

ATTACHMENT C

Summary of Key Improvements and Changes.

The new agreement has been formatted to allow for easier identification of clauses through the addition of an alphabetical index and reduced size of the Schedules.

It is a four year Agreement with pay rises back to the first full pay period on or after the 25th of January 2017. In addition to the current Agreement there are additional changes and improvements as listed below.

Advertising and filling of vacancies - Clause 35	Clarity for advertising vacancies, advertisement must have the grade. Employment status and time fraction. Timeframes of advertising and filling a vacancy then either backfill the vacancy or prioritise the work.
Annual Leave - Clause 60	Annual leave base entitlement has increased from 4 to 5 weeks per annum for full time staff with a pro rate for part time staff. Weekend Workers are eligible for an additional week under the current arrangements.
Clinical Supervision of Psychologists – Clause 87	This is an expanded clause to allow for increases in clinical supervision of Psychologists.
Consultation – Clause 30	This clause is very similar to the consultation clauses in the other agreements finalised this in the past year.
Disciplinary Procedure – Clause 16	Similar to the previous clause, reflects the reworking which is in the other recent Agreements.
Family Violence Leave – Clause 78	New Clause reflecting the Public Sector Policy
Fitness for Work – Clause 81	Similar to the other recent Agreements
Higher Duties – Clause 51	Similar to the previous clause, however new provision where an employee regularly undertakes higher duties the time over 5 years may be recognised for a higher year grade of the level of the higher duties.
Training during Meal Breaks – Clause 57	Clarity on meal breaks and the circumstances should training occur at this time.
Once off Lump Sum Payment – Clause 50	Payment of \$750 for a full time and pro rata for part time employees who were employed on the 25/01/2017
Overtime Deeming – Clause 58.3	Allows for a process where overtime can be approved if there is an urgent clinical need.
Performance Management – Clause 15	This clause is new and is similar to the Allied Health Professionals 2016-2020 Agreement and allows for an informal and formal process to document a process of managing problematic performance.
Planned and Unplanned Absences – Clause 34.2	The rewording deals effects of absences on the workload of the remaining staff covering planned and unplanned absences.
Prevention and Management of Workplace Bullying – Clause 38	This clause has been updated to include as an additional reference the Victorian Public Sector Standards Commissioner guide – Managing Poor Behaviours in the Workplace which may be used to assist resolution of such matters
Progression for Grade 1 and Grade 2 Scientists – Schedule 3 Clause 6.15	New system to allow for the progression of Scientists from Grade 1 to Grade 2

Public Holidays – Clause 76	<p>The existing public holiday clause is replaced by the Nurses public holiday clause. The main features are;</p> <ol style="list-style-type: none"> 1. The penalties drop penalty rates from 250% to 200% for full time / part time staff. 2. Clarity of benefits for Public Holidays occurring on a weekend 3. Weekend working a public holiday on a weekend get the Nurses outcome i.e. an effective 250% 4. The alternative public holiday included substitute and additional public holidays (same as Nurses). 5. Part time staff have the Nurses formula including the no benefit for a holiday occurring on a weekend for a Monday to Friday worker
Purchased Leave – Clause 61	Allows for increased flexibility to 48/49/50/51 over 52 periods of purchased leave
Rates of Pay for Grade 2 Scientists – Clause 50.1	An uplift for scientist grade 2 pay rates.
Requests for Flexible Working Arrangements – Clause 26	Additional words to reflect Section 65 -the Fair Work Act. Changes are the employee is over 55, a “Carer” within the meaning of the Act, the employee is experiencing family violence or has a disability.
Requests to Reduce Ordinary Hours/ Transition to Retirement – Clause 20	Improved clarity of these arrangements.
Rosters – Clause 56	The major changes are for a 24/7 department where the roster must ensure the following to minimise fatigue. Where an employee has an existing and preferred roster pattern then these can be retained. A new schedule of protocols are in the Agreement.
Sabbatical Leave – Clause 71	Similar to the Doctors clause where Sabbatical leave is only available by mutual agreement and only for grade 3 or higher
Salaries and Allowances – Clause 50	Reflecting the wage increases of 3.25% for each of the four years of the agreement for the First Full Pay Period Occurring On or After (FFPPOA) the 25 th January 2017/ 2018/ 2019/ 2020
Union rights – Clause 17	Similar to the other agreements this is a common clause do clarify the union rights.
Wage increases – Clause 50	The Agreement has yearly increases of 3.25% occurring on the first full pay period on or after the 25/01/17, 25/01/18, 25/01/19 and 25/01/20
Workload – Clause 33	The current clause with the additional dealing with staffing and the allocation of work