



FAQs - Community health centre dentists taking protected industrial action: 24-hour work stoppage

1. Why are we taking industrial action?

We have been in negotiations for over 15 months and have not been able to reach an agreement for ADAVB members employed in community health clinics. Currently, five organisations have informally agreed to implement the public hospital sector agreement regardless of any additional funding arrangements. These organisations are Sunraysia, Dianella and Plenty Valley Community Health (DPV Health), North Richmond Community Health and IPC Health. However, a formal offer from the employers bargaining representative, VHIA, for all CHC dentists has not been forthcoming.

Protected industrial action has commenced at the majority of community health clinics and has not yet resulted in a satisfactory outcome. The 30-minute stoppage, which occurred on Wednesday 22 August received positive media attention and shone a much-needed spotlight on the community dental sector. However, this action did not result in a comparable offer made to dentists employed in the community health sector.

The last sitting day of parliament before the election cycle begins in Victoria is on the 20 September. To make a significant stand, and to advocate for the same outcome across all community health clinics, employees at affected clinics have agreed to implement a 24-hour work stoppage on Monday 17 September, including a demonstration at Parliament House.

By taking part in the work stoppage you will be part of a historic event! In Victoria, dentists have never stopped work for 24 hours or participated in a demonstration of this scale. By making a stand now and advocating for your sector, you will help to progress future negotiations and gain the respect that you and all public sector dentists deserve.

2. When and where will the demonstration be held?

A demonstration will be held on the steps of Parliament House to show support for public sector dentists employed in community health clinics. We will encourage dentists employed in public dental hospitals and the Victorian community to support our Respect Public Dentistry So Everyone Can Smile campaign.

Date: Monday 17 September

Time: 12pm to 1pm

Location: Parliament House, Spring St, East Melbourne

The demonstration will include speeches. Attendees will be asked to wear Respect Public Dentistry t-shirts, to hold banners and to distribute fliers to the community.

3. How will my patients be impacted?

Legally, we only have to provide employers with 72 hours' notice prior to any demonstration. We extended the notice period to a week to provide them with the opportunity to reschedule patients and mitigate the impact on patients.

Your patients will continue to be impacted if experienced dentists continue to leave the sector due to unfair pay and working conditions. By participating in this action, you will be supporting a better funded and more supportive public dental sector for all disadvantaged Victorians.

4. Who can participate in the 24-hour stoppage?

ONLY Dentists working in the following clinics on Monday the 17th of September from 7am may participate in the stoppage: These dentists must also be ADAVB members and must have nominated the ADAVB as their bargaining representative.

- Merri Health
- EACH
- Co-Health
- Your Community Health
- Dianella and Plenty Valley Community Health
- North Richmond Community Health
- IPC Health
- Connect Health and Community
- Healthability and Carrington Health
- Link Health and Community
- Inspiro
- Latrobe Community Health Service

5. Can I participate if I am not a member?

To participate in future protected action, you must be an ADAVB member and you must have nominated ADAVB as your bargaining representative. To become a member, please contact ADAVB's Membership Officer, Cathy Workman P: 03 8825 4600 E: cathy.workman@adavb.org.

To nominate ADAVB as your bargaining representative go to nominate.adavb.org and complete the online form (member login required). If you would like assistance with logging in, please contact the ADAVB on 03 8825 4600.

Note: Access Health members unfortunately will not have the required 72 hours' notice to participate on the 17th, but if you are not working on this day you may attend the demonstration.

6. Who can attend the demonstration?

- Dentists who are participating in the 24-hour stoppage are encouraged to participate in the demonstration.
- Dentists who are on their lunch-breaks from any organisation may also participate in the demonstration.
- Dentists who are working private practice on Monday or are not scheduled to work at a clinic may participate in the demonstration.
- Other health professionals and colleagues, friends and family wanting to support the campaign may also attend and participate in the demonstration.

7. Will I get paid for participating in the 24-hour stoppage of work?

No, when you cease providing a service to your employer they will not pay you for that time. We hope this is the first and last 24-hour stoppage that occurs during this campaign.

8. How am I protected while engaging in industrial action?

The Fair Work Act prohibits an organisation or individual employee from taking adverse action against a person because that person takes part in, or may take part in, an industrial activity. There are penalties of up to \$63,000 for any organisation or individual that breaches these protections.