

# Welcome to the EBA Campaign Update

## For ADAVB members employed in community health centres

Wednesday 4 July 2018

Join the conversation:

Online using Zoom: at <https://zoom.us/j/5235609167>

Or by teleconference: dial: 1800 153 721. Enter PIN: 17177107#

Download this presentation from the ADAVB website:

[www.adavb.net/News&Advocacy/Advocacy/PublicDentistryAdvocacyActivities](http://www.adavb.net/News&Advocacy/Advocacy/PublicDentistryAdvocacyActivities)

### Tonight's speakers:

ADAVB CEO, Matt Hopcraft  
 Professionals Australia:  
 Chris Walton – CEO  
 Michael Butler – Director Industrial Relations  
 Alesia Leonard – Lead Organiser



## Context



- 12 months of extensive bargaining negotiations, over 19 meetings took place.
- State Government wages policy – requires that salary increases above 2.5% p.a (usually an additional 0.5% p.a) be offset by productivity gains
- Developed and distributed the Respect Public Dentistry campaign issues paper (available at <http://www.adavb.net/Portals/0/News/ADAVB-2017-Respect-Public-Dentistry.pdf> )
- Fliers distributed at DHSV events
- Over 400 signatures on the online petition to Health Minister Jill Hennessy: “It’s time for the Victorian State Government to #RespectPublicDentistry so everyone can smile”
- ADAVB members held meetings with local MPs in support of the issues paper
- Protected industrial action ballots lodged by dentists and dental specialists at the Royal Dental Hospital of Melbourne, and dentists at EACH, North Richmond Community Health and cohealth

## Current scenario



- After 12 months of little progress, the move towards industrial action prompted an offer to dentists and dental specialists employed in hospitals
- **An in-principle Agreement has been endorsed and signed for members employed in public hospitals**
- **The Agreement includes a clause to require that bargaining for community health employees be completed before formal sign off on the final hospital employees' EBAs.**

## Current scenario



- Tonight we will explain the offer to hospital-employed dentists, and discuss how an outcome for fair pay and conditions can be achieved for CHC dentists
- Members will have the opportunity to ask questions at the end of the presentation
- After the meeting, we will ask members to vote online to pursue protected industrial action in every community health centre across the state to seek an acceptable outcome for members in community health centres



## SUMMARY

### Without Prejudice

In principle agreement reached for dentists and dental specialists employed in public hospitals

### Commencement date:



The Agreement will commence on July 1st 2018 and will operate for a period of four years to 2022.

Negotiations for a new agreement/s may commence six months prior to the expiration of the agreement/s.

## Sign on Bonus



\$2,000 per full-time employee covered by the Agreements (pro-rata for part-time, not payable to casual employees)

## Annual Salary Increases



Year One – 6%

Year Two – 6 %

Year Three - 3 %

Year Four – 3%

**19.2 %  
compounded**

\*Existing salary-related allowances payable under the Proposed Agreements will increase in accordance with the above salary increases

## Professional Support



Introduction of a clause, which encourages continued internal professional support initiatives to facilitate employees meeting their annual Continuing Professional Development requirements.

### **Professional Support Allowance:**

Reimbursement of costs, including membership of a professional association which provides CPD, for full time General and Specialist Dentists (pro-rata for part time employees):

- **\$2000** on 1 July 2018
- **\$2000** on 1 July 2019
- **\$2000** on 1 July 2020
- **\$2000** on 1 July 2021

## Increased Parental Leave



Increased amount of paid parental leave for the primary care giver.

**10 weeks to 12 weeks**

## New Hybrid Classifications



Two new classification levels will be established at Level 4 and Level 5 of the General Dentist Agreement.

The starting annual rate of payment for the Level 4 Hybrid Clinical/Managerial role will be **\$140,000** and **\$150,000** at Level 5 Hybrid Clinical/Managerial. These roles will be by appointment only.

## Hybrid scenarios



	Old Rate	% Increase	Year 1	Y2 6%	Y3 3%	Y4 3%	Difference	Total%
Clinical Leader Classification increase from 4a) to Hybrid 4	106,940	31%	140,000	148,400	152,852	157,437	50,498	47%
Clinical Leader increase from 4b) to Hybrid 4	114,538	22%	140,000	148,400	152,852	157,437	42,900	37%

## Classification restructure Level 3 (General Dentists only):



- All pay points at Level 3 will uplift one pay point level effective 1 July 2018, as reflected in the below table
- To address resulting relativity issues for Level 4A, the Level 4A wage will increase to \$110,000 per annum effective 1 July 2018.

Classification	Current wage rate	1 July 2018 wage rate (plus annual wage increases)	% increase from 1 <sup>st</sup> of July (excluding general pay rise)	Total % increase from 1 <sup>st</sup> of July	Total increase over the life of the agreement
DENTIST LEVEL 3A	85,389	89,601	5%	11%	25 %
DENTIST LEVEL 3B	89,601	93,759	5%	11%	25 %
DENTIST LEVEL 3C	93,759	97,914	4%	10%	24 %
DENTIST LEVEL 3D	97,914	102,071	4%	10%	24 %
DENTIST LEVEL 3E	102,071	106,940	5%	11%	25 %
DENTIST LEVEL 4A	106,940	110,000	3%	9%	23 %

## Pay increase scenarios

### Scenario: Level 1 (2018) to a Level 2c (2021)

	Y1 (Level 1)	Y2 (Level 2a)	Y3 (Level 2b)	Y4 (Level 2c)
Current		65,094		
New Agreement Rates		68,999	79,595	87,302
Difference 1 to 2c over 4 years		30,302		95,396
% Increase		46.5%		

### Scenario: Level 2a (2018) to 3a (2021)

	Y1 (Level 2a)	Y2 (Level 2b)	Y3 (Level 2c)	Y4 (Level 3a)
Current		70,840		
New Agreement		75,090	84,759	92,618
Difference 2a) to 3a) over 4 years		35,967		106,806
% Increase		50%		

### Scenario 2c (2018) to 3c (2021)

	Y1 (Level 2c)	Y2 (Level 3a)	Y3 (Level 3b)	Y4 (Level 3c)
Current		80,029		
New Agreement		80,029	100,675	108,508
Difference 2c) to 3c) over 4 years		36,687		116,716
% Increase		46%		

## Pay increases

Level	Current Rate	Y1 6%	Y2 6%	Y3 3%	Y4 3%	Difference	Total %
Level 1	65,094	69,000	73,140	75,334	77,594	12,500	19
2 (a)	70,840	75,090	79,596	81,984	84,443	13,603	19
2 (b)	75,436	79,962	84,760	87,303	89,922	14,486	19
2 c	80,029	84,831	89,921	92,618	95,397	15,368	19
3a	85,389	94,977	100,676	103,696	106,807	21,418	25
3b	89,601	99,385	105,348	108,508	111,763	22,162	25
3c	93,759	103,789	110,016	113,317	116,716	22,957	24
3d	97,914	108,195	114,687	118,128	121,671	23,757	24
3e	102,071	113,356	120,158	123,763	127,475	25,404	25
4 (clinical)	106,940	116,600	123,596	127,304	131,123	24,183	23
b)	114,538	121,410	128,695	132,556	136,532	21,994	19
4 (managerial)	106,940	116,600	123,596	127,304	131,123	24,183	23
b)	114,538	121,410	128,695	132,556	136,532	21,994	19
Hybrid 4		140,000	148,400	152,852	157,438		
5 clinical	122,095	129,421	137,186	141,302	145,541	23,446	19
b)	133,431	141,437	149,923	154,421	159,053	25,622	19
5 (managerial)	122,095	129,421	137,186	141,302	145,541	23,446	19
b)	133,431	141,437	149,923	154,421	159,053	25,622	19
Hybrid 5		150,000	159,000	163,770	168,683		

## Productivity offsets



**The agreement relies on implementation and monitoring of a new model of care including productivity initiatives through the following actions:**

- A greater proportion of examination services being provided by DT/OHTs
- Greater use of DA Cert IV in taking intra-oral radiographs
- Higher proportion of preventive services (cleaning, topical fluoride, fissure sealants) being provided by DT/OHTs
- Greater use of DA Cert IV for oral health education services (oral hygiene instruction, dietary advice)
- Primary tooth extractions predominantly provided by DT/OHTs
- Majority of restorations in children provided by DT/OHTs
- Greater proportion of restorations in adults being provided by DT/OHTs with extended scope of practice
- All dentures and most other denture related services (eg: repairs) being provided by Dental Prosthetists.



## Funding



ADAVB is actively pursuing funding for CHCs to enable the pay increases

## Formal approval process



If agreement is reached for dentists in CHCs:

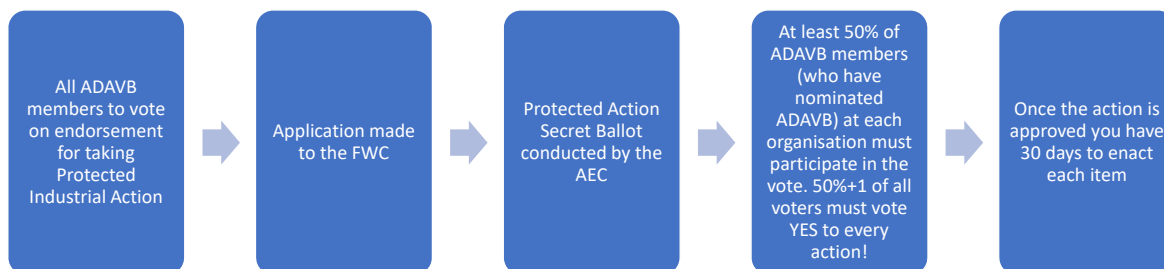
1. Drafting is finalised for both agreements
2. The final EBAs will be voted on by all employees
3. Payment of increased salaries, allowances and conditions of employment will apply after certification by the Fair Work Commission

## Next steps



- Endorsement vote for protected industrial action to pursue acceptable outcome for community health centre dentists opens now for ADAVB members employed in community health centres here at [www.surveymonkey.com/r/CHCPAB2018](http://www.surveymonkey.com/r/CHCPAB2018)
- Lodge Protected Action Ballots for all community health organisations where ADAVB represents dentists (current ballots include EACH, cohealth and North Richmond Community Health and cohealth)
- Ensure all community health centre dentists are members and have nominated ADAVB to give each ballot maximum impact (nominate online: [nominate.adavb.org](http://nominate.adavb.org))
- Write to all CEOs requesting that they support the a fair EBA offer, and that they agree to implement the proposal

## Protected industrial action 101



### Potential Action Items may include:

- Logging all DWAUs as the miscellaneous code
- Stoppages of all work (except emergency care)
- Providing all patients with a flier approved by ADAVB
- Placing a statement in your email signature
- Putting an out-of-office statement on, which diverts your emails to the CEO
- Wearing campaign material (such as a sticker)
- Not responding to emails

## Questions



## Endorsement process



**Fill in the endorsement survey by 12pm Friday, 6<sup>th</sup> of July**

[www.surveymonkey.com/r/CHCPAB2018](http://www.surveymonkey.com/r/CHCPAB2018)

*You can download this presentation from the ADAVB website:*

*www.adavb.net>News&Advocacy>Advocacy>Public Dentistry Advocacy Activities*

## Support the campaign - what we need you to do

### Not a member?

**JOIN** ADAVB today so that you can be represented in negotiations

(contact [ask@adavb.org](mailto:ask@adavb.org) or 03 8825 4600)

### Members - If you haven't already nominated ADAVB:

**Nominate** ADAVB as your bargaining representative

[nominate.adavb.org](http://nominate.adavb.org)