



FAQs - Community health centre dentists 24-hour work stoppage, 4 February 2019

1. Why are we taking industrial action?

We have been in negotiations for over 19 months and have not been able to reach an agreement for ADAVB members employed in community health clinics. Currently, three organisations have agreed to implement the public hospital sector agreement regardless of any additional funding arrangements. These organisations are Sunraysia, North Richmond Community Health and Nillumbik.

The CEOs of all other CHCs have refused to agree to provide their employee dentists with these same conditions. This stoppage is a vital step in encouraging your CEO to accept the terms and conditions of the public hospital agreement which include:

- Pay increases of six per cent per annum in the first two years and three per cent per annum in years three and four of the agreement
- Back-pay to 1 July 2018 based on salary increases provided in the agreement
- \$2000 for reimbursement of ADAVB membership and CPD training costs (pro rata for part-time employees, not payable to casual employees)
- \$2000 sign on bonus (pro rata for part-time employees, not payable to casual employees)
- Uplift payments for all level 3 employees and employees at level 4a
- Introduction of hybrid clinical and managerial positions to acknowledge the additional responsibility and work these roles entail.

This agreement will ensure every dentist in the public sector is paid fairly and treated with the respect they deserve, regardless of whether they work in a hospital or community health centre.

2. When and where will the public rally be held?

A public rally will be held on the steps of Parliament House to show support for public sector dentists employed in community health clinics. We are encouraging dentists employed in public dental hospitals and the Victorian community to support our community health centre dentists by also attending the public rally.

Date: Monday 4 February

Time: 12pm to 1pm

Location: Front steps of Parliament House, Spring St, East Melbourne

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 clinics listed below on Monday 4 February from 7am may participate in the 24-hour work stoppage. Dentists taking action must be ADAVB members and must have nominated the ADAVB as their bargaining representative. Eligible CHCs:

- Access Health and Community*
- Banyule Community Health Service*
- Central Bayside Community Health*
- Connect Health and Community
- cohealth
- EACH
- Inspiro
- IPC
- Latrobe Community Service
- Link Health and Community
- Merri Health
- Your Community Health
- Sunbury Community Health Service*

*These CHCs are currently participating in a protected action ballot, and if approved, dentists employed at these CHCs will be able to participate in the 24-hour stop-work.

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.

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.