



QUEENSLAND HEALTH'S LATEST EB11 OFFER

This is the AWU's understanding of the key items included in Queensland Health's latest offer to operational workers.



Queensland Health EB11 Proposal PAY CALCULATOR
Scan the QR code to find out what Queensland Health's current pay offer means to you.

THE PAY OFFER

There are four parts to Queensland Health's proposed pay offer to operational workers.

These are the 4% / 4% / 3% pay rises over the next three years, the Cost-of-Living Adjustment, the new 'experience increment' and the proposed change of the 002.5 increment to a 'Targeted Training Allowance'.

1. Pay Rises Over The Next Three Years (4% / 4% / 3%)

The Department is offering you a pay rise of 4% in the first year of the agreement, 4% in the second year of the agreement and 3% in the third year of the agreement.

2. Cost of Living Adjustment (COLA)

This is an additional increase to your base rate that occurs if inflation is higher than your wage increase in the March financial quarter of each year of the agreement (2022-23, 2023-24 and 2024-5).

The measure of this inflation is the Consumer Price Index, which measures changes in the price of household goods and services like food, clothing and transport.

If the Consumer Price Index in the March financial quarter is higher than the wage increase for that year, the COLA will be activated and you will receive a one-off payment based on the difference.

This COLA is capped at 3%.

For example, if the CPI in the March quarter is 5% and the wage increase from the Department is 4%, the COLA will activate and you will receive a one-off payment of 1% of your base rate for that twelve month period.

3. Changing 002.5 to a Targeted Training Allowance

Queensland Health proposes to replace the 002.5 increment with an all-purpose Targeted Training Allowance.

This allowance is proposed to have two tiers - 'low' for workers on 002.5 who have no Cert or a Cert II and 'high' for workers on 002.5 with a Cert III or higher.

Because the 'Targeted Training Allowance' is an all-purpose allowance, the following applies:

- Overtime and shift penalties are paid on this allowance.
- The allowance will be included when working out annual leave loading.
- The 4%/4%/3% annual pay rises will apply to it.
- Workers will continue to receive this allowance when they are on leave.



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Workers who are currently on 002.5 will move to 002.4 and receive a 'Targeted Training Allowance' based on their certification level that will make up the difference between their 002.5 rate and the 002.4 rate - because all penalties and loading will be applied to this allowance, Queensland Health have given a guarantee that these workers will not lose any money.

Even with this guarantee, the AWU believes that this change is unnecessary and overly complicates the Department's pay offer.

4. New Experience Increment

The Department is proposing a new increment for workers on the following levels who have served at that pay level for the following durations - 002.4 for 24 months or more, 002.5 for 12 months or more or 003.4 for 24 months or more.

If you are currently at any of the above pay levels and meet the eligibility requirement for length of service at that pay level, you will gain \$25 per fortnight on your base rate in recognition of your experience in your role.

Workers will automatically receive this higher rate when they meet the required length of service.

OTHER ITEMS THE DEPARTMENT IS OFFERING

5. Proper Health and Safety Committees

The Department have committed to supporting requests for the establishment of proper Health and Safety Committees that are worker-led rather than management-led.

This item was on the AWU Log of Claims for bargaining.

6. Increase of minimum engagement for Part-Time workers from 8 hours to 16 hours

The Department has agreed to increase the minimum engagement for Part-Time workers to 16 hours per week. This minimum engagement was originally 8 hours.

Increasing the minimum engagement for Part-Time workers was on the AWU Log of Claims for bargaining.

7. Fixing payroll issues

The Department has agreed to form a working group with payroll, HHSs and the AWU to investigate why payroll issues are happening and fix them at the source.

In this latest offer, the Department has now committed to a central contact point in the Department for the AWU with the power to cut through the red tape and the excuses to fix issues with workers' pay.

This would make it faster and easier to get money into workers' pockets when an underpayment occurs.

This is a concession from Queensland Health that payroll issues are a real problem.

The details for how this functions will be worked through between the union and the Department.

A solution to pay roll issues was on the AWU Log of Claims for bargaining.

8. Stronger protections against outsourcing

The Department has agreed to keep the current job security protections against the contracting out of your work.

In addition to this, the language will be tightened to close loopholes that HHSs were using during COVID-19 to contract out operational jobs.

This item was on the AWU Log of Claims for bargaining.

9. Conversion of casuals, part-timers and temporary employees after 2 years' service

The Department has agreed to offer all casuals, part-timers and temporary employees with two years' service a full-time job with Queensland Health, unless there is a genuine reason not to on an individual basis.

The AWU will be involved with this process to keep your employer honest.

This item was on the AWU Log of Claims for bargaining.



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10. Forklift allowance and license reimbursement

The Department has agreed to a forklift allowance of \$15 per week to employees who are required to hold a forklift license to perform their duties and reimbursement for required forklift licence renewal.

This item was on the AWU Log of Claims for bargaining.

11. Better rostering

The Department has agreed to give employees the right to collectively seek a change to an existing or alternate roster where the current roster is contributing to poor fatigue management in the workforce.

This will allow workers the ability to formally challenge and propose alternative rosters where they disagree with an unfair roster that is causing fatigue.

This item was on the AWU Log of Claims for bargaining.

12. A fairer definition of 'afternoon shift'

The Department has agreed to change the definition of 'afternoon shift' to put a stop to the unfair tactics used by some HHSs to deny workers their afternoon penalty.

The new definition will be where a shift commences at or after 11am, such shifts shall be paid shift penalties for all hours past 12pm as if those hours were an afternoon shift.

A fairer definition for 'afternoon shift' was on the AWU Log of Claims for bargaining.

13. State-wide security committee

The Department has agreed to the creation of a state-wide security committee to allow for discussions and consultation on matters that pertain to security officers (eg MAYBO training, equipment etc) and explore inconsistencies between HHSs.

This item was on the AWU Log of Claims for bargaining.

14. Review of employment arrangements to ensure all operational employees have access to RDOs as prescribed in the Award

This is to cease the practice of offering permanent employment contracts for promotions in exchange for workers giving up the RDOs they are entitled to.

This item was on the AWU Log of Claims for bargaining.

15. Provisions requiring the employer to develop specific controls to manage the risk of mental health for operational workers.

Queensland Health will develop a framework for the management of psychosocial risks and identification of psychosocial hazards consistent with the code of practice on psychosocial injury.

This item was on the AWU Log of Claims for bargaining.

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Being a member of the AWU ensures members have a real say in their Agreement.

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