improvements to Occupational Health & Safety Provisions

- Improvements to the occupational, health and safety clause, including clarifying that **a single group home constitutes a designated work group**.
- **Improved reporting requirements** on incidents of occupational violence.



Enhanced Job Security Protections

- A clause to ensure that **labour hire/agency staff cannot be paid on rates less than those in the EBA**. This is a critical job security measure for transferring members.
- An improved process for filling additional vacant hours in a roster. **Existing employees will have priority access to additional hours and vacancies** when they become available, benefitting part-time employees who want to increase their hours and casuals who want to move to ongoing employment.
- A much improved and comprehensive clause on **consultation obligations around workplace change**, which is crucial during the ongoing NDIS rollout and transfer of services.
- Clearer employee rights where it is necessary to transfer an employee to another workplace. **The employer may only move an employee where there is a genuine reason for doing so** and every endeavor must be made to ensure there is no financial disadvantage when this occurs.

Other Improvements

- The time-consuming and often unfair discipline process in Schedule C has been restructured so that **genuine practice and performance issues can be managed without a disciplinary outcome** (e.g. medication errors).
- Clarification around the process for **salary packaging** so that members can take advantage of salary packaging benefits once transferred to the non-government sector.
- A **right to request flexible working arrangements** and a framework for approving or not approving the request.
- Clarification where **house supervisors** can work part-time.
- A right allowing part-time employees to receive the **higher duties allowance** after 5 shifts.



The **Colanda Closure Agreement** has also been attached as a Schedule of the EBA.

The **period of operation of the EBA will be from 1 July 2018 to 30 June 2022**, but wage increases are included in the EBA through to 1 July 2025. Additionally, the bargaining process for a new replacement four-year Agreement is included in this EBA.

Members will have a formal opportunity to **vote on the new EBA later from early-May**.

If members vote to approve the EBA, **the second \$1,000 sign-on** payment (pro-rata for part-time and casual employees) will then be paid.