

FAQs on the 2016 Enterprise Agreements for Community Dentists

1 Who is covered by the Agreements?

There are four separate Agreements, three of which contain identical terms and conditions, as listed below. The fourth Agreement, which is for Link Health and Community employees, has equivalent terms and conditions. This is discussed in 2.7, below.

1.1 List of employers who are participating in the “*Victorian Stand Alone Community Health General Dentists Multi-Employer Enterprise Agreement 2015-2017*”

This agreement was approved by the Fair Work Commission, and it was implemented on 25 August 2016. Click [here](#) to view a copy of this Agreement.

- Banyule Community Health
- Bentleigh Bayside Community Health
- cohealth Ltd
- Darebin Community Health Service
- Eastern Access Community Health (EACH)
- Inner East Community Health Service
- ISIS Primary Care Ltd
- Plenty Valley Community Health Inc.
- Ranges Community Health Service trading as Inspiro
- Sunbury Community Health
- Whitehorse Community Health Service Ltd trading as Carrington Health

1.2 List of employers who are participating in the separate mirror agreement, the “*Community Health General Dentists Multi Employer Enterprise Agreement 2015 – 2017*”

This Agreement was approved by the Fair Work Commission, and it was implemented on 6 September 2016. Click [here](#) to view a copy of this Agreement.

- Dianella Community Health,
- Inner South Community Health Service Ltd
- Merri Community Health Services Ltd

1.3 List of employers who will be participating in a third separate mirror agreement, the “*Victorian Community Health General Dentists (North Richmond, healthAbility & Sunraysia) Multi Employer Enterprise Agreement 2015-2017*”

This Agreement was approved by the Fair Work Commission, and it was implemented on 27 September 2016. Click [here](#) to view a copy of this Agreement.

- Nillumbik Community Health Service Ltd trading as healthAbility Victoria/Healthy Bite Dental
- North Richmond Community Health Ltd
- Sunraysia Community Health Services

2 How was this enterprise offer developed, and what terms are provided for in the Agreements?

2.1 History of the Negotiations

When ADAVB and Professionals Australia began negotiations in January 2016, each Community Health Centre (CHC) employer was of the opinion that they were acting as individual enterprises. The view of their bargaining representative, the Victorian Hospitals' Industrial Association (VHIA) was that the community dentists' claim for complete parity with the General Dentists (Hospitals Agreement) 2014-2017 was impossible due to an incapacity to pay, and inadequate and uncertain public funding.

In January 2016, there were vastly differing positions held by the CEOs of the CHCs, but one common view across the group was that the operative date of the agreement could only be from 1 July 2016.

The positions of the employers fell into three categories as follows:

- A. Three X 2.5% salary increases, plus a 2.15% wage uplift, and an enhanced sign on bonus, no DWAU Allowance and a 1 July 2016 commencement date.
- B. Three X 2% salary increase, plus a 2.15% wage uplift, no DWAU allowance, and a 1 July 2016 commencement date.
- C. Three X 2.5% increases, plus a 2.15% wage uplift, no sign on bonus, no DWAU allowance, and a 1 July 2016 commencement date.

Eventually the CHC CEOs were brought together to one position, however Dianella Community Health, Inner South Community Health Service Ltd, and Merri Community Health Services Ltd will maintain a separate mirror agreement, with equivalent terms and conditions.

2.2 Summary of the terms of the Agreements: final position that all the CEOs would agree to:

- An agreement with a commencement date of 1 of July 2015 and a nominal expiry date of 1 July 2017.
- Roll over of most clauses from the previous agreement.
- Improvements in the classification structure, definitions, and competencies, which allows for Level 1 Dentists to progress to Level 2 after 12 months in the role, and Level 2 to progress to Level 3 after 2 years.
- Improvements in productivity with Scope of Practice (Clause 17) and Failure to Attend Patient Management (Clause 26).
- Once off lump sum payment of \$1000 for full time employees, with part time staff receiving a pro rata payment.
- In addition, full time/part time employees in paid employment of the employer at 1 July 2015, and who continue to be employed, will receive a part time pro rata once off lump sum payment, with the amount being determined by classification level:
Level 1 = \$1200
Level 2 = \$1300
Level 3 and above = \$1600
- The salary increases to the rates contained in the proposed Agreement are as follows:

- 2.5% increase plus the agreed uplift payment is effective from the first full pay period commencing on or after 1st July 2015;
- 2.5% increase effective from the first full pay period commencing on or after 1st July 2016;
- 2.5% increase effective from the first full pay period commencing on or after 30 June 2017.
- Some minor updates have been made to ensure the proposed Agreement is compliant with the Fair Work Act 2009 (Cth).
- Optional over Agreement payments - employees and their respective employers may discuss the application of an over Agreement payment on an individual basis. Any discussion about such payment would be undertaken with the operational capacities and funding capabilities of the CHC in mind.
- Meal breaks and tea breaks have been included in the proposed Agreement (Clause 32).

2.3 The pay increases only list 2.5%, 2.5% and 2.5%. What about the 2.15% uplift payment?
 The uplift payment is incorporated into the initial increase applicable on 1 July 2015.

Examples of the calculations and annual salaries for full time employees are shown below:

	Effective 31/05/2012	Uplift (2.15%)	1st July 2015 (2.5%)	1st July 2016 (2.5%)	30/06/2017 (2.5%)
Level 1	\$59,174	\$60,446	\$61,957	\$63,506	\$65,094
Level 2a	\$64,393	\$65,777	\$67,426	\$69,112	\$70,840
Level 2b	\$68,576	\$70,050	\$71,801	\$73,596	\$75,436
Level 2c	\$72,751	\$74,315	\$76,173	\$78,077	\$80,029
Level 3a	\$77,623	\$79,291	\$81,274	\$83,306	\$85,389
Level 3b	\$81,453	\$83,173	\$85,284	\$87,416	\$89,601

Note that these rates include an annual leave loading of 17.5% (capped to the rate of Level 3b), which is to be paid progressively throughout the year.

2.4 Will I receive any back-pay?

If you are a full-time or part-time employee you will receive back-pay to 1 July 2015, provided that you were employed by your current employer at that time.

Contact your accountant to discuss any questions that you may have about the tax implications of receiving back payment in 2016-17 for the financial year 2015-16.

2.5 Can a casual employee receive back-pay or the sign on bonuses?

Unfortunately, casuals and employees on unpaid leave will not be entitled to the sign on bonuses. Back-pay will also not apply to casual employees.

2.6 Why don't the rates in the remuneration table match up with the remuneration table in the hospital-employed dentists' agreement (General Dentists Agreement 2014-2017)?

The CHC CEOs would not agree to a commencement date of August 6th 2014, therefore all of the pay increases occur 11 months later than in the General Dentists Agreement 2014-2017. The second sign on

bonus is a partial compensation for this delay. Notwithstanding this point, community dentists achieve equivalence with their hospital employed colleagues by 1 July 2017.

2.7 Link Health and Community Limited General Dentists' Enterprise Agreement 2016

This Agreement applies only to employees who work at Link Health and Community. This Agreement, which was implemented on 12 August 2016, can be viewed [here](#).

- An Agreement with a commencement date of 1 of July 2016 and a nominal expiry date of 1 July 2017.
- Roll over of most clauses from the previous Agreement.
- Improvements in the classification structure, definitions, and competencies, which allows for Level 1 Dentists to progress to Level 2 after 12 months in the role, and Level 2 to progress to Level 3 after 2 years, provided that the criteria for progression are met.
- Once off lump sum payment of \$2000 for full time employees, with part time staff receiving a pro rata payment. This applies to full time/part time employees in paid employment of the employer at 5 August 2016, and who continue to be employed. Casual employees would not receive this payment.
- A 10.003% increase on base salary from the first pay period after 1 July 2016.
- Annual leave loading of 17.5%, to be paid at the time when leave is taken, capped to the rate of Level 3b.
- Some minor updates have been made to ensure the proposed Agreement is compliant with the Fair Work Act 2009 (Cth).

Examples of calculations and salary rates for full time employees are shown below:

	Effective 31/5/2012		Effective 1/7/2016	
	Base salary, excluding the 17.5% annual leave loading	Total annual salary for a full time employee, including 17.5% leave loading	Base salary, (10.003% increase), excluding 17.5% annual leave loading	Total annual salary for a full time employee, including 17.5% leave loading (loading is to be paid at the time when leave is taken)
Level 1	\$58,388.41	\$59,174	\$64,229	\$65,093
Level 2a	\$63,540.99	\$64,393	\$69,897	\$70,834
Level 2b	\$67,665.43	\$68,576	\$74,434	\$75,436
Level 2c	\$71,785.31	\$72,751	\$78,966	\$80,028
Level 3a	\$76,591.55	\$77,623	\$84,253	\$85,388
Level 3b	\$80,371.44	\$81,453	\$88,411	\$89,601

If you have any queries in relation to the implementation of these Agreements please contact Aleya Leonard at Professionals Australia, E: aLeonard@professionalsaustralia.org.au, P: (03) 9695 8895.

2.8 How does the 2016 offer fit in with the long-term plan for the 2017 round of negotiations?

Community dentists now have the opportunity to receive a base salary and other employment conditions that are equivalent to public dentists who work in hospitals in Victoria. ADAVB and Professionals Australia have endorsed this offer, along with the majority of our community dentist members.

A key outcome of these negotiations is that the community dentist enterprise agreements will expire at the same time as the hospital dentist agreement, on 1 July 2017. This will allow future negotiations for hospital and community Dentists to occur at the same time.

A major contributor to reaching this point has been the combined power of community dentists, who, with the support of ADAVB and Professionals Australia, have sent a message to their employers that it is not acceptable to employ community dentists on lesser terms than their colleagues who work in hospitals. Without this combined bargaining power, community dentists would still be negotiating individual site agreements with their CEOs.

The current offer goes some way to addressing inequity of pay and conditions in the public dental sector, but we know that there is still a lot more work to do. Our long-term goal is to help dentists and their employers to work together to achieve a strong and supported public dentist workforce, where employees are respected and rewarded for their commitment to provide care to the community. The current offer to community dentists is just the first step in our strategy. Consultations regarding the next EBA will commence in early 2017.

This information is current at 28 October 2016

Hyperlinks to other Victorian public dentist enterprise agreements currently in operation:

[Central Bayside Community Health Services](#)

[Latrobe Community Health Service](#)

[Victorian public hospital dentists](#)

[Victorian public dental specialists](#)