

# Welcome to the EBA Campaign Update

## For ADAVB members employed in community health centres yet to agree to the EBA

Tuesday 19 February 2019, 6:00 pm

*Join the conversation:*

*Online using Zoom: at <https://zoom.us/j/943603973>*

*Or by teleconference (charges apply): dial: +61 2 8015 2088 Meeting ID: 943 603 973*

*Download this presentation from the ADAVB website:*

*[www.adavb.net](http://www.adavb.net)>News&Advocacy>Advocacy>Public Dentistry Advocacy Activities*

### Tonight's speakers:

ADAVB:

Matt Hopcraft - CEO

Professionals Australia:

Michael Butler – Director Industrial Relations



# Negotiations timeline

- **July 2017** – EBAs expire, bargaining commences
- **June 2018**
  - 8<sup>th</sup> - RDHM members commence protected action ballot
  - 27<sup>th</sup> - In-principle EBA offer to dentists and dental specialists in public hospitals
- **August 2018**
  - 22<sup>nd</sup> – CHC members undertake 30 min stop work
- **September 2018**
  - 24-hour stop work planned at CHCs planned for Sep 17<sup>th</sup>
  - 14<sup>th</sup> - Vic Government provides EBA funding guarantee – stop work averted
- **November 2018**
  - 24<sup>th</sup> - State election
  - 27<sup>th</sup> – most CHC CEOs refuse the EBA
- **December 2018**
  - ADAVB writes to CHC CEOs, protected industrial action re-commences
- **January 2019**
  - 7 CHC CEOs agree to the EBA, 11 CHC CEOs refuse the EBA citing funding issues



# EBA status – community health centres



## CHCs where the CEO has not agreed to the EBA

- Access, Banyule, Connect, DPV Health, EACH, Inspiro, IPC, Merri, Star, Sunbury, Your Community Health

## CHCs where an EBA ballot is in progress (employees must vote between Feb 18-20)

- Central Bayside Community Health Services, cohealth, Latrobe Community Health Services, Link Health and Community,

## CHCs where employees have successfully voted on the agreement (which is awaiting approval by the Fair Work Commission)

- Nillumbik Health, North Richmond Community Health, Sunraysia Community Health

# Current scenario



Tonight we will:

- Provide an overview of the EBA offer that was made to dentists in 7 community health centres and all public hospitals, and
- discuss how an outcome for fair pay and conditions can be achieved for CHC dentists at the remaining 11 sites

Members will have the opportunity to ask questions at the end of the presentation



# SUMMARY

Agreement reached for dentists and dental specialists employed in public hospitals and seven community health centres

# Commencement date:



## Once implemented:

- the Agreement will apply from July 1st 2018 and will operate for a period of four years to 2022
- back pay from 1 July 2018 will apply, if you were working for an eligible employer between 1 July 2018 and the implementation date

# 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, not payable to casual staff):

- **\$2000** on 1 July 2018 (keep your receipts to claim this after the agreement is implemented!)
- **\$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.

# 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 |            |         |

# 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<br>(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 %  |

# Productivity offsets



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

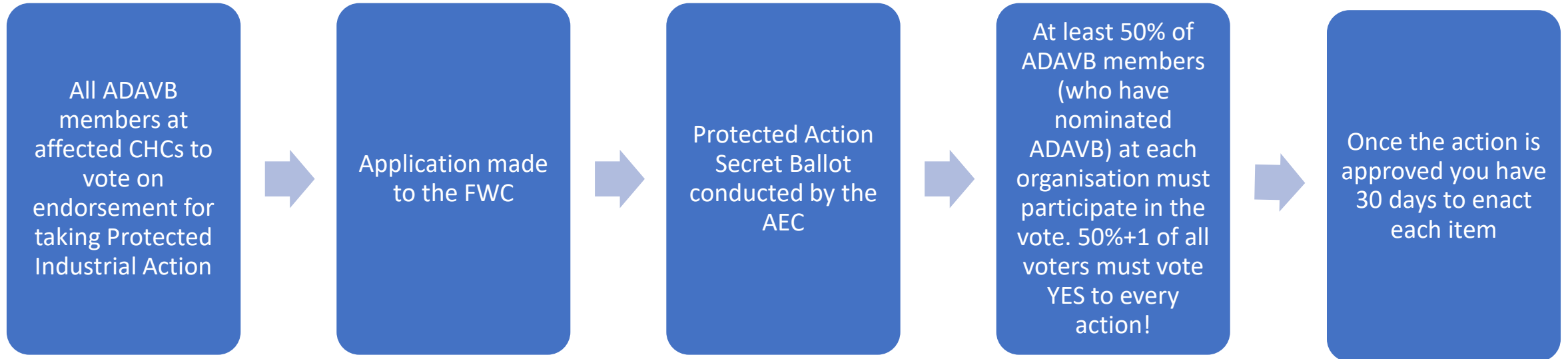
- A greater proportion of examination services being provided by DT/OHTs
- Greater use of DA Cert IV in taking intra-oral radiographs
- Higher proportion of preventive services (cleaning, topical fluoride, fissure sealants) being provided by DT/OHTs
- Greater use of DA Cert IV for oral health education 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.

# EBA Funding



- The Victorian Department of Health and Human Services (DHHS) committed to providing the funding for the increases in dentist entitlements in the EBA in Sept 2018
- CEOs at 11 CHCs have not yet agreed to the terms of the funding guarantee
- It appeared that there was little action from the employer side of the bargaining table in the lead-up to Christmas, prompting ADAVB to write to CHC CEOs and re-commence industrial action
- This prompted 7 CHCs to agree to the EBA
- ADAVB continued to be concerned through January with the lack of progress on the funding guarantee, so industrial action was continued and dentists at 9 CHCs had a 24-hour stop-work on 4 Feb 2019.
- This has prompted a flurry of activity between CHCs, DHHS and DHSV to resolve the funding issue, with a number of high level meetings to agree on the calculations to determine the amount of additional funding required to cover the agreement
- Continued industrial action has been the mechanism to ensure that the employers are taking the necessary steps to resolve the funding issue
- **ADAVB and PA will continue supporting members to apply the necessary pressure to achieve a fair outcome**

# Protected industrial action process



## 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



# Protected actions currently in place – to continue for now

| CHC                   | Only entering DWAU codes 799/990   | Handing out a flyer authorised by ADAVB to all patients treated | Wearing clothes with campaign materials attached | Ban on providing reports to managers and the CEO | Stoppages of work of up to 24 hours | Protected action ballot in progress? |
|-----------------------|--|---|--|--|-------------------------------------|--------------------------------------|
| Access HC             | TBA  | TBA   | TBA  | TBA  | ✓                                   |                                      |
| Banyule CHS           | ✓  | ✓   | ✓  | ✓  | ✓                                   |                                      |
| Connect HC            | ✓  | ✓   | ✓  | ✓  | ✓                                   |                                      |
| DPV Health            | N/A  | ✓   | ✓  | ✓  | N/A                                 | Vote 'YES' between 22-2 and 15-3     |
| EACH                  | ✓  | ✓   | ✓  | ✓  | ✓                                   |                                      |
| Inspiro               | ✓  | ✓   | ✓  | ✓  | ✓                                   |                                      |
| IPC Health            | N/A  | N/A   | N/A  | N/A  | ✓                                   | Vote 'YES' - dates TBA               |
| Merri Health          | ✓  | ✓   | ✓  | ✓  | ✓                                   |                                      |
| Star Health           | NA - Please contact Professionals Australia for a discussion if you work at this CHC |   |  |  |                                     |                                      |
| Sunbury CHC           | ✓  | ✓   | ✓  | ✓  | ✓                                   |                                      |
| Your Community Health | ✓  | ✓   | ✓  | ✓  | ✓                                   |                                      |

# Further actions (if required)

- One hour stop work
- Distribute flyers to the public in front of the CHC



# Formal EBA approval process



If agreement is reached for dentists in CHCs:

1. Drafting is finalised for the agreement
2. The final EBAs will be voted on by all employees
3. If employees vote in favour of the agreement, payment of increased salaries, allowances and conditions of employment will apply after certification by the Fair Work Commission

# 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)

# Questions about the EBA?

**Contact:**

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**Director, Industrial Relations**

**Professionals Australia**

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