



25 May 2018

97% VOTE YES TO DHHS EBA

We did it!

The DHHS EBA Ballot closed on Wednesday 23 May – 3363 ballots were received.

Today we found out that **over 97% of DHHS workers voted YES to this EBA** – and YES to protecting disability care!

This is a huge win for HACSU members who stuck together for two years to fight for a fair deal for disability workers and for the residents that you support.

This EBA has been negotiated by HACSU representatives to protect your working conditions and your residents' quality of care over the next 8 years as we transition into the not-for-profit sector. We only won such an incredible deal because HACSU members were organised and persistent. Congratulations.

This includes:

- 29% Pay Rise over the next 8 years
- New Entitlements & Allowances
- The right for Casuals to request conversion to permanent work
- Improvements to Occupational Health & Safety Provisions
- Enhanced Job Security Protections



What's next?

Now that DHHS employees have endorsed the new DHHS EBA, **the Fair Work Commission now needs to certify the EBA**. We hope this will be done by July.

You've voted yes – you've 'signed on' to the new EBA!

Which means **you'll now be paid the final Sign-On Bonus** (the first Sign-On bonus was paid after HACSU members endorsed the Settlement Agreement in December 2017).

It's to recognise that there were no wage increases for a year during negotiations after the EBA expired in 2016.

The sign-on bonus is **\$1000, and is paid pro-rata for part-time and casual employees**.

The final sign-on bonus is due to be paid on 7th June 2018.

Congratulations again on terrific result. Together we are protecting disability care.

In union,

Lloyd Williams

HACSU State Secretary



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.

- 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.