



FAQs - Enterprise bargaining for public sector ADAVB members

1. What will happen in this round of enterprise bargaining for public sector members?

- All Victorian enterprise agreements for public dentists, public dental specialists and dental specialists in training expire by mid-2017.
- ADAVB and Professionals Australia (PA) are helping members to negotiate a new, fairer enterprise agreement with their employers.
- If you would like ADAVB and PA to represent you, you must nominate ADAVB as your bargaining representative. This will authorise us to act on your behalf during the negotiation of new agreements (see also, 2 and 3, below).
- Together ADAVB and Professionals Australia (PA) will help members who work in the public sector to seek the respect, recognition and reward that they deserve.

2. How do I nominate ADAVB as my bargaining representative?

- **Type nominate.adavb.org into your web browser.** This will direct you to the relevant page on the ADAVB website.
- **Login to the ADAVB website using your six-digit ADAVB membership number and your password.** If you're unsure of your login or password, please contact the Branch on (03) 8825 4600, and a staff member will be pleased to assist you.
- **Complete the nomination form and click 'submit'.** Be sure to enter the details for each public clinic site where you work.
- **You will then receive an email confirming that we have received your nomination.** If you need to edit or remove your nomination at a later date, repeat the above steps.

3. I nominated ADAVB as my Bargaining representative during the 2015-16 Community Dentist EBA Campaign, do I need to provide a new nomination?

- **Yes.** Since this is a new round of enterprise bargaining, you must complete a new nomination form, which lists each public-sector employer that you work for. This is a Fair Work Commission legal requirement.

4. Why is it so important to nominate ADAVB as my bargaining representative?

- **To establish a strong bargaining position, we must hold as many nominations as possible.** This will allow public dentists and specialists to speak with one voice, to advocate to their employers for improvements in their employment terms and conditions, and to achieve a strong and sustainable public dental sector.
- ADAVB and Professionals Australia are committed to supporting public dentists and specialists to achieve the respect, recognition and reward that they deserve. But we can only do this if you authorise us to represent you by completing the online nomination form. Without this authorisation, we cannot represent you.

5. Is there an additional charge for this member service?

- No, this is covered by your ADAVB membership fee.



6. I do not want ADAVB to represent me in enterprise bargaining negotiations with my employer. Do I have to nominate ADAVB to act as my representative?

- No, this is voluntary. If you prefer ADAVB not to represent you, you can represent yourself, or nominate someone else to act on your behalf. This will not affect your ADAVB membership status.

7. What if I am not an ADAVB member?

- Non-members are welcome to [apply to ADAVB for membership](#), so that you can be represented in negotiations to achieve significant improvements to wages and conditions
- Contact ADAVB's Membership Officer, Cathy Workman on 03 8825 4600 for further information on becoming a member
- Otherwise, you would need to represent yourself, or nominate an alternative representative.

8. What is the ADAVB-Professionals Australia (PA) alliance?

- In December 2015 ADAVB and PA formed an alliance to help public dentists to achieve fairer working conditions.
- In less than a year, ADAVB and PA helped community clinic dentists to seek a fair outcome to their enterprise bargaining negotiations with their employers.

9. What is ADAVB's role?

- Members who work in the public dental sector are invited to nominate the ADAVB to act as their bargaining representative for the 2017-18 round of negotiations. We will be your advocate and your voice.
- Substantial member funds are being invested in this vital representational work (>\$200K in 2016 alone).

10. Who are Professionals Australia and what is their role?

- PA will support ADAVB and our public-sector members by:
 - Acting on behalf of ADAVB and our members at negotiation meetings with employers of public dentists, public dental specialists, and public dental specialists in training
 - Providing expert industrial relations advice
- Professionals Australia, the trading name for the Association of Professional Engineers, Scientists and Managers, is an advocacy and representation association that negotiates for better pay and working conditions on behalf of Australian professionals. See <http://www.professionalsaustralia.org.au/>
- PA employees will be the 'boots on the ground'. They will help to organise the members by taking your calls, and visiting your work places to talk to you in person.

11. Is this a new initiative?

- The alliance between ADAVB and PA began in late 2015, however, for more than 10 years, ADAVB has funded provision of industrial support to our public-sector members, ensuring access to the expert industrial advice and representation that they need when EBA negotiations are occurring. This new alliance builds on that strategy.

12. Who should I contact for further information?

- Alesia Leonard at Professionals Australia on P: 9695 8895; M: 0423 291 456;
E: aleonard@professionalsaustralia.org.au



Definitions¹

Enterprise:

A business or company.

Enterprise agreement (also called 'Enterprise Bargaining Agreement', or 'EBA'):

- Enterprise agreements can provide a safety net of minimum pay rates and employment conditions.
- Enterprise agreements are collective agreements, made at an enterprise level between employers and employees, about terms and conditions of employment. Enterprise agreements can be tailored to meet the needs of particular enterprises.
- An agreement must leave an employee better off overall when compared to the relevant award or awards.
- Note that there are no Victorian awards specific to public dentists or public dental specialists to use as a comparison. The Health Professional and Support Services Award 2010 is therefore used as a guide for public dentists.

Enterprise bargaining:

Bargaining is the process by which one or more employers and employees negotiate the terms and conditions which will be included in an agreement. Either side may be represented in the process by a bargaining representative.

Bargaining representative:

The following are bargaining representatives:

- an employer who would be covered by the agreement
- any union who has a member that would be covered by the agreement (unless the member has specified in writing that he or she does not wish to be represented by that union)
- any union that has applied for a low paid authorisation that relates to the agreement
- any person (or organisation) specified in writing as their bargaining representative by either the employer or an employee who would be covered by the agreement.

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¹ Adapted from information found on the Fair Work Commission website: <https://www.fwc.gov.au/awards-and-agreements/agreements>