



DECISION

Fair Work Act 2009
s.185—Enterprise agreement

Australian Capital Territory
(AG2020/3291)

ACT PUBLIC SECTOR MEDICAL PRACTITIONERS ENTERPRISE AGREEMENT 2017-2021

Health and welfare services

DEPUTY PRESIDENT DEAN

SYDNEY, 11 JANUARY 2021

Application for approval of the ACT Public Sector Medical Practitioners Enterprise Agreement 2017-2021 – whether single interest employers – whether terms explained to employees – application approved.

[1] An application has been made for approval of an enterprise agreement known as the *ACT Public Sector Medical Practitioners Enterprise Agreement 2017-2021* (the Agreement). The application is made pursuant to s.185 of the *Fair Work Act 2009* by the Australian Capital Territory (the ACT).

[2] Employees affected by this application presently work under the *ACT Public Sector Medical Practitioners Enterprise Agreement 2013 – 2017* (the 2017 Agreement), the nominal expiry date of which was 30 June 2017.

[3] The Agreement is stated by the ACT to be a ‘single-enterprise agreement’ as that term is used within s.172(2) of the FW Act. The Agreement though covers both the ACT and “the Chief Executive of Calvary Health Care ACT Limited (Calvary) on behalf of the Australian Capital Territory”, with it being submitted the two are single interest employers engaged in a common enterprise (see s.172(5)(a)), with the common enterprise being the provision of public health services within the ACT.

[4] The Agreement has some history. It followed a protracted bargaining period of some three years. A previous application was made (AG2020/116) for its approval which was the subject of a number of objections by Mr John Wilson, a lawyer and bargaining representative on behalf of two employees, Drs Ashton and Berry, proposed to be covered by the Agreement. In a decision dated 29 May 2020¹, Commissioner Wilson found that the explanation of the Agreement to relevant employees in relation to one provision of the Agreement was insufficient and accordingly declined to approve the Agreement (the First Decision).

[5] A hearing was conducted on 11 December 2020 to hear Mr Wilson's objections to the approval of the Agreement. At the hearing, Mr Andrew Pollock of Counsel appeared with permission for the ACT. Mr Wilson appeared for Drs Ashton and Berry. Mr Steve Ross appeared for the Australian Salaried Medical Officers Federation ACT Branch (ASMOF) and Mr Tony Chase appeared for the Australian Medical Association ACT Branch (AMA).

[6] For the reasons that follow, I am satisfied that the Agreement meets the requirements of the Act for approval.

Permission to be represented

[7] Mr Wilson objected to permission being given for the ACT to be represented by Mr Pollock on the basis that the ACT was capable of representing itself through its employed solicitors. I note that Mr Wilson did not require permission as he had been appointed as a bargaining representative for Drs Ashton and Berry.

[8] A Full Bench of the Commission² has recently confirmed that:

“The principles concerning the proper interpretation and application of s 596(2) are well established. The assessment of whether permission should be granted under s 596 involves a two-step process. The first is consideration as to whether one or more of the criteria in s 596(2) is satisfied. The consideration required by this first step involves the making of an evaluative judgment akin to the exercise of a discretion. It is only where the first step is satisfied that the second step arises, and involves a consideration as to whether in all of the circumstances the discretion should be exercised in favour of the party seeking permission. The satisfaction of any of the requirements set forth in s 596(2)(a) to (c) does not of itself dictate that the discretion is automatically to be exercised in favour of granting permission.” (footnotes omitted)

[9] In deciding to exercise my discretion and grant permission, I was satisfied that granting permission would enable the matter to be dealt with more efficiently taking into account the complexity of the matter (s596(2)(a)) as Mr Pollock had had carriage of the matter in the previous proceedings and was accordingly familiar with the issues, and had prepared the submissions and evidence for this application. Complexity in this matter arises in relation to the nature of the objections taken by Mr Wilson, and in particular whether the ACT and Calvary are engaged in a common enterprise. In deciding to grant permission for the ACT to be represented, I also considered that issues of unfairness in granting permission to Mr Pollock did not arise given Mr Wilson is an experienced employment lawyer.

Evidence and submissions

[10] Extensive evidence was given and submissions made. While all of the material filed by the parties has been carefully considered, it is not set out in full detail below.

[11] In support of the approval, evidence was given by Mr Russell Noud, Executive Group Manager, Industrial Relations and Public Sector Employment, ACT Government. Mr Noud is the lead bargaining representative for the ACT on all ACT public sector enterprise agreements.

[12] He outlined the arrangement between the ACT and Calvary to provide health services in the ACT, outlined the explanation of terms of the Agreement provided to employees, and annexed numerous documents including the 'Explanatory Notes' and 'Material Referenced' which were provided to all relevant employees via email, and were available via the ACT's 'Health Hub' portal. He also gave evidence about what is referred to as the 'Radiology Scheme', the explanation of which was found to be insufficient in the First Decision.

[13] Mr Noud also provided the F17 form on behalf of the ACT, and highlighted the answers in Part 3.4 of the F17 titled 'Explaining the terms of the agreement' which set out the steps taken by the ACT to explain the terms. I note a separate F17 was provided on behalf of Calvary and was in similar terms.

[14] In his witness statement, Mr Noud provided the following summary of the steps taken:

“(a) on 30 September 2020, documents titled 'Explanatory Notes' (a copy is annexed and marked 'RNW-4') and 'Material Referenced' (a copy is annexed and marked 'RNW-5') were provided to all employees via an email message from Louise Procter, on behalf of Dr Damian West (a copy is annexed and marked 'RNW-6'). These documents were also available on the Health Hub. The email included a link to the MPEA, the Explanatory Notes and the Material Referenced;

(b) where employees were on personal leave, the link was sent to their personal email address. Where employees did not have email access, hard copy notices containing the relevant internet address were sent to their postal addresses;

(c) on 30 September 2020, the Explanatory Notes and Material Referenced were provided to relevant Calvary employees via an email message from Kanta Toraskar on behalf of Ms Rosalyn Everingham. The email included a link to the MPEA, the Explanatory Notes and the Material Referenced. These documents were also available on the Calvary Connect Intranet. A reminder email was also sent to Calvary employees on 7 October 2020 to inform employees of the voting period and voting process. A copy of this correspondence is annexed and marked 'RNW-6.1';

(d) from 30 September 2020, the Explanatory Notes and Material Referenced documents were accessible to all employees via the whole of government portal public website. This is a public-facing website accessible from outside the public service IT environment;

(e) all staff were invited to attend online information sessions on 6, 8 and 9 October 2020. I am informed by Ms Consen-Lynch that employees were made aware of the information sessions by email, bargaining updates on the intranet hub, weekly update from the CEO, notices posted throughout the hospital and on the notice board in the staff canteen. A copy of relevant correspondence is annexed and marked "RNW-7";

(f) persons attending the information sessions were provided with a PowerPoint presentation. A copy of the PowerPoint presentation is annexed and marked 'RNW-8';

(g) an email inbox was advertised to employees who wanted further information or explanation at HealthEBA@act.gov.au; and

(h) a FAQ document was provided to all Senior Medical Officers and Junior Medical Officers on 27 October 2020. A copy of this is annexed and marked 'RNW-9'.

[15] In terms of the explanation provided to employees regarding clause 46, Rights of Private Practice (which provides for the 'Radiology Scheme'), Mr Noud gave evidence that the Explanatory Notes set out an explanation of clause 46. When the adequacy of the explanation of the Radiology Scheme was considered in the First Decision, the explanation to employees comprised some two paragraphs, but this had since been expanded to approximately two and a half pages. He referred to the considerable correspondence between Mr Wilson and the ACT regarding the Radiology Scheme some of which was annexed to his witness statement.

[16] Mr Steven Linton, Director Industrial Relations, Canberra Health Services, ACT Government, also gave evidence about the Radiology Scheme. After setting out some background and context of the Special Employment Arrangements (SEAs) and Attraction and Retention Incentives (ARins), which are used by the ACT to provide above-Agreement payments or benefits to certain employees, Mr Linton confirmed that the SEA that currently applied in terms of the Radiology Scheme was SEA 301, which was annexed to his witness statement. Mr Linton also set out the basis on which he said Drs Ashton and Berry were provided (either directly or through Mr Wilson) with information about and an explanation of the applicable Radiology Scheme.

[17] Mr Wilson provided two witness statements. The first statement annexed a number of documents primarily comprising correspondence between Mr Wilson and the ACT regarding the bargaining process and the Radiology Scheme. The second statement set out aspects of his instructions from those he represented in response to emails from Mr Linton and Mr Noud regarding the applicable SEAs and ARins.

Issues for consideration

[18] The Agreement, if approved, will cover over 1,100 employees in medical practitioner classifications as listed in the Agreement, who are employed by the ACT or Calvary.

[19] The approval of the Agreement is supported by all parties with the exception of the two employees Mr Wilson represents. ASMOF, in confirming its support for the approval of the Agreement, noted that the protracted approval process had resulted in disputation and hardship for the employees who will be covered by the Agreement and this will continue if it is not approved.

[20] A number of the objections to the approval of the Agreement agitated by Mr Wilson and dealt with in the First Decision are made again now. The current objections can be summarised as follows:

- a. The Agreement is not a single-enterprise employer agreement and is unable to be approved as such, because the ACT and Calvary are not engaged in a common enterprise (**no common enterprise**);
- b. In contravention of s180(5) and (6) the employer did not take all reasonable steps to ensure that the terms of the Agreement and the effect of those terms were explained to them in an appropriate manner (**insufficient explanation**), and

- c. The obligations of s188(1) were not met (**no genuine agreement**).

[21] I now turn to deal with each of the objections.

No Common Enterprise

[22] The First Decision found that the two employers are engaged in a common enterprise and for the purposes of s172(5) they are single interest employers.

[23] Mr Wilson submitted that this finding in the First Decision was wrong, and made submissions in substantially the same terms (albeit in more detail) to contend that the two employers were not engaged in a common enterprise.

[24] For the reasons set out in the First Decision and which are not repeated here, I am satisfied and find that the two employers are single interest employers engaged in a common enterprise.

[25] I note briefly Mr Wilson's reliance on the decision of Munro J in *Qantas Airways Limited v Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union (Qantas)*³. In contrast, this is not a case where the ACT has simply sought to outsource part of its functions. Rather, the Network Agreement demonstrates what the ACT described as a fully integrated operational relationship between the ACT and Calvary that can be plainly distinguished from the circumstances in *Qantas*.

[26] The existence of the common enterprise is also evidenced by the fact that there have been many previous enterprise agreements jointly covering the relevant employees of the ACT and Calvary in which the ACT and Calvary have been considered single interest employers.

Insufficient Explanation

[27] Mr Wilson contended that there was insufficient explanation in respect of the Agreement in two respects. First, it was generally not sufficiently explained, and second, there was insufficient explanation to Drs Berry and Ashton about the provisions of the 'Radiology Scheme' in the Agreement.

Generally insufficient explanation

[28] Mr Wilson's submissions in regarding the sufficiency of the explanation (or lack thereof) provided to employees are as follows:

⁴⁰. In *One Key Workforce Pty Ltd v Construction, Forestry, Mining and Energy Union ('One Key Workforce')*, the Federal Court considered the requirements needed to satisfy s 180(5), at [112]:

whether all reasonable steps were taken to ensure that the effect of the terms of the Agreement was explained in an appropriate manner is a question of substance, not form...a bare statement by an employer that an explanation has

been given is an inadequate foundation upon which to reach a state of satisfaction”

....

In order to reach the requisite state of satisfaction that s 180(5) has been complied with, the Commission [is] required to consider the content of the explanation and the terms in which it was conveyed, having regard to all the circumstances and the needs of the employees and the nature of the changes made by the Agreement.

41. The purpose of s 180(5) is to ‘enable the relevant employees to cast any informed vote: to know what it is they are being asked to agree to and to enable them to understand how wages and working conditions might be affected by voting in favour of the agreement’ (*One Key Workforce* at [115]).

42. In *Construction, Forestry, maritime, Mining and Energy Union v Ditchfield Mining Services Pty Ltd* [2019] FWCFB 4022, the Full Bench of the Fair Work Commission reiterated the general propositions outlined in *One Key Workforce* and considered the following criteria for determining whether s 180(5) has been satisfied at [63]-[68]:

First, whether an employer has complied with the obligation in s 180(5) depends on the circumstances of the case.

Secondly, the focus of the enquiry whether an employer has complied with s 180(5) is first on the steps taken to comply, and then to consider whether:

- The steps taken were reasonable in the circumstances; and
- These were all the reasonable steps that should have been taken in the circumstances.

Thirdly, the object of the reasonable steps that are to be taken is to ensure that the terms of the agreement, and their effect, are explained to relevant employees in a manner that considers their particular circumstances and needs. This requires attention to the content of the explanation given.

Fourthly, an employer does not fall short of complying with the obligation of s 180(5) of the Act merely because an employee does not understand the explanation provided.

43. The demographics of the employees covered by the Agreement were declared in the Form 17 to be:

- a. Female: 567
- b. Non-English-Speaking Background: 314
- c. Aboriginal or Torres Strait Islander: 9
- d. Disabled: 15
- e. Part-time: 272
- f. Casual: 35
- g. Under 21 years of age: 0
- h. Over 45 years of age: 314

44. 1,149 employees were eligible to vote. 314 (or 27%) of these were from non-English speaking backgrounds. Applying *One Key Workforce*, it is not sufficient for the Applicant to merely state that they took reasonable steps to ensure the explanation was provided in an appropriate manner. The Applicant must demonstrate what steps, if any, they took explain the Agreement to employees from culturally and linguistically diverse backgrounds. The same is to be said in relation to the other types of employee referred to at paragraph 43 above.

45. The Applicant declares in Form 17 that the Explanatory Notes were written in ‘non-technical, plain English’. This does not fulfil the requirements identified and described in sections 180(5) and (6). The Applicant has not identified any other steps they took to ensure the terms of the agreement were explained to employees from non-English speaking backgrounds.

46. Moreover, the Explanatory Notes do not explain the terms and the effect thereof of the majority of provisions in the agreement at all.

47. Nor do the Explanatory Notes explain the effect of an enterprise agreement with reference to ss 50 – 54 of the Act.

48. Only 333 employees registered a vote, or 28.98% of those eligible. The low level of voting raises a serious question as to whether the terms of the agreement were explained in an appropriate manner taking into account the particular circumstances and needs of the relevant employees.

49. As to section 180(6)(c), the Agreement covers all ‘junior doctors’ employed by the Applicant and the Territory. Such persons were not represented by ASMOF and it is unclear as to how many of them appointed AMA – ACT as their bargaining representative. No explanation has been given by the Applicant as to how the needs of such persons for whom the AMA – ACT was not their bargaining representative were taken into account in any explanation provided or purportedly provided to such persons.”

[29] In reply, the ACT submitted that the applicable principles as to the operation of s.180(5) were distilled by a Full Bench in *Construction, Forestry, Maritime, Mining and Energy Union v Ditchfield Mining Services Pty Limited*⁴ (*Ditchfield*), which are set out in Mr Wilson’s submissions above.

[30] In addition, the ACT submitted two further relevant propositions can be added:

(a) first, a requirement to take all reasonable steps does not extend to all steps that are reasonably open in a literal or theoretical sense. Put another way, whether a step is “reasonable” is to be assessed in full context. That context logically must include consideration of the other steps being taken by the employer. A particular step may be reasonable considered in isolation. But it may be superfluous (and hence not reasonable to require it) where the employer has taken other steps which achieve s 180(5)’s object by other means. Otherwise, s 180(5) would place too burdensome an onus on employers: it would set the bar for compliance at the limits of the imagination of objectors and the Commission, and risk equating ‘all reasonable steps’ with ‘all conceivable steps’.

(b) second, s 180(5) calls for a practical approach: it does not compel an employer to provide a detailed explanation of each and every term of an agreement. Nor does it compel an employer to conduct a clause-by-clause comparison of the proposed Agreement and its predecessor. An employer's explanation of the terms and effect of those terms to employees may not be perfect, but still satisfy the requirement in section 180(5). Employers cannot be expected to be totally objective and knowledgeable, and mistakes and omissions will occur.

[31] Mr Pollock argued that Mr Wilson's submission in relation to this objection failed for two reasons. First, the Agreement covers doctors. Whether or not from a non-English speaking background, each is required to satisfy English language requirements to be registered as a medical practitioner. Each has, by virtue of their occupation, undertaken extensive tertiary and postgraduate study. The ACT was plainly not required to provide a different explanation for that cohort to satisfy s.180(5) in those circumstances. Second, a cursory view of the Explanatory Materials shows them to be in non-technical plain English, and readily understandable to the employees which the characteristics of those to be covered by the Agreement applied.

[32] In terms of Mr Wilson's contention that some different explanation was reasonably required to be given to the female cohort in order to meet the requirements of s.180(5), the ACT submitted that this submission was unexplained by Mr Wilson, and was inexplicable.

[33] Quite frankly, to seriously contend that any of these medical practitioners required a different explanation because they were female, Aboriginal, employed on a part time basis, or any other demographic, is inexplicable and is rejected. There is simply no reason as to why a female doctor warrants a different explanation to a male doctor, nor is there any reason why a part time doctor needs a different explanation to a full-time doctor. The same can be said for each of the different demographic groups, with the possible exception of those with a disability (and depending on what the disability was).

[34] In terms of Mr Wilson's submission around the low level of voting, Mr Pollock pointed to the evidence given by Mr Noud that the response rate was on par with the two previous agreements, and also contended that it did not follow that a 30% response rate meant the Agreement was not genuinely made.

[35] I am satisfied that the voting rate was not materially different to previous agreements. In any event, I accept the submission made by ACT that the Commission could not safely draw any inferences about the ACT's compliance with s.180(5) from the number of employees who voted.

[36] Overall, I am not satisfied that the level of voting raises any question, let alone a serious question, as to whether the terms of the agreement were explained in an appropriate manner taking into account the particular circumstances and needs of the relevant employees for the reasons outlined above.

[37] In terms of paragraph 49 of Mr Wilson's submissions set out above, ASMOF contended that Mr Wilson's submission was wrong because its rules entitled it enrol members as Medical Officers, and it did have members employed by ACT who are so classified. ASMOF also submitted that at all material times it was a bargaining representative for all

classifications of employee covered by the Agreement. I accept the submissions made by ASMOF in this regard, which were not challenged by Mr Wilson during the hearing.

[38] In relation to Mr Wilson’s submission that the ACT was required to explain the effect of an enterprise agreement with reference to ss.50-54 of the Act, I agree with the submissions made by ACT that what is required of s.180(5) is an explanation of the terms of the agreement and their effect. It does not require an explanation of how an enterprise agreement is given statutory force.

[39] Mr Wilson’s reliance on the decision in *One Key* does not, in my view, support his arguments in relation to the sufficiency of the explanation provided to employees. The factual circumstances are distinguishable, particularly because in the present application there is considerable evidence before the Commission as to the explanation given to employees and the process by which this was done.

[40] Mr Noud in his evidence clearly sets out the steps taken to explain the terms and their effects to employees. The content of the explanation, as set out in the documents provided to employees and annexed to Mr Noud’s witness statement, is in my view reasonable having regard to all the circumstances.

[41] Having considered all of Mr Wilson’s arguments in relation to this objection, I am satisfied, based on the evidence before the Commission, that the explanation to employees as to the terms and the effect of the major provisions of the Agreement was sufficient.

Insufficient explanation of the Radiology Scheme (clause 46 of the Agreement)

[42] It was this issue in the First Decision, that being the insufficient explanation of clause 46 (Rights of Private Practice) of the Agreement dealing with the Radiology Scheme, that was the basis for the Agreement not being approved.

[43] In summary, Mr Wilson again contended that the ACT did not provide a proper explanation of the Radiology Scheme in response to his request for same. He also contended that a proper explanation of the terms of the Radiology Scheme required the ACT to give what he described as “a truthful and accurate explanation” of “the situation”, suggesting this had not been done.

[44] In response, the ACT submitted that it was useful to understand what the Radiology Scheme is, that being a means to deliver in a structured way over-agreement payments to medical practitioners. The Schemes can comprise SEAs and ARins. The ACT contended that the Agreement does not incorporate the SEAs or ARins that comprise the Radiology Scheme but rather prescribes certain facilitative terms governing how the Radiology Scheme in place at any given time is implemented.

[45] The ACT acknowledged that in the previous proceedings, the explanation provided to employees simply noted that the Agreement incorporated the Radiology Scheme but did not give details about the effect of these terms. By comparison, the Explanatory Materials now provided the following explanation in relation to clause 46:

“Rights of Private Practice (Clause 46)

The responsibility of both the employer and all specialists and senior specialists to ensure that every effort is made to promptly bill private patients has been made more explicit, and the obligation of the employer to provide appropriate support for private practice billing, including the recovery of outstanding accounts, has been clarified.

A new term – ‘Scheme Pay’ has been introduced and defined to provide clarity as to what allowances are taken into account in the calculation of private practice payments. Scheme pay includes base pay plus allowances paid under Clause 42 (On-call and Recall Arrangements) and 58 (Management Allowance).

The Rights of Private Practice arrangements have been amended to include the specific and consolidated details of the Pathology Scheme, the Radiology Scheme and the Radiation Oncology Scheme, which are currently set out in group or individual ARINs outside of the Agreement.

Having the Schemes set out in the Agreement will provide a greater degree of transparency, clarity and consistency of the entitlements available to all staff, as well as removing the existing requirement for annual review applying to external arrangements.

A provision has been included to provide a mechanism for addressing any inadvertent disadvantage arising from the incorporation of the schemes in the EA (46.11-46.13). This includes circumstances where an employee is financially disadvantaged in respect to their private practice entitlements by moving to one of the schemes in sub-clauses 46.5.4 to 46.10.

Pathology Scheme (Clause 46.5.4)

...

Radiology Scheme (Clause 46.5.5)

The ‘Radiology Scheme’ as referenced in Clause 47.4(e) of the current EA has been through a number of iterations since its introduction, including through the use of SEAs and ARINs, with a number of enhancements introduced over time. These have seen both the method of calculation simplified, and the benefits increased. Current arrangements are provided for in the group ARIn/SEA 301 (the Radiology Scheme as it currently stands) and individual ARINs giving effect to that group ARIn/SEA 301.

As there are differences in the practical application of the current arrangements for individuals, every radiologist currently accessing the ‘Radiology Scheme’, has had the details of their specific entitlements under the existing arrangements and the proposed arrangements provided to them in separate correspondence. This includes options for preserving positions for existing superannuation entitlements.

The consolidated Radiology Scheme:

- specifies the levels of entitlement as specific percentages of base salary, as opposed to set dollar amounts, allowing for ease of indexation;
- retains the existing level of contribution to the private practice fund; and
- introduces a safeguard against variation by requiring the agreement of at least 50% of radiologists before any change can be made to the Radiology Scheme.

The consolidation and incorporation of these arrangements into the Agreement provides both transparency and clarity around the Radiology Scheme.

Specialist Radiation Oncology Scheme (Clause 46.5.6)

...”

[46] I am satisfied that the ACT’s explanation of the Radiology Scheme met the requirements of s.180(5). Specifically, I am satisfied that the ACT explained to employees how the Radiology Scheme currently applies and the effect of the relevant terms of the Agreement (if approved).

[47] The Explanatory Materials set out above in my view constitutes an adequate and compliant explanation of the terms of clause 46 of the Agreement, having clearly set out the source of the current Radiology Scheme (ie SEA 301), details of the consolidated Radiology Scheme and how payments are treated for superannuation purposes, etc. I also note the evidence of Mr Linton that employees participating in the Radiology Scheme had been sent a tailored explanation of their entitlements in this regard.

[48] The ACT also points to the fact that it provided ‘extensive further explanations’ to Mr Wilson concerning his client’s entitlements under the Radiology Scheme in response to an 87 paragraph letter sent by Mr Wilson on 4 August 2020.

[49] Finally, I also note that in the course of proceedings dealing with a bargaining dispute filed by ASMOF regarding the negotiation of the Agreement after the First Decision was issued, Mr Wilson was given the opportunity to comment on the content of the Explanatory Materials but elected not to do so.

Other issues arising regarding s180(5)

[50] Mr Wilson also argued that a failure by the ACT to explain the *Medical Practitioners Award 2020* (the Award) to relevant employees meant the Commission could not be satisfied that s.180(5) had been complied with.

[51] The ACT, in reply, argued that s.180(5) does not require a comparative explanation between an enterprise agreement on the one hand and an underpinning modern award on the other which by operation of s.57 of the Act does not apply to the relevant employees at that time. In support of this argument the ACT relied on the decision in *Ditchfield* where the Full Bench said:

“[71] Compliance with s.180(5) will not always require an employer to identify detriments in an agreement vis-à-vis the reference instrument, or for the employer to provide an analysis between the agreement and the relevant reference instrument, particularly in circumstances where an existing enterprise agreement, not a reference instrument, applies to the employees in their employment with the employer. The question of compliance with s.180(5) is to be judged against the circumstances that pertain at the time at which compliance was required. Section 57 of the Act makes clear that a modern award does not apply to an employee in relation to particular employment at a time when an enterprise agreement applies to the employee in relation to that employment. In the present case, when the explanations were given, no enterprise agreement applied to the employees and the Award did apply. An explanation of the effect of the terms of the Agreement vis-à-vis the Award was therefore capable of being relevant to the evaluative assessment of whether all reasonable steps were taken to explain the terms of the Agreement and the effect of those terms.”⁵

[52] Applying the reasoning in *Ditchfield*, I am satisfied that in this case the ACT was not required to explain the Award to the relevant employees given there was an existing enterprise agreement applied to them. Accordingly, this objection is rejected.

Satisfaction as to s.180(5)

[53] Overall, I am satisfied that the ACT took all reasonable steps to explain the terms of the Agreement and their effect, taking into account the particular circumstances and the needs of the relevant employees.

[54] I respectfully agree with the following set out in the First Decision:

“[75] In assessing whether there has been a sufficient explanation of the terms of the Agreement and the effect of those terms these matters of context are to be taken together with the size and professional seniority of the workplace, as well as that this is a replacement of an earlier agreement. It would be reasonable in such a context for the explanation which is given to focus on the things of important difference. In the same way that a medical specialist may not require underpinning first-principles training to be given afresh to them each time they are given training about a new care treatment or drug it may be expected that experienced, well-educated public sector employees do not require a first-principles explanation about legislation or employment advancement protocols they have been working under for some time.”⁶

[55] Finally, I note that the union (ASMOF) involved in representing the majority of employees takes no issue with the content of the explanation given to employees.

No Genuine Agreement

[56] Mr Wilson made the following submissions in arguing the Agreement has not been genuinely agreed to by the employees:

“51 Section 188(1) of the FWA provides an enterprise agreement will have been ***genuinely agreed*** to by the employees covered by the agreement if the FWC is satisfied that:

- a. The employer, or each of the employers, covered by the agreement complied with the following provisions in relation to the agreement:
- b. Subsections 180(2), (3) and (5) (which deal with pre-approval steps);
- c. Subsection 181(2) (which requires that employees not be requested to approve an enterprise agreement until 21 days after the last notice of employee representational rights is given); and
- d. The agreement was made in accordance with whichever of subsection 182(1) or (2) applies (those subsections deal with the making of different kinds of enterprise agreements by employee vote); and
- e. There are no other reasonable grounds for believing that the agreement has not been genuinely agreed to by the employees.

52. In *One Key Workforce*, the Federal Court considered that the phrase “genuinely” implies more than “mere agreement” and requires consent “of a higher quality” at [141].

53. Section 188(1)(c) is to be given a broad interpretation, encompassing ‘any circumstance which could logically bear on the question of whether the agreement of the relevant employees was genuine’ *One Key Workforce* at [142].

54. Notably, where an agreement covers a range of occupations or classes of employees, explanation of the terms of agreement alone may be insufficient to demonstrate genuine consent *One Key Workforce* [155]. This is because the ‘employees who voted may be indifferent to the impact of an agreement on other employees or prospective employees in occupational classifications outside their own training or experience’ at [155].

55. As was outlined by Buchanan J (Besanko and Barker JJ agreeing) in *John Holland*, employees will presumably act out of self-interest in approving an enterprise agreement at [33]. As a result, it may not be fair for an enterprise agreement voted upon by a small number of employees ‘to cover a wide range of other classifications and jobs in which they may have no conceivable interest’ at [83].

56. *John Holland* was followed by the Federal Court in *One Key Workforce* who reiterated at [156] that:

The legislative objective of achieving “fairness through an emphasis on enterprise-level collective bargaining” could be undermined if the employees who vote on the agreement have no basis for appreciating its nature and terms. What is required by s 186(a)(a) is genuine agreement. To construe that requirement as mandating an informed and genuine understanding of what is being approved is consistent with the text of the provision (as defined) and accords with its underlying purpose.

57. The Agreement covers all medical practitioners employed by the ACT Government and Calvary. This is a significantly wide array of employees, ranging from registrars all the way to specialists, and encompassing incredibly varied fields and specialisations. Of note, the Agreement encompasses the Anaesthetists Extra Surgery Scheme, the Pathology Scheme, the Radiology Scheme, and the Specialist Radiation Oncology Scheme. The employees subject to these schemes cover a diverse range of expertise and classification and invariably have differing interests.

58. As outlined above, only 28% of eligible employees voted, with only 302, or 26% of eligible voters, voting to approve the Agreement. This raises questions as to whether 26% of eligible voters constitutes genuine agreement, noting the wide range of employees and interests covered by the Agreement.

59. It also raises a question, given that Dr West’s email of 30 September 2020 was sent to undisclosed recipients, as to whether in fact, section 180(2) was complied with.”

[57] Most of these submissions have been dealt with earlier in this decision and are not repeated again here.

[58] In relation to Mr Wilson’s ‘question’ about whether the ACT complied with s.180(2) because there is no list of employees before the Commission to which Dr West’s email was sent, I accept the evidence of Mr Noud that the mailing list comprised each of the employees to be covered by the Agreement. There was no evidence brought by Mr Wilson to support a finding that the list was incomplete.

Conclusion and final matters

[59] In summary, having considered all of the matters raised by Mr Wilson and in light of the evidence before the Commission, I am satisfied that each of the requirements of ss.186, 187 and 188 as are relevant to this application for approval have been met. In particular, I am satisfied and find that the ACT and Calvary:

- a) are a single-enterprise employer and engaged in a common enterprise,
- b) have taken all reasonable steps to ensure the terms of the Agreement and the effect of those terms were explained to them in an appropriate manner; and
- c) the agreement has been genuinely agreed to by the employees covered by the Agreement.

[60] I note that clauses 82, 85 and 153 of the Agreement, relating to personal leave, annual leave and voluntary redundancy, are likely to be inconsistent with the NES. However, noting clause 5.4 of the Agreement, I am satisfied the more beneficial entitlements of the NES will prevail where there is an inconsistency between the Agreement and the NES.

[61] ASMOF, being a bargaining representative for the Agreement, has given notice under s.183 of the Act that it wants the Agreement to cover it. In accordance with s.201(2) I note that the Agreement covers the organisation.

[62] The Agreement is approved and, in accordance with s.54 of the Act, will operate from 18 January 2021. The nominal expiry date of the Agreement is 31 October 2021.



DEPUTY PRESIDENT

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<AE510064 PR726085>

¹ [2020] FWC 2745.

² *Kaur v Hartley Lifecare Incorp* [2020] FWCFB 6434 at [21].

³ Print S5768 (8 May 2000).

⁴ [2019] FWCFB 4022.

⁵ *Ibid* at [71].

⁶ [2020] FWC 2745 at [75].

**ACT Public Sector
Medical Practitioners
Enterprise Agreement
2017-2021**

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PART 1: OPERATION OF THE AGREEMENT

Section A – Technical Matters

1. TITLE

- 1.1. This Agreement, made under section 172 of the *Fair Work Act 2009*, will be known as the *ACT Public Sector Medical Practitioners Enterprise Agreement 2017-2021*.

2. MAIN PURPOSE

- 2.1. The main purpose of this Agreement is to provide for common terms and conditions that apply across the ACT Public Sector (ACTPS) and terms and conditions that reflect the operational and business requirements of particular business units and of medical practitioners.

Retaining our people

- 2.2. In order to promote permanent employment and job security for employees in the ACTPS, the ACTPS will endeavour to minimise the use of temporary and casual employment. The ACTPS agrees to the use of temporary employees only where there is no officer available with the expertise, skills or qualifications required for the duties to be performed or the assistance of a temporary nature is required for the performance of urgent or specialised work within a particular business unit of the ACTPS and it is not practical in the circumstances to use the services of an existing officer.
- 2.3. In respect of casual employment, where regular and systematic patterns of work exist and where persons have a reasonable expectation that such arrangements will continue, consideration should be given to engaging the person on a different basis, including on a permanent or temporary basis.
- 2.4. The ACTPS will continue to consult with unions and employees on the development of strategies and initiatives that may assist in the successful recruitment and retention of mature age employees. Such strategies and initiatives will be the subject of discussion and agreement between the employee and the relevant manager/supervisor.
- 2.5. These strategies and initiatives may include:
- 2.5.1. developing flexible working arrangements, such as variable employment, part-year employment, job sharing and purchased leave;
 - 2.5.2. planning phased retirement arrangements for individual mature age employees who are considering retirement within four to five years, including through reducing the employee's management or higher level responsibilities during a phased retirement period;
 - 2.5.3. examining the implications of current superannuation legislation for using such flexible employment and working arrangements and informing affected employees how such implications may be addressed;
 - 2.5.4. arranging training to assist the employee in any changing roles the employee may have as part of the employee's phased retirement;
 - 2.5.5. developing arrangements to facilitate the return of former mature age employees, including by engaging such persons for a short period in a mentoring capacity;
 - 2.5.6. at the discretion of the head of service, contributing to the cost to an employee of financial advice received as part of planning for a phased retirement period.

Attracting future employees

- 2.6. The ACTPS will consult with union(s) through the Directorate Consultative Committee (DCC) to develop strategies to assist in attracting and retaining suitable employees. This will involve development of appropriate strategies and processes, including the conduct of surveys of staff, to assist this objective.
- 2.7. The ACTPS may run various entry programs in the light of operational needs and available resources. Entry to these programs will be by merit selection. All employment arrangements should be fair and attractive.

Developing our people

- 2.8. The ACTPS will consult and agree with union(s) on the development and finalisation of Learning and Development Plans and on the annual key learning and development priorities. The ACTPS and the union(s) will also agree on the equitable use of resources to address these priorities and strategies appropriate for the different categories of employees. For the purposes of this clause, "resources" includes but is not limited to employees, time, funding (where required) and equipment.
- 2.9. This Agreement supports a performance culture within the ACTPS that promotes ethical workplace conduct and rewards employees for their contribution towards the achievement of ACTPS's objectives.
- 2.10. It is acknowledged that performance management is important to employee development and to ensuring the relationship between corporate, team and individual responsibilities are aligned to individual, team and organisational objectives.
- 2.11. Any performance management schemes in the ACTPS will not include performance pay and will not be used for disciplinary purposes.

Recognising our people

- 2.12. The ACTPS is committed to achieving an environment where employees feel valued for the contribution they make to achieving organisational goals. The most effective form of recognition is timely and appropriate feedback. The ACTPS will consult with the union(s) on other effective ways of recognising and rewarding the achievement of individuals and work groups.
- 2.13. Any outcomes of this consultation will only be implemented by agreement of the ACTPS and the union(s).

Ensuring fairness

- 2.14. The ACTPS recognises and encourages the contribution that people with diverse backgrounds, experiences and skills can make to the workplace. The ACTPS aims to ensure that this diversity is able to contribute to effective decision making and delivery of client service.
- 2.15. The ACTPS will work with employees to prevent and eliminate discrimination on the basis of sex, sexuality, gender identity, relationship status, status as a parent or carer, pregnancy, breastfeeding, race, religious or political conviction, disability, industrial activity, age, profession, trade, occupation or calling, association, or a spent conviction, in accordance with the *Discrimination Act 1991*.

Achieving a better work and life balance

- 2.16. The ACTPS is committed to providing employees with a work/life balance that recognises the family and other personal commitments of employees.
- 2.17. The ACTPS acknowledges the commitment and responsibilities that Aboriginal and Torres Strait Islander employees have to their community, and that Aboriginal or Torres Strait Islander identity is not left at the door when entering the workplace. The ACTPS recognises that Aboriginal and Torres Strait Islander employees have the capacity to make a unique and important contribution and bring a strength to the operations of the Australian Capital Territory and Public Service.

- 2.18. This Enterprise Agreement provides a number of entitlements specific to Aboriginal and Torres Strait Islander employees in recognition of their community and cultural responsibilities, and in this statement expressly recognises the roles that Aboriginal and Torres Strait Islander employees may be required to undertake as part of their community. Involvement in community is an on-going function for Aboriginal and Torres Strait Islander peoples and is not tied to 'office hours'.
- 2.19. It is recognised that commitment to community can result in expectations being placed on Aboriginal and Torres Strait Islander employees that may not be expected of other employees, and that Aboriginal and Torres Strait Islander employees may be culturally bound to the performance of specific functions for their community. It is also recognised that Aboriginal and Torres Strait Islander employees may be impacted in their lives by a variety and accumulation of cultural factors.
- 2.20. Within and subject to operational requirements, supervisors and managers should seek to work with Aboriginal and Torres Strait Islander employees to support utilising the appropriate entitlements contained in this agreement and achieve an appropriate balance between cultural and community responsibilities, and workplace duties.

Promoting a healthy and safe working environment

- 2.21. The ACTPS is committed to promoting, achieving and maintaining the highest levels of health and safety for all employees.
- 2.22. The ACTPS will take all reasonable steps and precautions to provide a healthy, safe and secure workplace for the employee. The ACTPS and all employees will act in a manner that is consistent with the *Work Health and Safety Act 2011* (WHS Act).
- 2.23. Further, given the clear evidence of the benefits and cost effectiveness of workplace health initiatives for both employers and employees, the ACTPS will develop health and wellbeing policies and programs that promote healthy lifestyles and help maintain a high standard of physical and mental health, along with supporting individual workplace safety and general wellbeing. Such policies and programs may include:
- 2.23.1. organisational/environmental policies and programs;
- 2.23.2. awareness, training and education programs that promote healthy lifestyles, assist employees to identify and reduce risk factors; and
- 2.23.3. traditional and non-traditional physical activity programs.

3. APPLICATION OF THE AGREEMENT AND COVERAGE

- 3.1. This Agreement applies to and covers:
- 3.1.1. the Head of Service on behalf of the Australian Capital Territory;
- 3.1.2. the Chief Executive of Calvary Health Care ACT Limited (ABN 74 105 304 989) on behalf of the Australian Capital Territory;
- 3.1.3. persons engaged under the *Public Sector Management Act 1994* (PSM Act) at any time when the Agreement is in operation in one of the classifications in Annex A, except a person engaged as Head of Service under section 31(1) of the PSM Act, persons engaged as directors-general under section 31(2) of the PSM Act, or persons engaged as executives under section 31(2) of the PSM Act;
- 3.1.4. persons engaged by Calvary Health Care ACT Limited (ABN 74 105 304 989) as a public hospital employee in one of the classifications in Annex A at any time when the Agreement is in operation;
- 3.1.5. ACT Territory Authorities and Instrumentalities that engage persons under the PSM Act in classifications listed in Annex A of this Agreement, and

- 3.1.6. The Australian Salaried Medical Officers Federation (ASMOF) subject to the Fair Work Commission (FWC) noting in its decision to approve this Agreement that it covers ASMOF.

4. COMMENCEMENT AND DURATION

- 4.1. This Agreement will commence operation seven days after its approval by the FWC.
- 4.2. The nominal expiry date of this Agreement will be 31 October 2021.
- 4.3. Bargaining for a replacement agreement will commence no later than eight months prior to the nominal expiry date of this Agreement.
- 4.4. Copies of this Agreement will be made available, in paper or electronic form, to all employees covered by the Agreement.

5. OPERATION OF THE AGREEMENT

- 5.1. This Agreement is comprehensive and provides the terms and conditions of employment of employees covered by this Agreement, other than terms and conditions applying under applicable legislation.
- 5.2. This includes:
- 5.2.1. *The Fair Work Act 2009 (Cth) (FW Act);*
 - 5.2.2. *Public Sector Management Act 1994 (ACT) (PSM Act);*
 - 5.2.3. *Public Sector Management Standards (PSM Standards);*
 - 5.2.4. *Work Health and Safety Act 2011 (ACT) (WHS Act);*
 - 5.2.5. *Holidays Act 1958 (ACT) (Holidays Act);*
 - 5.2.6. *Territory Records Act 2002 (ACT) (TR Act);*
 - 5.2.7. *Safety Rehabilitation and Compensation Act 1988 (Cth) (SRC Act);*
 - 5.2.8. *Health Practitioner Regulation National Law (ACT) Act 2010; and*
 - 5.2.9. *Health Act 1993.*
 - 5.2.10. *Financial Management Act 1996 (ACT) (FM Act)*
 - 5.2.11. *Superannuation Guarantee (Administration) Act 1992.*
- 5.3. This Agreement constitutes a closed agreement in settlement of all claims for its duration. Therefore, during the life of this Agreement, there will be no further claims that affect the provisions of this Agreement, except where these claims are consistent with the terms of this Agreement. This clause does not limit the rights to vary an agreement under the FW Act.
- 5.4. This Agreement will be read and interpreted in conjunction with the NES. Where there is inconsistency between this Agreement and the NES, and the NES provides greater benefit, the NES provision will apply to the extent of the inconsistency.
- 5.5. This Agreement prevails over ACT legislation, including the PSM Act and the PSM Standards and relevant policy statements and guidelines to the extent of any inconsistency.

6. AUTHORITY OF THE HEAD OF SERVICE

- 6.1. The Head of Service may, in writing, delegate any power or function that the Head of Service has under this Agreement to another person or position within the ACT Public Sector (ACTPS), subject to directions, except for this power of delegation and the powers under subclauses 138.2 and 146.1.

- 6.2. This does not limit the power of the Head of Service to authorise a person to act for and on the Head of Service's behalf.
- 6.3. Only directors-general may, in writing, sub-delegate a power or function delegated to them by the Head of Service.
- 6.4. To avoid doubt, in this Agreement reference to the head of service may be taken to mean 'Delegate' where the Head of Service has delegated the particular power or function under subclause 6.1.

Public Sector Employers and Calvary Health Care ACT Limited

- 6.5. Certain statutory office-holders and chief executive officers are defined by section 152 of the PSM Act to be a Public Sector Employer where a territory law states that:
 - 6.5.1. they may employ staff; and
 - 6.5.2. the staff must be employed under the PSM Act.
- 6.6. Calvary Health Care ACT Limited (ABN 74 105 304 989) (Calvary) is defined by section 157 of the PSM Act to be an employer of a public hospital employee where a services agreement is in force between the Australian Capital Territory and Calvary for a public hospital employee to be employed by Calvary under the PSM Act to provide public health services to the Australian Capital Territory.
- 6.7. Where a statutory office-holder or chief executive officer is a Public Sector Employer, or where Calvary is an employer of a public hospital employee, then a reference to the head of service in this Agreement will be taken to mean the Public Sector Employer or Calvary (as applicable) such that the Public Sector Employer or Calvary (as applicable) may exercise any power or function that the Head of Service has under this Agreement, except for the powers under subclause 138.2 and 146.1.
- 6.8. A Public Sector Employer or Calvary (as applicable) may, in writing, delegate any power or function they have under this Agreement to another person or position within the ACTPS, subject to directions, except for this power of delegation.
- 6.9. This does not limit the power of a Public Sector Employer or Calvary (as applicable) to authorise a person to act for and on behalf of the Public Sector Employer, or Calvary (as applicable).
- 6.10. In this Agreement, reference to the head of service may be taken to mean delegate of the Public Sector Employer or Calvary (as applicable) where the Public Sector Employer had delegated the particular power or function under subclause 6.8.

7. AUTHORITY OF THE PUBLIC SECTOR STANDARDS COMMISSIONER

- 7.1. Where the Public Sector Standards Commissioner has express powers under this Agreement, only the Public Sector Standards Commissioner may delegate, in writing, those powers to another person or position within the ACTPS, subject to directions, except for this power of delegation.
- 7.2. This does not limit the power of the Public Sector Standards Commissioner to authorise a person to act for and on behalf of the Public Sector Standards Commissioner.
- 7.3. Where the Public Sector Standards Commissioner is conducting investigations by reference to section 144(1)(a)(i) of the PSM Act about a matter declared by the Chief Minister in the way prescribed, the Public Sector Standards Commissioner is not limited to or bound by the investigation procedures contained in clauses 117 and 118 of this Agreement.

8. TERMINATION OF AGREEMENT

- 8.1. The ACTPS and the union(s) covered by this Agreement agree that the maintenance of, and adherence to, agreed terms and conditions of employment is a key component of good workplace relations and a dispute

free workplace. They therefore agree that they will not exercise their right to terminate this Agreement under the FW Act.

PART 2: WORKING ARRANGEMENTS

Section B – Employment

9. TYPES OF EMPLOYMENT

- 9.1. A person will be engaged under the PSM Act in one of the following categories:
 - 9.1.1. Permanent employment on a full-time or permanent part-time basis, including appointment with or without probation; or
 - 9.1.2. Short-Term Temporary employment for a period not exceeding twelve months on a full-time or part-time basis or for a specified period of time or for a specified task;
 - 9.1.3. Long Term Temporary employment for a period greater than twelve months but not exceeding five years on a full-time or part-time basis or for a specified period of time or for a specified task;
 - 9.1.4. Casual Temporary employment.
- 9.2. Persons engaged on a part-time basis will receive, on a proportionate basis, equivalent pay and conditions to those of full-time employees unless specifically provided for elsewhere in this agreement.
- 9.3. Persons engaged in medical classifications are required to provide evidence of current registration to practice, with the ACT Medical Board, under the Health Practitioner Regulation National Law (ACT) Act 2010 before appointment/engagement is confirmed and thereafter annually.

10. REVIEW OF EMPLOYMENT STATUS

- 10.1. In order to promote permanent employment and job security for employees in the ACTPS, temporary employees, as well as eligible casual employees who have been engaged on a regular and systematic basis for at least twelve months and who have a reasonable expectation that such arrangements will continue may, by application in writing to their manager/supervisor, request an examination of their employment status.
- 10.2. Having considered the request, the manager/supervisor will respond in writing, giving reasons, within a six week timeframe.
- 10.3. To avoid doubt, decisions stemming from such reviews will be subject to the application of selection and appointment processes applying in the ACTPS. These processes include the application of the merit principle and the application of a probation period on appointment. These processes are also subject to there being no excess officers who would be eligible for redeployment to the office.
- 10.4. A selection process initiated under this clause will be conducted with the use of a joint selection committee in accordance with clause 16 of this Agreement.

11. APPROVAL OF OUTSIDE EMPLOYMENT

- 11.1. In all situations, medical staff must obtain prior approval before commencing a second job and disclose and avoid real or apparent conflict of interest.
- 11.2. Approval shall not be unreasonably withheld if the secondary employment will not interfere with the employee's normal duties nor constitute a conflict of interest of the employee to the Directorate. If the application is not approved, the reasons must be provided in writing.
- 11.3. When assessing applications, the head of service should consider the following criteria:
 - 11.3.1. Employees should not have a second job if that employment places them in a conflict with their official duties;
 - 11.3.2. A second job should not affect the work performance of employees in their official positions; and

- 11.3.3. The second job should be performed totally in the employee's private time.
- 11.4. Approval for a second job will be made with consideration to safe working hours principles.
- 11.5. Additional arrangements detailed in subclauses 23.12 to 23.18 will apply to Specialists and Senior Specialists seeking to undertake outside employment.

12. CLINICAL ACADEMIC

- 12.1. For the purpose of this clause, a Clinical Academic is defined as a Senior Medical Practitioner appointed to an academic position at Australian National University Medical School who is also granted clinical privileges at Directorate facilities.
- 12.2. Where the Directorate chooses to engage a Clinical Academic, he or she will be employed either temporarily or permanently as a Specialist or Senior Specialist on a part-time basis as required.

Section C – Probation

13. PROBATION

- 13.1. Where a person is appointed on probation under the PSM Act, the period of probation will ordinarily be for no more than six months.
 - 13.1.1. The probation period can only be longer than six months where the period of probation has been extended following an assessment of performance.
- 13.2. The head of service will, at the time a person is appointed on probation, inform the person in writing of the period of probation and the criteria and objectives to be met for the appointment to be confirmed.
- 13.3. Probation will provide a supportive process for the officer during which mutual evaluation and decisions about permanent appointment can be made.
- 13.4. There must be at least two formal assessments of a person's performance at appropriate and reasonable points of the probationary period. The head of service must provide the person with a copy of each assessment report and provide the officer an opportunity to respond within seven business days.
 - 13.4.1. If the assessment warrants the supervisor/manager's recommendation that the head of service terminate the person's employment, that recommendation will be included in the assessment report.
- 13.5. If the period of probation is extended in accordance with the PSM Act (s71B), the head of service will inform the officer in writing of the period of the extension, the reasons for the extension, and what the officer must do by the end of the period of extension for their permanent appointment to be confirmed.
- 13.6. A period of extension will not be longer than six months unless it is for extraordinary circumstances and has been approved by the head of service.
- 13.7. A decision of the head of service to accept the recommendation to terminate the appointment of an officer on probation, as per subclause 13.4.1, is excluded from the Internal Review Procedures (Section P) and Appeal Mechanism (Section Q) of this Agreement.
 - 13.7.1. To avoid doubt, an officer on probation is able to seek a review of the officer's probation under the Internal Review Procedures, Section P, except in relation to a decision to terminate the officer's employment.

Section D – Selection and Advancement

14. ADVANCEMENT TO SENIOR SPECIALIST

- 14.1. This clause provides for broadbanding arrangements for advancement from Specialist to Senior Specialist.
- 14.2. A Specialist at the Specialist Band 5 may apply to be advanced to Senior Specialist under this clause.
- 14.3. Assessment of suitability for advancement will be made by a Review Panel in accordance with the criteria and robust competency framework to be set out in “Advancement to Senior Specialist” guidelines (Until these guidelines are finalised, the existing “Specialist to Senior Specialist Selection Process” Guidelines will apply).
- 14.4. Based on its findings, the Review Panel will make a recommendation to the head of service on the suitability of the applicant for advancement to Senior Specialist.
- 14.5. Work level standards and competency requirements for progression through the soft barrier will be reviewed in consultation with ASMOF during the life of the agreement for inclusion in the PSM Standards and to ensure they provide a robust and sustainable mechanism for advancement.

15. JUNIOR MEDICAL OFFICER CLASSIFICATION AND ADVANCEMENT

- 15.1. This section details the process for advancement for Junior Medical Officers (JMOs).

PG Year	Classification
1	Intern
2	RMO 1
3	SRMO 1 / Junior Registrar
4	SRMO 2 / Registrar 1
5	SRMO 3 / Registrar 2
6	Registrar 3
7	Registrar 4
7+	Senior Registrar

Note: Advancement to Senior Registrar is only available through promotion and is subject to the merit principles of the PSM Act and a competitive selection process.

- 15.2. Progression will be based on years of service and consistent with the provisions of subclause 31.3, subject to:
 - 15.2.1. Selection for an advertised vacancy;
 - 15.2.2. Satisfactory performance;
 - 15.2.3. Completion of the requirements of any relevant training program, including those of Specialty Colleges; and
 - 15.2.4. Meeting the requirements for the classification as set out in the Dictionary of this agreement.
- 15.3. Staff in any of the classifications listed in the table above will not be eligible for accelerated advancement (subclause 30.6)
- 15.4. Progression beyond PGY 5 will require the JMO to be enrolled in a training program of a Specialty College. Only time spent at PGY 6 will count for progression to PGY 7.

16. JOINT SELECTION COMMITTEES

- 16.1. A Joint Selection Committee will consist of a minimum of:

- 16.1.1. A chairperson who has appropriate skills and experience, nominated by the head of service;
 - 16.1.2. A person who as appropriate skills and experience, nominated by the union(s); and
 - 16.1.3. A person who has appropriate skills and experience, nominated by the head of service from a list of employees, and agreed by the head of service and the union(s).
- 16.2. The ACTPS will as far as practicable ensure that employees who are Joint Selection Committee members have access to appropriate training to assist them in performing their role.
- Note: 1. Provisions relating to the use of joint selection committees are located in the PSM Standards.
- Note: 2. For every JSC the relevant union(s) must be contacted to ascertain the union nominee and to seek agreement for the third JSC member.

Section E – Hours of Work

17. HOURS OF WORK – MEDICAL OFFICERS

- 17.1. In this Section employee refers to a Medical Officer.

Ordinary Hours of Work for Full-time employees

- 17.2. The ordinary weekly hours are 38.00 hours performed on the following basis:
- 17.2.1. 76.00 hours within a period not exceeding fourteen consecutive days; or
 - 17.2.2. Any other period of twelve months or less that is agreed in writing between the manager/supervisor and the employee to provide for an average working week of 38 hours per week over the agreed period. Such arrangement must meet the requirements of the Directorates' fatigue management policy(s).
- 17.3. The ordinary hours of work for a full-time employee will be performed according to a roster, in shifts as required, with hours in excess of an average 38.00 hours per week and not remunerated or otherwise compensated being credited towards an Accrued Day Off (ADO) with pay.
- 17.4. An employee is defined as a shift worker if the employee is rostered to perform ordinary daily hours in accordance with a published roster and/or on Saturdays and Sundays and/or on public holidays on a regular or ongoing basis.

Hours of Work for Part-Time employees

- 17.5. A part-time employee will work less than the ordinary weekly hours of work for a full-time employee in accordance with a regular part-time work agreement under subclause 66.5 or 68.5 of this Agreement.
- 17.6. The minimum length of shift of a regular part-time employee is three hours.
- 17.7. A part-time Medical Officer shall not be required to hold himself/herself in readiness to perform duty under restriction situations unless the Medical Officer has consented in writing to the imposition of restriction situations.

Attendance Outside of Work Hours

- 17.8. Where a Medical Officer attends of his/her own volition outside of hours rostered on duty, or where a Medical Officer remains in attendance when formally released from the obligation to perform professional duties, the employer shall not be liable to make any payment for such attendance.

18. MEAL BREAK

- 18.1. Unless there are exceptional and unforeseen circumstances, an employee will not be required to work for more than five hours without a meal break. The standard meal break will be of 30 minutes duration.
- 18.2. Meal breaks will not count as time worked unless specific provisions are made for this in this Agreement.
- 18.3. The term 'meal break' does not require the employee to partake of a meal during the break period.
- 18.4. Notwithstanding subclause 18.1 it is recognised that there may be occasions when a meal break cannot be taken within five hours of commencing work, and that the meal break should be taken at some other time during the shift or the employee may be permitted to finish early on that shift.
- 18.5. Where a Medical Officer is required to continue working through the employee's meal break, and an alternative is unable to be programmed under subclause 18.4 the Medical Officer will be paid for the time worked at a single rate of pay.

- 18.6. Managers, unit heads and supervisors are to establish simple and effective procedures in consultation with Medical Officers to record when staff are required to work through their meal breaks to ensure that a pattern of not being able to take a break does not develop and to ensure that payment is made.
- 18.7. An employee who works up to six hours in a day may, with the agreement of the supervisor/manager, work up to six hours without a meal break to accommodate the employee's personal circumstances and work/life balance.

19. ROSTERING PRACTICE FOR MEDICAL OFFICERS

Notice of Rosters

- 19.1. A Medical Officer will be given at least 14 days' notice of rosters to be worked in relation to ordinary hours of work and also where practicable, in relation to additional (overtime) rostered hours of work.
- 19.2. Notwithstanding subclause 19.1, amendments to rosters may be required without notice to meet emergent situations (where unpredictable change in service demands make meeting the requirements of subclause 19.1 impracticable).

Breaks between shifts

- 19.3. A minimum 9 hour break between shifts including travel time (fatigue leave) or 10 hours where practicable shall be rostered.
- 19.4. If the minimum break between shifts, outlined in subclause 19.3, overlaps ordinary hours there shall be no loss of pay for ordinary hours for taking this break.
- 19.5. If recalled to duty with less than a nine hour break between shifts, including travel time, overtime rates shall be paid at the commencement of recall until a nine hour break can be taken.
- 19.6. The parties agree to undertake further investigation (with a view to creation of additional positions) if Medical Officers are regularly expected to work without a break.

Maximum Shift Length

- 19.7. The maximum shift length is 14 hours.

Pattern of Work Hours

- 19.8. At the initiation of the employee or the Directorate, the work patterns of an employee may be varied from time to time to provide for shifts of no less than 8 hours in length on a week day, or no less than four hours in length on a Saturday, Sunday or a Public Holiday.
- 19.9. All time worked in excess of 10 hours in any one shift will be paid at overtime rates.
- 19.10. No broken or split shifts will be worked.

Maximum Rostered Hours of Work

- 19.11. The maximum number of rostered hours per fortnight (excluding on-call) is 112 hours.

Rostering of days free from duty

- 19.12. Where practicable, days free from duty shall be consecutive and where possible additional accrued days off in accordance with clause 20 shall be combined with days free from duty.
- 19.13. Employees will be given the opportunity to indicate preferences for the rostering of ADOs, and these will be met unless there are operational reasons for not doing so.
- 19.14. A Medical Officer may not be rostered on for more than seven consecutive days on ordinary duty without a minimum 1 day duty-free break.
- 19.15. A Medical Officer shall be free from ordinary hours of duty for not less than two days in each week or where this is not practicable four days in each fortnight.
- 19.16. A Medical Officer will have at least two consecutive days free from any duty in each 28 day cycle.
- 19.17. Where practicable, a Medical Officer will have every second weekend free from all duty.
- 19.18. A Medical Officer will have two days free from any duty following the end of night shift duties to ensure adequate rest time and to minimise sleep deprivation which occurs on night shift. Where operationally possible the number of days free from ordinary duty should equal the number of consecutive night shifts worked.
- 19.19. For the purposes of this clause a day is defined as each of the periods, reckoned from one midnight to the next, into which a week, month or year is divided, and corresponding to a rotation of the earth on its axis.

20. ACCRUED DAY OFF (ADO) FOR MEDICAL OFFICERS

- 20.1. A full-time Medical Officer who works a 40 hour week, accrues two hours every week to go towards an ADO. That is for every 8 hour shift 0.4 hours will accumulate towards an ADO.
- 20.2. ADOs shall be granted in multiples of one day for periods ranging from one day up to two weeks subject to agreement between the employee and the supervisor/manager. Where an employee cannot agree with the supervisor/manager on the taking of an ADO the employee may be directed to take an ADO provided at least two weeks' notice is given by the Directorate.
- 20.3. For each day or shift a Medical Officer is absent on annual leave, paid personal leave or compassionate leave, those leave credits will be reduced by the number of ordinary hours that the Medical Officer would have worked on that day or shift (including time accrued for the ADO). Each day or shift of paid leave taken during the cycle of shifts will therefore be regarded as a day worked for accrual purposes.
- 20.4. Accrual toward an ADO does not occur when an employee is on any other form of leave. ADOs will only be taken once the equivalent time has been accrued. ADOs will not be taken in advance.
- 20.5. An employee may bank a maximum of 13 ADOs.
- 20.6. An employee who is required to work on the employee's scheduled ADO will be given another day off instead at a time agreed between the employee and the employee's supervisor/manager.
- 20.7. Upon termination of employment, on promotion or appointment to a higher classification, or on changing from full-time to part-time hours, a Medical Officer shall be paid the monetary value of any untaken accrued days off, calculated at the person's ordinary time rate of pay as prescribed in Annex A – Classifications and Rates of Pay.
- 20.8. Refer to clause 33 for provisions for employees to exchanging shifts.

21. MAKE-UP TIME – MEDICAL OFFICERS

- 21.1. The employer may authorise an employee to be absent from duty for a part of a rostered shift, and allow the time not worked on that occasion to be worked at a later time agreed between the employee and the employer. The employee will be required to work this make-up time as soon as practicable after the approved absence from duty.
- 21.2. A Medical Officer on shift work may perform the make-up time on any shift. Make-up time will not be counted as overtime. The penalty rate applicable to make-up time will be the penalty that would have been paid to the employee if the employee had worked his or her rostered shift as posted.
- 21.3. A Medical Officer not participating in shift work may perform the make-up time between 8:00am and 6:00pm, Monday to Friday. Make-up time will not be counted as over-time.
- 21.4. A make-up time arrangement should not be authorised if it would result in a reduction in services.
- 21.5. Each approved absence from duty under this clause will be recorded in the employee's attendance record and will not count as time worked. Each related instance of make-up time will similarly be recorded in the employee's attendance record and will be counted as ordinary time worked.
- 21.6. Make-up time arrangements may be withdrawn if the head of service forms the view that the arrangements have been used inappropriately.

22. CASUAL EMPLOYMENT ARRANGEMENTS

Minimum attendance

- 22.1. The minimum payment on each occasion when a casual employee is called for and attends for duty will be four hours, whether or not the casual employee is required to work for those four hours.
- 22.2. Notwithstanding subclause 22.1 where it is initiated by the casual Medical Officer and it is mutually agreed between a casual Medical Officer and the officer's supervisor to cease duty prior to the scheduled completion of a rostered shift, the casual Medical Officer shall not be entitled to payment for that portion of the shift not worked.

Rate of Pay

- 22.3. A person engaged as a casual employee will be paid at the same hourly rate of remuneration as would be applicable to an employee performing the duties and hours of that role. In addition, the casual employee will receive a loading of 25% in lieu of paid leave entitlements, other than long service leave, and instead of payment for public holidays on which the employee did not work.
- 22.4. The loading provided by subclause 22.3 will be calculated as percentage of the ordinary hourly rate of pay set out in Annex A to this Agreement for the employee's classification.

Payment for Shift Work

- 22.5. A casual employee is eligible to receive payment of shift penalties in accordance with clause 32 or clause 34, as applicable.
- 22.6. The loading paid under subclause 22.3 is not taken into account in the calculation of shift work penalty payments.

Overtime

- 22.7. An eligible casual employee may receive payment for overtime in accordance with clause 35: Overtime for Medical Officers.
- 22.8. A casual employee is eligible for payment of overtime in respect of all hours worked in excess of eight hours, on any day or shift, except where the employee has been notified that he or she will be working on a longer shift, in which case hours in excess of the actual shift length will be paid for at overtime rates.
- 22.9. The loading paid under subclause 22.3 is not taken into account in the calculation of overtime payments.

Overtime Meal Allowance

- 22.10. A casual employee is eligible to receive payment of overtime meal allowances in accordance with clause 38: Overtime Meal Allowance.
- 22.11. The term 'meal break' does not require the employee to partake of a meal during the break period.

Payment for Public holidays

- 22.12. A casual employee is not eligible for payment in respect of public holidays, unless the employee works on a public holiday.
- 22.13. Where an eligible casual employee does work on a public holiday, the casual employee is entitled to the appropriate shift penalties or overtime payments described in clauses 32, 34 and 35.

Leave

- 22.14. A casual employee is not eligible for paid leave other than long service leave.

23. HOURS OF WORK – SENIOR MEDICAL PRACTITIONERS

Ordinary Hours of Work

- 23.1. Consistent with Part 2-2 Division 3 of the FW Act, Senior Medical Practitioners will work an average of 40 hours per week, made up of;
 - 23.1.1. 38 hours per week; and
 - 23.1.2. two (2) reasonable additional hours per week.
- 23.2. A Senior Medical Practitioner will not be rostered on ordinary hours for more than an average of 40 hours per week, as determined in advance in accordance with this clause.
- 23.3. Each Specialist and Senior Specialist will contribute agreed percentages of their work duty to teaching, clinical roles and administration responsibilities. Unless otherwise agreed in writing, 80% of a Specialist or Senior Specialist's time will be spent on clinical work, and 20% on non-clinical work. In determining the specific percentage to apply to an individual or work area, consideration will be given to operational requirements, workload, teaching requirements and other relevant factors.
- 23.4. Percentages should be agreed on a local level.
- 23.5. Before it can be applied, any percentage must be agreed by all relevant parties (i.e. managers, affected Senior Medical Practitioners), and must recognise the need for flexibility to accommodate operational requirements.
- 23.6. Unless otherwise agreed, all work shall be undertaken at the employee's normal place of duty.

Part-time Hours of Work

- 23.7. A part-time employee will work less than the ordinary weekly hours of work for a full-time employee.

- 23.8. Senior Medical Practitioners covered by this Agreement may, with the approval of the head of service, in portions of 10% (or other percentage as agreed), engage in part-time employment subject to clause 26 by entering into a written part-time agreement. A 10% portion of a part-time agreement, for the purpose of this clause, will be one session per week. The part-time agreement must be agreed in writing between the Senior Medical Practitioner and the head of service.
- 23.9. Senior Medical Practitioners employed pursuant to a part-time agreement must be available to participate on the On-call roster to a reasonable degree.

Span of Hours

- 23.10. The normal duties of a Senior Medical Practitioner means the clinical or other duties and responsibilities undertaken by the Senior Medical Practitioner and can be broken up in the following manner:
- 23.10.1. that fall between the hours of 7:00am and 7:00pm Monday to Friday; or
- 23.10.2. for ten sessions per week; or
- 23.10.3. for sessions as otherwise agreed (which can be at recruitment); or
- 23.10.4. performed according to a regular part-time work agreement under subclause 66.5 or 68.5 of this Agreement.
- 23.11. If not otherwise agreed in writing, the default arrangement will be 2 sessions per day, 10 sessions per week, Monday to Friday.

Flexible Working Arrangements

- 23.12. In order to provide more flexible working arrangements for Specialists and Senior Specialists, permission may be granted by the head of service for the Specialist or Senior Specialist to complete their normal duties over a period of no less than 4 days a week.
- 23.13. This permission will be subject to the operational requirements of the Directorate, at such times as are agreeable to the employer in accordance with agreed work ratios as agreed under subclause 23.3 of this Agreement. In accordance with clause 11, permission must be obtained in advance for any form of outside employment undertaken as a result of such a reorganisation of work, including offsite private practice.
- 23.14. There will be no reduction in the normal duties of an employee whose working arrangements are amended under this provision. Absences during normal working hours will be made up by the employee at such times as are agreeable to the employer.
- 23.15. Any adjustments to the standard span of hours arrangements as provided for in subclause 23.10 will be agreed at the beginning of each year for that year. Adjustments may be made to these arrangements during the year with the agreement of the Directorate and the Specialist or Senior Specialist.
- 23.16. The Specialist or Senior Specialist will be required to record and account for his/her whereabouts for the periods identified as being present at work. To monitor this, the Directorate may utilise paper based and/or electronic recording of duty, random diary checks and/or physical presence checks. Patient confidentiality of diary information will be taken into account in the use of diary checks.
- 23.17. Where a suspected breach of the agreement is identified, the head of service shall consult with the employee representative in the investigation of the suspected breach. Where a breach is confirmed, the head of service may cancel the arrangement and initiate disciplinary action against the employee concerned.
- 23.18. The head of service can, in extenuating circumstances and by advice in writing, suspend any arrangements approved under these provisions.

Note: Notwithstanding the provisions of this clause, clause 66 applies to Senior Specialists seeking a flexible working arrangement on a basis other than that provided for in subclauses 23.12 to 23.18.

Meal Break

- 23.19. An employee will not be required to work for more than five hours without a meal break. The standard meal break will be of 30 minutes duration, except where locally agreed arrangements for a longer period are made.
- 23.20. The term 'meal break' does not require the employee to partake of a meal during the break period.
- 23.21. An employee who works up to six hours in a day may, with the agreement of the supervisor/manager, work up to six hours without a meal break to accommodate the employee's personal circumstances and work/life balance.

24. RECORD KEEPING

- 24.1. The ACTPS will keep records relating to the employees' work, including records about attendance and pay, in accordance with the requirements of the FW Act, the Fair Work Regulations and the *Territory Records Act 2002*.
- 24.2. Every Medical Officer will maintain an appropriate record (as specified by the employer) of duty performed including recording the time of commencing and ceasing duty for each day and the reason for any absence from duty. These records will be provided to the supervisor/manager where the supervisor/manager so requests.
- 24.3. Every Senior Medical Practitioner will record the times of their attendance at work (whether ordinary duty or extra duty), and reasons for absence from duty during normal working times, in a form acceptable to the head of service, which may include paper based and/or electronic recording. These records will be provided to the supervisor/manager where the supervisor/manager so requests.

25. NOTICE OF TERMINATION

- 25.1. Where an employee's employment is to be terminated at the initiative of the employee, the employee will provide written notice of their resignation from the ACTPS to the head of service at least two weeks prior to the proposed date of resignation.
- 25.2. The period of notice in subclause 25.1 may be reduced by agreement in writing between the employee and the head of service.

PART 3: PAY AND CLASSIFICATIONS

Section F – Rates of Pay and Allowances

26. PART-TIME EMPLOYMENT

- 26.1. Persons engaged on a part-time basis will receive, on a proportionate basis, equivalent pay and conditions to those of full time employees, unless specifically stated elsewhere in this Agreement.

27. PAY INCREASES

- 27.1. Employees will be paid in accordance with the employee's classification and rates of pay set out in Annex A to this Agreement.
- 27.2. Pay increases for all classifications set out in Annex A of this Agreement will be:
- 27.2.1. 2.25% from the commencement of the first full pay period on or after 1 October 2017;
 - 27.2.2. 0.5% from the commencement of the first full pay period on or after 1 June 2018;
 - 27.2.3. 1.35% from the commencement of the first full pay period on or after 1 December 2018;
 - 27.2.4. 1.35% from the commencement of the first full pay period on or after 1 June 2019;
 - 27.2.5. 1.35% from the commencement of the first full pay period on or after 1 December 2019;
 - 27.2.6. 1.35% from the commencement of the first full pay period on or after 1 June 2020;
 - 27.2.7. 1.35% from the commencement of the first full pay period on or after 1 December 2020;
 - 27.2.8. 1.35% from the commencement of the first full pay period on or after 1 July 2021.
- 27.3. The increase under subclause 27.2.1 will be paid no later than the second pay day following the commencement of this Agreement and any back pay will be paid as soon as reasonably possible.
- 27.4. A person who was an employee of the ACTPS on 1 October 2017, or who was engaged after that date, and who separated from the ACTPS before the commencement of this Agreement will be paid any difference between the rate of pay the employee would have been paid under subclause 27.2 of this Agreement and the rate which the former employee was paid in the same classification on separation inclusive of any administrative payments received due to the application of pay increases set out at subclause 27.2 above. Any monies paid to the employee by the ACTPS on separation will be adjusted in the same manner as the rate of pay.
- 27.5. Any calculation of backpay in relation to the pay increases listed at subclause 27.2 must take into account any administrative application of those increases prior to the commencement of this Agreement.

28. METHOD OF PAYMENT

- 28.1. Employees will be paid fortnightly in arrears and by electronic funds transfer into a financial institution of their choice.
- 28.2. The ACTPS commits to paying employees their ordinary fortnightly pay on the appropriate pay day. The ACTPS also commits to paying any shift penalties, overtime payments and higher duties allowance as soon as reasonably possible but not later than within two pay periods of the appropriate authorisation having been received by the relevant corporate area.

- 28.3. Claims for payment under the provisions of this agreement, including penalty, on-call and overtime payments will be submitted for approval within 3 weeks. Priority in processing claims will be given to those lodged in a timely fashion.
- 28.4. The ordinary fortnightly pay will be based on the following formula:
- 28.4.1.
$$\text{Fortnightly pay} = \frac{\text{annual rate of pay} \times 12}{313}$$
- 28.5. A part-time employee will be paid pro-rata based on the employee's agreed ordinary hours.
- 28.6. An employee will, with the approval of the head of service, be advanced the pay due for any period of approved paid annual or long service leave. Advancement of pay will be subject to payroll processing timeframes. The approval of the head of service will not be unreasonably withheld.

29. PAYROLL DEDUCTIONS FOR UNION FEES

- 29.1. Upon request by the union, the ACTPS will facilitate arrangements for payroll deductions for union fees. The ACTPS agrees that it will not impose any limitations or impediments to an employee utilising payroll deduction for union fees that do not apply to other regular payroll deductions, such as health insurance.

30. PAY POINTS AND INCREMENTS

- 30.1. A person who is engaged by the ACTPS, or an employee who is promoted or is approved to perform the duties of a higher office, is entitled to be paid at the first pay point for the classification level.
- 30.2. Despite subclause 30.1, the head of the service may approve a person who is engaged by the ACTPS, or an employee who is promoted or approved to receive higher duties allowance, to be paid at a higher pay point within that classification level.
- 30.3. Increments apply to both an employee's permanent and higher duties classification. When an employee has completed twelve months higher duties within a 24-month period an increment will be paid, and all further instances of higher duties will be paid at this level.
- 30.4. Previous service at a higher duties pay must be considered when determining a pay point should the employee be promoted to that classification and will be used to determine the date at which increments fall due.
- 30.5. An eligible employee is entitled, subject to there being no underperformance or discipline action undertaken in accordance with Section N: Workplace Values and Behaviours, to be paid an annual increment on and from the relevant anniversary of the date of commencement in the position for the employee concerned.
- 30.6. Accelerated incremental advancement may occur as follows:
- 30.6.1. A person who is engaged by the ACTPS, or an employee who is promoted or approved to perform higher duties, may be paid at a higher pay point within that classification level.
- 30.6.2. The head of service may approve the payment of additional accelerated increments to the employee:
- 30.6.2.1. At the time annual incremental advancement is due i.e., at the time an employee is eligible for annual incremental advancement (either in the substantive or higher duties position); or

- 30.6.2.2. At any other time between periods of annual incremental advancement;
- 30.6.3. subject to a maximum of two additional increments within the classification range being awarded to the employee in a 12-month period (excluding any additional increments awarded to the employee on commencement in the position in accordance with subclause 30.2).
- 30.6.4. Where an employee is awarded additional accelerated increments over the 12-month period between the payments of annual increments in accordance with subclause 30.6.2, the employee is still eligible for the payment of an annual increment, and the date of effect of the annual increment will remain unchanged.
- 30.7. In considering whether to approve payment at a higher pay point (as per subclause 30.1), or accelerated advancement (as per subclause 30.6), the head of service will take into account such factors as:
 - 30.7.1. The employee's:
 - 30.7.1.1. Qualifications; and
 - 30.7.1.2. Relevant work and personal experience; and
 - 30.7.1.3. Current pay; and
 - 30.7.1.4. Ability to make an immediate contribution; and
 - 30.7.2. Difficulties in attracting and retaining suitable employees.
- 30.8. JMOs are not eligible for incremental advancement as described in subclauses 30.6 and 30.7.

Increments for Part-time Employees

- 30.9. Subject to a satisfactory performance assessment, a part-time employee will be granted incremental advancement as follows:
 - 30.9.1. Where the average hours of employment of the part-time employee are equivalent to 20 hours or more per week, incremental advancement shall occur on the same annual basis as for a full-time employee.
 - 30.9.2. Where the average hours of employment of the part-time employee are less than 20 hours per week, incremental advancement shall not occur on an annual basis but on the basis of each 24 months' of service.

Increments for Part-time Senior Medical Practitioners

- 30.10. Notwithstanding subclause 30.9, a Senior Medical Practitioner who works pursuant to a part-time agreement will progress to the next incremental step every 12 months from the date of the Senior Medical Practitioner's commencement of employment, provided the work performed by the Senior Medical Practitioner extraneous to the part-time agreement is commensurate with the experience of a full-time Senior Medical Practitioner and is acceptable to the head of service. This clause does not preclude accelerated progression.

31. HIGHER DUTIES ALLOWANCE

- 31.1. Higher Duties Allowance (HDA) is payable to an officer who is directed to temporarily perform the duties of a position with a higher classification.

- 31.2. An officer acting in a position with a maximum pay of an SRMO 1, for a period of one day or more, will be paid HDA for that period.
- 31.3. An officer acting in a position with a pay or maximum pay greater than the maximum pay of an SRMO 1 will be paid HDA for a period of five consecutive days or more. This payment will occur from day one, provided the total period of higher duties is five days or more.
- 31.4. Where an officer on temporary transfer is to perform the full duties of the higher position, HDA is calculated as the difference between the officer's current pay and a point in the pay range of the higher position determined by the head of service in accordance with clause 30.
- 31.5. Where an officer is performing only part of the duties of the higher position and the higher position is at least two levels above the officer's current substantive level, payment of partial HDA may be agreed between the head of service and the officer, prior to the commencement of the temporary transfer.
- 31.6. The rate of payment for partial HDA will be a point in the pay range(s) of the intervening level(s). The head of service's decision on the rate of payment of partial HDA will take into account the specified part of the duties of the higher position that the officer is to perform.
- 31.7. An officer receiving HDA is entitled to normal incremental progression for the officer's substantive position and the HDA position in accordance with clause 30.
- 31.7.1. Increments gained while performing HDA are maintained upon the officer ceasing the higher duties.
- 31.8. Previous higher duties service will be considered in determining the appropriate pay point for future periods of higher duties.
- 31.9. If a position is expected to be available for a period of six months or longer the position must be advertised in the Gazette.
- 31.10. Periods of higher duties should not normally extend beyond twelve months. If after twelve months the position is nominally vacant it will be advertised unless there are exceptional circumstances.
- 31.11. Nothing in this clause will restrict casual or temporary employees performing duties of a higher office in accordance with the PSM Act and the PSM Standards.

32. PAYMENT FOR SHIFT WORKERS – MEDICAL OFFICERS

Payment of Shift Penalties

- 32.1. Any ordinary hours worked by a Medical Officer, as defined, between the following hours shall be paid at an ordinary time plus the appropriate penalty rate:
- 32.1.1. Hours worked between 6:00pm and midnight – Monday to Friday; 12.5%.
- 32.1.2. Midnight and 8:00am; midnight Sunday to Midnight Friday; 25%.
- 32.1.3. Midnight Friday and midnight Saturday; 50%.
- 32.1.4. Midnight Saturday and midnight Sunday; 75%.
- 32.1.5. Public holidays; 150%.
- 32.2. The additional payment prescribed by this clause will not be taken into account in the computation of overtime or in the determination of any allowance based upon pay. The additional payment will not be paid

for any shift for which any other form of penalty payment is made under this Agreement, or under the provisions of the PSM Act or the PSM Standards under which the employee is employed.

Payment Whilst on Annual Leave

- 32.3. Additional payment for shift duty, as provided by this clause, is to be made in respect of any such duty that an employee would have performed had the employee not been on approved annual leave.

33. SHIFT EXCHANGE PROTOCOL – MEDICAL OFFICERS

- 33.1. The employer may authorise two employees to exchange shifts.
- 33.2. An exchange of shifts will not be authorised if it would result in the ACTPS incurring additional labour costs, or a reduction in services.
- 33.3. An exchange of shifts will be recorded in both employees' attendance records.
- 33.4. An employee will be paid the penalty rates applicable to the work he or she actually performs.
- 33.5. So far as practicable (and notwithstanding the voluntary nature of these arrangements), an exchange of shift should not result in an employee working an unreasonable pattern of working hours.
- 33.6. The foregoing arrangements will apply similarly in respect of an employee's participation in an on-call roster.
- 33.7. The shift exchange protocol may be withdrawn if the head of service forms the view that the arrangements have been used inappropriately.

34. PAYMENT FOR SHIFT WORKERS – SENIOR MEDICAL PRACTITIONERS

- 34.1. Shift penalty payments will apply to Senior Medical Practitioners directed to work rosters.
- 34.2. Where practicable, the maximum shift length shall be 16 hours.
- 34.3. Shift penalties will be calculated using the appropriate base pay as per Annex A, including, for eligible employees, the 17.4% special allowance paid under subclause 42.3.
- 34.4. Penalty rates for Senior Medical Practitioners are as follows:
 - 34.4.1. 20% penalty will be paid for hours worked Monday to Friday 6:00pm to midnight;
 - 34.4.2. 50% penalty will be paid for hours worked on Saturdays;
 - 34.4.3. 100% penalty will be paid for hours worked on Sundays;
 - 34.4.4. 150% penalty will be paid for hours worked on public holidays.
- 34.5. Penalty payments will only be made upon submission to Payroll Services of completed timesheets signed and authorised by a manager nominated by the employer.
- 34.6. Rostering of shift work and the payment of penalties will only be approved when the shift work:
 - 34.6.1. is required by the Directorate; and
 - 34.6.2. relates to direct patient care.

35. OVERTIME FOR MEDICAL OFFICERS

- 35.1. An employee may be required or requested by the head of service to work reasonable additional hours for duty at any time that the employee is required, subject to the payment for overtime in accordance with the conditions set out in this clause, and the reasonable additional hours provisions of section 62 of the FW Act.
- 35.2. All time worked by a Medical Officer, as defined, in excess of their ordinary hours specified in or agreed in accordance with clause 17, and which does not accrue towards an ADO in accordance with clause 20, will be paid as overtime.
- 35.3. Where a Medical Officer has been required to work during their meal break and they are not able to finish duty early on the same shift then they will be entitled to receive payment for overtime once the total ordinary work time for that shift has elapsed.
- 35.4. Overtime will be paid at the rate of time and one half for the first two hours, and double time for the remaining hours worked, provided that all overtime performed on a Sunday shall be at double time. For overtime worked on a public holiday or a substituted public holiday as defined in clause 102 of this agreement will be paid a total rate of double time and one half at the employee's ordinary hourly rate of pay for all time worked, unless time off in lieu is agreed in accordance with clause 36.

36. TIME OFF IN LIEU OF PAYMENT FOR OVERTIME – MEDICAL OFFICERS

- 36.1. Where agreed between the manager/supervisor and the employee, the employee will be granted time off in lieu of payment for overtime (TOIL).
- 36.2. TOIL is to be taken at a time agreed between the manager/supervisor and the employee.
- 36.3. In order to prevent the accumulation of excessive time and to facilitate the effective delivery of services, TOIL should be granted as soon as practicable after the overtime has been worked.
- 36.4. TOIL may be accrued to allow an employee to be absent for a whole day or shift. TOIL may be taken in association with other rostered days off.
- 36.5. Each instance of TOIL will be recorded in the employee's attendance records. A claim for overtime will not be submitted in any case where TOIL is authorised.
- 36.6. TOIL is granted on an hour-for-hour basis.

37. PAYMENT FOR AN EMPLOYEE ROSTERED OFF ON A PUBLIC HOLIDAY – MEDICAL OFFICERS

- 37.1. Where an employee is:
 - 37.1.1. Normally to perform regular rostered work on a particular day of the week; and
 - 37.1.2. Is scheduled to be on a rostered day off on this particular day; and
 - 37.1.3. The particular day is a public holiday,the employee will be granted a day's leave in lieu of a public holiday which occurs on a day on which that employee is rostered off duty.
- 37.2. The day in lieu provided for in subclause 37.1 must be granted within one month after the holiday, if practicable.
- 37.3. Where it is not practicable to grant a day's leave in lieu in accordance with subclause 37.1, the employee will be paid one day's pay at the ordinary hourly rate.

38. OVERTIME MEAL ALLOWANCE

- 38.1. A Medical Officer who works authorised overtime and was not notified on or prior to his/her previous shift of the requirement to work such overtime shall be either supplied with a meal by the employer or paid in addition to payment for such overtime the relevant rate of allowance as outlined at Item 8 of Annex C:
 - 38.1.1. The rate specified for breakfast when commencing such overtime work at or before 6:00am;
 - 38.1.2. The rate for an evening meal when such overtime is worked for at least one hour immediately following the employee's normal ceasing time, exclusive of any meal break and extends beyond or is worked wholly after 7:00pm;
 - 38.1.3. The rate for lunch when such overtime extends beyond 2:00pm on Saturdays, Sundays or holidays.

Meal Tickets

- 38.2. In lieu of the allowances paid under subclause 38.1, meal tickets, redeemable at the Staff Cafeteria against any purchase to the value of the meal tickets, are available for Medical Officers undertaking work in accordance with subclause 38.1.

39. REST RELIEF AFTER OVERTIME

- 39.1. In this clause employee refers to employees other than casual employees.
- 39.2. Unless the head of service directs an employee to report for duty earlier, the employee must have a continuous period of nine hours, plus reasonable travel time, off duty between ceasing overtime duty following ordinary hours of work one day and commencing ordinary hours of work the following day.
- 39.3. An employee is entitled to be absent from duty, without loss of pay, until the employee has been off duty for a continuous period of nine hours, including travel time. If recall to duty occurs, this absence may be before or after the recall.
- 39.4. If an employee is required by the head of service to return to duty without having had nine consecutive hours off duty, including travel time, the employee must:
 - 39.4.1. Be paid at double the ordinary hourly rate of pay rate until the employee is released from duty for that period; and
 - 39.4.2. The employee will then be entitled to be absent until the employee has had nine consecutive hours off duty including travel time, without loss of pay for any ordinary working time occurring during that absence.

40. PAYMENT FOR PUBLIC HOLIDAY DUTY

- 40.1. An employee who is not a shift worker and who works on a public holiday for a period that is:
 - 40.1.1. Not in excess of the employee's ordinary weekly hours; and
 - 40.1.2. Not outside of the employee's limit of daily hours; and
 - 40.1.3. Not in excess of the employee's ordinary daily hours,will be entitled to an additional payment of 150% of the employee's ordinary hourly rate of pay.

41. ON-CALL AND RECALL ARRANGEMENTS – MEDICAL OFFICERS

- 41.1. An on-call period is a period during which a Medical Officer is required by the Directorate to be on-call.

- 41.2. No Medical Officer will be required to remain on-call while on leave.
- 41.3. For the purposes of calculation of payment of on-call allowances and for recall, an on-call period shall not exceed 24 hours.
- 41.4. A Medical Officer shall be paid for each on-call period which coincides with a day rostered on duty an allowance equal to the rate of the first hour of overtime. The on-call rate shall, upon recall, be subsumed into the payment made for the initial recall period. The on-call allowance will only be paid once during a 24 hour period.
- 41.5. A Medical Officer who is recalled for duty shall be paid for all time worked at the appropriate overtime rate, with a minimum of four hours pay at such rates. If a Medical Officer is recalled on more than one occasion during the recall period for which he or she is paid, the Medical Officer will not be entitled to further payment until the expiration of the four hour payment period.
- 41.6. The amounts specified in subclause 41.4 will be taken to include expenses incurred in being available for on-call and recall duty including taking telephone calls. The total recall overtime claim cannot total more than the on-call period.

42. ON-CALL AND RECALL ARRANGEMENTS – SENIOR MEDICAL PRACTITIONERS

- 42.1. It is acknowledged and recognised that Senior Medical Practitioners are required to be available for reasonable on-call and recall outside of their normal duties.
- 42.2. Subject to operational requirements or agreement between the parties, a part-time employee will only be required to participate in an on-call roster on a pro-rata basis. An employee working part-time following a period of leave in accordance with clause 70 will only be required to work on-call in the same ratio as their part-time hours.
- 42.3. A Senior Medical Practitioner who is regularly required by the employer to be on-call and/or available for recall outside his or her ordinary hours of duty will be entitled to be paid an annual allowance at the rate of 17.4% of their annual pay specified at Annex A of this Agreement. Where recall (which includes incidents that require advice, but not attendance at the workplace) becomes a regular pattern for an employee not on the on-call roster, there will be a review of the on-call rosters, including the roster patterns and which employees are included on the roster.
- 42.4. Where an employee does not contribute to the on-call roster on a full-time basis (regardless of whether they are a full-time or part-time employee), the allowance paid under subclause 42.3 will be calculated on a pro-rata basis, reflecting the extent of their contribution to the roster in their work area. The maximum pro-rata for this purpose is 100% of a full-time commitment.
- 42.5. Where there is a dispute between the employer and a Senior Medical Practitioner over the incidence of the requirement to be on-call and/or available for recall outside the normal hours of work or the pattern and whether that requirement is deemed by subclauses 42.3 and 42.4 of this Agreement to be regular, the matter will be referred to the parties for discussion. If no agreement is then reached between the parties, the matter may be referred in accordance with the Disputes Avoidance/Settlement Procedure set out in clause 125 of this Agreement.

Review of Provisions

- 42.6. The structure of this allowance, and the associated provisions in clause 43, will be reviewed during the life of the agreement to consider options to more directly link the level of obligation with the level of allowance. This review will be completed by no later than 30 June 2021.

43. ONEROUS HOURS, AND RECALL ARRANGEMENTS – SENIOR MEDICAL PRACTITIONERS

- 43.1. Where Senior Medical Practitioners are required by the head of service to work in excess of normal duties and reasonable on-call and/or recall to provide patient care, the head of service may determine the hours to be onerous. Time off in lieu (TOIL) in accordance with Clause 45, or an additional payment will be authorised, subject to the provisions of this clause.
- 43.2. Subclause 43.1 applies when a Senior Medical Practitioner is required by the head of service to work onerous hours for more than one fortnight. Onerous hours is more than 90 hours in a fortnight. In these circumstances, and where TOIL is not utilised, an allowance of 5% of the Senior Medical Practitioner's pay specified at Annex A of this Agreement will be authorised when the hours worked in that subsequent fortnight are more than 100 and 10% when the hours worked in that subsequent fortnight are more than 120. Any such payment will be subject to review every fortnight. If a Senior Medical Practitioner works more than 90 hours in a fortnight, the Senior Medical Practitioner will remain eligible for an allowance payment in the following fortnight. The review should again attempt to reduce the number of hours worked by the Senior Medical Practitioner to conform with clause 23 (see also clause 67).
- 43.3. For the purpose of calculating hours under subclause 43.2, hours spent being available to be called and times otherwise remunerated under clauses 58 and 62 and any relevant provisions of applicable ARIns are not included. However, recalls, which includes the provision of advice when not in attendance at the workplace, are included in the calculation of hours.
- 43.4. Note: In order to qualify, an employee must work more than 90 hours in the preceding fortnight (the qualifying fortnight). The allowance is not payable for the first two weeks in any qualifying period.
- 43.5. Payments under subclause 43.2 will be limited to the relevant fortnight. Where a review demonstrates that the conditions for the original authorisation of the allowance persist, the allowance may be authorised for a further fortnight.
- 43.6. The payments provided under subclauses 43.2 and 43.3 do not count as pay for the purposes of calculating any employee entitlement, including superannuation.
- 43.7. Approval for payment under subclauses 43.2 and 43.3 is subject to application.
- 43.8. The employer will establish and introduce a standard system to record onerous hours work and provide for the application and payment of the allowance in subclause 43.2. Pending the introduction of a standard record keeping system, applications will be subject to approval, following assessment, by:
 - 43.8.1. a panel established by the head of service for the purpose of assessing applications, or
 - 43.8.2. the head of service.
- 43.9. It is the responsibility of the employee to keep and substantiate records for claims.
- 43.10. A review of sub-clauses 43.2 to 43.4 will be undertaken within 12 months of the agreement coming into effect.

44. ADDITIONAL HOURS

- 44.1. Notwithstanding the provisions of subclauses 43.2 to 43.10, a Senior Medical Practitioner who works additional hours requested by the head of service to meet identified additional high demand will be paid the hourly rate of the Senior Medical Practitioner's base pay plus a penalty rate of 100% for each hour worked. Such payments made do not count as pay for the purposes of calculating any employee entitlement, including superannuation.

Staff Specialists and Senior Specialists in Radiology

- 44.2. Staff Specialists or Senior Specialists working in Radiology (collectively called Consultants) will be paid \$3,041 per day when the head of service directs a Consultant to attend for duty on a day that the Consultant would not otherwise be in attendance; for example, private practice days and non-rostered weekends.
- 44.3. This clause does not apply when a consultant is on-call or rostered for normal duty.
- 44.4. A day, for the purposes of this clause, is a minimum of six hours.
- 44.5. The payment is in lieu of any other payment by way of salary or allowance to which the Consultant would otherwise be entitled under this Agreement, including payment under subclause 44.1.
- 44.6. The payment does not count as salary for any purpose, including superannuation.
- 44.7. The payment will not be paid in conjunction with any entitlement under an ARIn for the same purpose entered into before this Agreement commenced.
- 44.8. This provision replaces all existing ARIn provisions prescribing payment for the same purpose as this clause. Any such ARIn provisions applying at the date this Agreement commences operation shall be deemed to cease operation on that date.
- 44.9. The payment will be adjusted in accordance with clause 55, with the first such adjustment applying from the first increase in the rates of pay in Annex A occurring on or after the date of commencement of this Agreement.

Extra Surgery Scheme - Anaesthetists

- 44.10. Where an anaesthetist agrees to a request from the head of service to undertake additional work in conjunction with an approved Extra Surgery Scheme, the anaesthetist will be paid:
- 44.10.1. \$332 per hour for work performed Monday to Friday; or
 - 44.10.2. \$432 per hour for work performed on weekends and public holidays.
- 44.11. Provided that the head of service and the anaesthetist will agree on a minimum number of hours to be worked and paid prior to the commencement of the additional work. If the additional work is completed before the minimum hours are worked, the anaesthetist will be paid for the agreed minimum hours.
- 44.12. Where required to be on-call in relation to work performed under this clause, the anaesthetist will also be paid an additional \$360 per 24 hour period. Any call-backs related to this on-call will be paid at the applicable hourly rate in 44.10 above.
- 44.13. Payment under this clause will not be made for any period where the employee is already in attendance, on another on-call arrangement, or being otherwise remunerated under any other provision of this Agreement or an Attraction and Retention Incentive.

- 44.14. Schemes eligible for payment under these arrangements must be approved in advance by the head of service. A list of approved Extra Surgery Schemes will be maintained by the Directorate and made accessible to employees.
- 44.15. The payment does not count as salary for any purpose, including superannuation.
- 44.16. The payment will not be paid in conjunction with any entitlement under an ARIn for the same purpose entered into before this Agreement commenced.
- 44.17. This provision replaces all existing ARIns provisions prescribing payment for the same purpose as this clause. Any such ARIns provisions applying at the date this Agreement commences operation shall be deemed to cease operation on that date.

Note: Subclauses 44.13 and 44.14 are intended to prevent payment under both an ARIn and subclauses 44.10 and 44.11 for the same work.

- 44.18. The payment will be adjusted in accordance with clause 55, with the first such adjustment applying from the first increase in the rates of pay in Annex A occurring on or after the date of commencement of this Agreement.

No double payment

- 44.19. Hours remunerated under subclauses 44.1 to 44.15 do not count for the purposes of calculating entitlements under subclauses 43.2 or 43.4.

45. TIME OFF IN LIEU – SENIOR MEDICAL PRACTITIONERS

- 45.1. Time off in lieu (TOIL) provided for under subclause 43.1 is to be taken at a time agreed between the Clinical Unit Head and the affected Senior Medical Practitioner.
- 45.2. In order to prevent the accumulation of excessive time in lieu and to facilitate the effective delivery of services, TOIL should be taken as soon as practicable after it is accrued.
- 45.3. TOIL may be accrued to allow an employee to be absent for a whole day or shift. TOIL may be taken in association with other rostered days off.
- 45.4. Each instance of TOIL will be recorded in the employee's attendance records.

46. RIGHTS OF PRIVATE PRACTICE ARRANGEMENTS FOR SPECIALIST AND SENIOR SPECIALISTS

- 46.1. The employer, all Specialists and Senior Specialists will ensure that every effort is made to bill private patients. The employer will provide appropriate support as is necessary to ensure that private patients are promptly billed, and outstanding accounts are recovered.
- 46.2. Subject to the provisions in this clause, Specialists and Senior Specialists may elect to participate in a rights of private practice scheme. Where a Specialist or Senior Specialist is eligible to participate in more than one such scheme, they may choose which scheme to participate in. A Specialist or Senior Specialist is only eligible to participate in the Pathology, Radiology or Radiation Oncology Scheme if they are employed in that speciality. Specialists and Senior Specialists may participate in more than one scheme on a fractional basis, but the total must not exceed their employed FTE.
- 46.3. New Specialists and Senior Specialists must elect to commence on one of the schemes outlined at subclause 46.5 below. Specialists and Senior Specialists should only remain on Scheme A where the nature of their discipline or agreed work arrangements make it difficult to bill private patients.

- 46.4. Specialists and Senior Specialists may move between schemes only with the agreement of the head of service, and subject to an assessment of the billing undertaken by the employee. Where this decision comes into dispute, an independent committee comprising one union nominee, one management nominee and an agreed third person, will be established to review the decision. This will be the only avenue of dispute resolution in these circumstances.
- 46.5. The available schemes are:
- 46.5.1. Scheme A – Staff Specialist receives 100% of base pay as in Annex A (prorated for part-time) plus 20% allowance calculated on Scheme Pay. Earnings up to equivalent of 10% of Scheme Pay incur 100% facility fee. Earnings greater than 10% and up to 30% of Scheme Pay to be split into 50% facility fee and 50% bonus. Earnings greater than 30% incur 100% facility fee;
 - 46.5.2. Scheme B – Staff Specialist receives 100% of base pay as in Annex A (prorated for part-time) plus up to 50% of Scheme Pay as a bonus on earnings from private practice billings. A facility fee calculated in accordance with Annex E is deducted before bonus payments are made to the staff Specialist;
 - 46.5.3. Scheme C – Staff Specialist receives 75% of base pay as in Annex A (prorated for part-time), plus up to 133.33% of Scheme Pay as a bonus on earnings from private practice billings. A facility fee calculated in accordance with Annex E is deducted before bonus payments are made to the staff Specialist;
 - 46.5.4. Pathology Scheme - Staff Specialist receives 100% of base pay as in Annex A (prorated for part-time) plus 75% allowance in lieu calculated on Scheme Pay. All earnings incur 100% facility fee in accordance with Annex E, except that 5% of Scheme Pay per Specialist will be contributed to the Private Practice Fund quarterly. No change can be made to the Pathology scheme without the agreement of at least 50% of the Staff Specialists participating in the Scheme.
 - 46.5.5. Radiology Scheme -- Staff Specialist receives 100% of base pay as in annex A (prorated for part-time) plus an allowance as shown in Table 1 below, calculated on Scheme Pay plus payments under clause 44. All earnings incur 100% facility fee in accordance with Annex E, except that 2.5% of all facility fees incurred under this scheme in relation to all participating staff up to a maximum of \$73,125 p.a. will be contributed to the Private Practice Fund. No change can be made to the Radiology Scheme without the agreement of at least 50% of the Staff Specialists participating in the Scheme.

Note: \$73,125 p.a. is the maximum amount that will be contributed to the Private Practice Fund from facility fees incurred by all radiologists. It is not a reference to a maximum amount per individual radiologist.

Table 1 Radiology Scheme allowance

A Radiologist receives:	Private Practice Entitlement (% of Scheme Pay plus Clause 44 payments)
Base pay	127.17
Base pay plus 5% Onerous Allowance	126.22
Base pay plus 10% Onerous Allowance	125.27
Base pay plus Tier 1 Management Allowance	125.04

Base pay plus 5% Onerous Allowance and Tier 1 Management Allowance	124.22
Base pay plus 10% Onerous Allowance and Tier 1 Management Allowance	123.16
Base pay plus Tier 2 Management Allowance	123.16
Base Pay plus 10% Onerous Allowance and Tier 2 Management Allowance	123.16
NOTE: While included in the calculation of scheme pay where received, payment of on-call allowance under Clause 43 does not impact on the determination of the percentage used to calculate private practice entitlements.	

46.5.6. Specialist Radiation Oncology Scheme - as outlined at subclauses 46.5.6.1 - 46.5.6.11

- 46.5.6.1. A Radiation Oncologist may elect to participate in Scheme A, B, or C.
- 46.5.6.2. Sub clauses 46.5.6.3 to 46.5.6.10 apply where a Radiation Oncologist elects under subclause 46.5.6.1 to participate in Scheme B or Scheme C.
- 46.5.6.3. The Radiation Oncologist will receive:
 - 46.5.6.3.1. A bonus calculated in accordance with the scheme elected by the Radiation Oncologist as specified in either clause 46.5.2 or 46.5.3
 - 46.5.6.3.2. An additional private practice payment amount equivalent to 35% of their private practice billings received by CHS that are in excess of the '*annual revenue threshold*' in a financial year.
- 46.5.6.4. A facility fee of 20% is deducted before any bonus payments are made to the Staff Specialist;
- 46.5.6.5. Subject to subclause 46.5.6.6, the '*annual revenue threshold*' is \$370,000 for a full time Radiation Oncologist, pro rata for a part-time Radiation Oncologist.

Examples: (1) A Radiation Oncologist is employed part-time at 0.7 FTE. Their annual revenue threshold is \$259,000 (0.7 x \$370,000).

(2) A Radiation Oncologist commences employment on 1 January 2019. Pro rata to 30 June 2019, the financial year is 6 months. Their annual revenue threshold for that period to 30 June 2019 is \$185,000 (0.5 x \$370,000).
- 46.5.6.6. For individual Radiation Oncologists, the Radiation Oncology Administration Committee may adjust the '*annual revenue threshold*' to account for official administrative duties performed by the Specialist.

For example, the annual revenue threshold of a position is reduced by a proportion of 0.2 FTE by the committee. Their annual revenue threshold is reduced by \$74,000 (0.2 x \$370,000).
- 46.5.6.7. Subclauses 46.5.6.8 and 46.5.6.9 apply where a Radiation Oncologist elects to participate in Scheme C.
- 46.5.6.8. A Radiation Oncologist will be guaranteed the maximum Scheme C payment:
 - 46.5.6.8.1. for the first 12 months of their employment; and
 - 46.5.6.8.2. in any financial year in which they have returned from extended leave where it is not fully paid as per standard calculation process.
- 46.5.6.9. If a Radiation Oncologist receives a Scheme C bonus less than the maximum entitlement under Scheme C for any reason, the Radiation Oncology Administration

Committee may approve a payment to the Staff Specialist of an amount equal to the difference.

46.5.6.10. Payments under clauses 46.5.6.3.2 and 46.5.6.8 (35% and guaranteed Scheme C) will be paid from the Radiation Oncology Sub-Fund and are subject to available funds.

46.5.6.11. The terms of the Radiation Oncology Scheme may only be varied or terminated by agreement of a Radiation Oncologist majority.

46.6. A Radiation Oncologist is entitled to be paid a Regional Service Development Allowance at the following rates on each occasion that the Radiation Oncologist is required to provide radiation oncology services at a regional outreach clinic referred to below. These payments will be drawn from the Radiation Oncology Sub-Fund.

46.6.1.	Bega	\$3,580
46.6.2.	Moruya	\$3,580
46.6.3.	Goulburn	\$2,260
46.6.4.	Cooma	\$2,260
46.6.5.	Young	\$2,620

46.6.6. The allowance will be adjusted in accordance with clause 55, with the first such adjustment applying from the first increase in the rates of pay in Annex A occurring on or after the date of commencement of this Agreement.

46.7. In this clause 46:

46.7.1. a **Radiation Oncologist** is a Specialist or Senior Specialist employed as a radiation oncologist;

46.7.2. a **Radiation Oncologist majority** is more than 50% of the full time or part-time Radiation Oncologists employed by the Australian Capital Territory at The Canberra Hospital employed at the relevant time.

46.7.3. **Radiation Oncology Administration Committee** has the same meaning as in the trust deed governing the Radiation Oncology Sub-Fund.

46.8. In this clause 46, **Scheme Pay** means base pay as in Annex A (prorated for part-time) plus any allowances paid under clauses 42 and 58.

Leave and Superannuation

46.9. The fixed allowance under Scheme A, the Pathology Scheme and the Radiology Scheme will be paid during all periods of paid leave taken. However, it is not paid on accrued leave paid out on resignation, retirement, leave paid in-lieu under clause 85 (this does not include leave taken under 85.33.3), leave purchased under clause 87, or leave cashed out under clause 88.

46.10. No payments under any of the Schemes (including any fixed allowance) are salary for superannuation purposes.

Inadvertent Disadvantage

46.11. In this Clause, sub clauses 46.5.4 through to 46.10 are intended to codify the scheme arrangements in place as at 31 December 2018 for the classifications referred to therein.

46.12. Where the head of service and the union(s) agree that an employee(s) has experienced a demonstrable inadvertent disadvantage as a result of the implementation of sub clauses 46.5.4 to 46.10, Canberra Health Services will discuss possible solutions with the affected employee(s) and their representatives.

46.13. In the event that agreement between the head of service and the unions is not achieved, a reference to clause 125 may be made by either party.

Review of Facility Fees

- 46.14. A review of facility fees currently charged in relation to rights of private practice will be undertaken during the life of the agreement, in accordance with Terms of Reference to be agreed. This review will be completed by no later than 30 June 2021.

47. DAYLIGHT SAVINGS ARRANGEMENTS

- 47.1. During the changes from Australian Eastern Standard Time to Australian Eastern Daylight Time, employees will be paid according to the clock, with the exception of casual employment arrangements under clause 22 and overtime arrangements under clause 35 which will be paid according to the hours actually worked. This means that at the beginning of daylight saving employees working an overnight shift will work one hour less but will be paid for the full shift, and when daylight saving ends employees will work for an extra hour but will be paid according to the clock.

Section G – Pay Related Matters

48. SALARY SACRIFICE ARRANGEMENTS

- 48.1. Voluntary access to salary sacrifice arrangements will be made available to employees in accordance with ACTPS policies and guidelines.
- 48.2. The employee will meet all costs incurred as a result of the salary sacrifice arrangements under these provisions.
- 48.3. The employee's pay for superannuation purposes and severance and termination payments will be the gross pay that the employee would receive if the employee were not taking part in salary sacrifice arrangements.
- 48.4. Changes to salary sacrifice arrangements, including taxation changes, will not be a cause for further claims against the ACTPS.
- 48.5. The head of service will continue to provide appropriate information to employees concerning salary sacrifice arrangements.

49. ATTRACTION AND RETENTION INCENTIVES

- 49.1. In some special circumstances it may be necessary for the head of service to determine that an employee or group of employees who are covered by this Agreement and who occupy certain positions should be provided with attraction and retention incentives that may differ from some of the terms and conditions under this Agreement.
- 49.2. The framework under which attraction and retention incentives may apply during the life of this Agreement is set out in Annex B to this Agreement.

50. CLASSIFICATION/WORK VALUE REVIEW

- 50.1. An employee, or a group of employees, or the union(s) or other employee representatives (the applicant), may present a case to request the head of the service to undertake a classification/work value review of a position or group of positions.
- 50.2. The head of service will undertake the review in consultation with the employee(s) and/or the union(s) or other employee representatives.
- 50.3. If the head of service determines that the case presented under subclause 50.1 is frivolous or vexatious, the head of service will refuse to undertake the review.
- 50.4. If the head of service determines that the case presented under subclause 50.1 does not contain enough information for the head of service to make an assessment on whether the review is warranted, the head of service will provide the applicant an opportunity to make further submissions. If following such further submissions, or if no such submissions are made, the head of service still does not have enough information to make an assessment on whether or not the review is warranted, the head of service may refuse to undertake the review.
- 50.5. Any classification/work value review will take into account the relevant work level standards, position descriptions, market and other relevant comparators, including comparators that are considered pertinent to the skills, competencies and general responsibilities required of the position(s).
- 50.6. These provisions do not affect the right of the head of service to undertake a classification/work value review at the initiative of the head of service.

- 50.7. Where agreement cannot be reached on the need to conduct the review then the disagreement may be resolved in accordance with the dispute resolution procedure.

51. SUPPORTED WAGE SYSTEM

- 51.1. This sub-clause has been removed.
- 51.2. This sub-clause has been removed.

52. OVERPAYMENTS

- 52.1. An overpayment is any payment in respect of pay, allowance or leave, whether the overpayment is by accident or otherwise, to which the employee is not entitled.
- 52.2. An overpayment is a debt owed to the territory.
- 52.3. In the event that an employee has received an overpayment, the ACTPS will recover the overpayment in accordance with this clause.
- 52.4. Where the head of service believes that an overpayment has occurred the head of service will work with the employee to establish the:
- 52.4.1. Pay period(s) in which the overpayment occurred; and
 - 52.4.2. Nature of the overpayment; and
 - 52.4.3. Reasons why the overpayment occurred; and
 - 52.4.4. Gross and net components of the overpayment.
- 52.5. Once the overpayment has been established in accordance with subclause 52.4 the head of service will provide the details of the overpayment, as per subclause 52.4, to the employee in writing and will consider whether it would be appropriate in the circumstances to waive part or all of the overpayment in accordance with section 131 of the *Financial Management Act 1996*.
- 52.6. Subsequent to the decision of whether to waive the overpayment or not in accordance with subclause 52.5 the head of service will advise the employee in writing, as soon as practicable, of the:
- 52.6.1. Decision as to what if any part of the overpayment will be waived;
 - 52.6.2. Amount of the overpayment that is to be recovered if any;
 - 52.6.3. Process for recovery of the overpayment, if any; and
 - 52.6.4. Proposed recovery rate, if any.
- 52.7. The head of service and the employee will agree on a reasonable recovery rate having regard for all of the circumstances prior to any recovery being made. Where agreement cannot be reached subclause 52.10 will apply.
- 52.8. Any such agreement in accordance with subclause 52.7 may include recovery of the overpayment by the ACTPS:
- 52.8.1. as a lump sum; or
 - 52.8.2. by payroll reduction from pay.

- 52.9. In respect to recovery action it may be agreed with the employee to adjust their leave credits instead of, or in combination with, a cash recovery, provided that the employee cannot be worse off in terms of their leave entitlements than had they requested payment in lieu of annual leave in accordance with subclause 85.33 or long service leave in accordance with subclause 88.8.2.
- 52.10. Where the head of service and the employee cannot agree about the arrangements for recovery of an overpayment, the overpayment will be recovered in accordance with an arrangement as determined by the head of service under section 246 of the PSM Act.
- 52.10.1. Where recovery occurs in accordance with subclause 52.10 the overpayment will be recovered at the rate of up to 10% of the employee's gross fortnightly pay, or such other rate determined by the relevant head of service having regard for all of the circumstances.
- 52.11. Despite subclauses 52.7 and 52.10 the recovery period will not usually exceed twenty six pay periods.
- 52.12. Where an employee is paid an amount to which he or she is not entitled as a result of an amendment to, or late submission of, a time sheet, evidence, material or other forms, the amount paid (the discrepancy):
- 52.12.1. may be deducted in the following pay period, provided it is no greater than 10% of the employee's gross fortnightly pay; and
- 52.12.2. will not be considered an overpayment for the purposes of this clause 52, provided that the employee is notified accordingly.
- 52.13. Further to subclause 52.12, if more than two pay periods have passed since the discrepancy was paid, or the discrepancy exceeds 10% of the employee's gross fortnightly pay, the discrepancy will be considered a debt and the provisions of this clause 52 will apply, unless the employee agrees in writing to the adjustment being made.
- 52.14. Any outstanding money owing to the ACTPS when an employee ceases employment is to be recovered by deduction from any final entitlements payable to the employee. If a debt still exists further debt recovery action is to be taken unless the head of service:
- 52.14.1. Directs the recovery be waived, in part or in full, based on evidence provided by the employee of exceptional circumstance or that such recovery would cause undue hardship; or
- 52.14.2. Determines that an overpayment is not recoverable.
- 52.15. Where the head of service determines that an overpayment cannot be recovered, the provisions of the relevant Directorate's Financial Instructions, relating to the waiver and write off of monies, will apply.
- Note: Any disputes about the application of these provisions should be addressed through the Dispute Avoidance/Settlement Procedures outlined in clause 125. Unless the employee agrees, recovery of overpayments will not occur while a dispute is on foot.

53. UNDERPAYMENTS

- 53.1. Where the head of service agrees that an employee has been underpaid on the employee's base rate of pay, and the employee requests, an offline payment for the amount owing will be made to the employee within three business days of the head of service receiving the request.
- 53.2. Where a shift penalty, overtime payment or higher duties allowance is not made within two pay periods of the appropriate authorisation having been received by the relevant corporate area, and the employee

requests, an offline payment for the amount owing will be made to the employee within three business days of the head of service receiving the request.

54. SUPERANNUATION

- 54.1. The employer will provide employer superannuation contributions in accordance with the relevant legislative requirements.
- 54.2. This clause does not apply to employees who are members of the Public Sector Superannuation Accumulation Plan (PSSap), unless they are eligible to be members of the PSSap as a fund of choice.
- 54.3. This clause does not apply to preserved members of other Superannuation Plans, including CSS and PSSdb. Employees covered by those Superannuation plans, will receive the employer contributions specified by the fund rules for the relevant Superannuation plan.
- 54.4. An employee may choose any approved superannuation fund as long as the fund can accept employer contributions by EFT. If the employees chosen fund cannot or will not accept additional contributions as outlined in subclause 54.4 and 54.7, then the employee will be advised of their right to change funds, to enable such contributions to be made.
- 54.5. The employer contribution will be:
 - 54.5.1. the Superannuation Guarantee contribution in accordance with the *Superannuation Guarantee (Administration) Act 1992*, (which at the commencement of this Agreements 9.5%); and
 - 54.5.2. an additional 1%; and
 - 54.5.3. a further 1% for employees who make extra employee contributions of 3% or more.
- 54.6. The additional contribution in subclause 54.5.2 will increase:
 - 54.6.1. to 1.25% on 1 July 2018; and
 - 54.6.2. to 1.50% on 1 July 2019; and
 - 54.6.3. to 2% on 1 July 2020.
- 54.7. Note: The superannuation increases in this subclause 54.6 have, prior to the commencement of this Agreement, been applied to eligible employees. If the legislated minimum Superannuation Guarantee rate is increased during the life of this agreement, the increase will be absorbed by the additional contribution provided under subclause 54.5.2 (as increased in accordance with subclause 54.6), but will not affect the "3 for 1" arrangement in subclause 54.5.3.
- 54.8. The salary for superannuation purposes will be calculated on the employee's Ordinary Time Earnings (OTE) within the meaning of the *Superannuation Guarantee (Administration) Act 1992*.
- 54.9. Employer contributions will not be reduced by any other contributions made through salary sacrifice arrangements.
- 54.10. For employees who take paid or unpaid parental leave (which includes birth, adoption, bonding, primary caregiver and foster care leave), employer contributions (which will be calculated using the same formula as prescribed in subclause 89.22) will be made for a period equal to a maximum of 52 weeks, in accordance with the rules of the appropriate superannuation scheme.

- 54.11. The Government will, through the Chief Minister, Treasury and Economic Development Directorate, consult with unions and employees on changes to superannuation legislation that may be proposed by the Commonwealth.

Section H – Allowances

55. ADJUSTMENT OF ALLOWANCES

- 55.1. Allowances provided for in this Agreement are set out in this section and Annex C.
- 55.2. The rates for all allowances provided for in Annex C of this Agreement will be adjusted by the same percentage amounts and on the same dates as the pay increases set out in subclause 27.2, unless the contrary intention is stated for a specific allowance in Annex C.
- 55.3. Part-time and casual employees who satisfy the requirements for payment of an expense-related allowance will receive the full amount of allowance or payment prescribed in this section or Annex C.
- 55.4. Part-time and casual employees who satisfy the requirements for payment of a non-expense related allowance under this Agreement will receive the allowance on a proportional basis.
- 55.5. Allowances payable to casual employees under this Agreement are not subject to the loading prescribed in clause 22.
- 55.6. Where an employee is in receipt of a shift penalty, any disability allowance the employee receives in accordance with Annex C, will not be included for the purpose of calculating the shift penalty.

56. HIGHER MEDICAL QUALIFICATION ALLOWANCE – MEDICAL OFFICER

- 56.1. A Registrar (not including junior registrar) who holds a higher medical qualification shall be paid the allowance specified in Item 1 of Annex C.
- 56.2. A Career Medical Officer Grade 1 who holds a higher medical qualification shall be paid the allowance specified in Item 2 of Annex C.
- 56.3. Where a Registrar or Career Medical Officer Grade 1 is undertaking the fifth or subsequent year of training towards a higher medical qualification, and the employee is expected to meet the formal requirements of the higher medical qualification in that calendar year, the employee will be paid half the allowance specified in Item 1 of Annex C.

57. AFTER-HOURS RESPONSIBILITY ALLOWANCE – MEDICAL OFFICERS

- 57.1. From the date of commencement of this Agreement, a Career Medical Officer who is directed to take charge of an after-hours medical service will be paid the allowance specified in Item 3 of Annex C.
- 57.2. A Medical Officer (other than a Career Medical Officer) who is directed to take charge of an after-hours medical service will be paid the allowance specified in Item 4 of Annex C.

58. MANAGEMENT ALLOWANCE – SENIOR MEDICAL PRACTITIONERS

- 58.1. It is an expectation that a certain level of management responsibility is an essential part of the duties of a Senior Medical Practitioner.
- 58.2. In addition to the rates of pay set out in Annex A of this Agreement, a Senior Medical Practitioner required by the head of service to undertake additional responsibilities specifically associated with the management of a clinical unit, department or service (as set out from time to time in the “Statement of Duties – Clinical Unit heads”) shall be paid an additional allowance as provided for in this clause.
- 58.3. In assessing eligibility for the allowance, a Senior Medical Practitioner’s additional responsibilities will be assessed against the following criteria:

- 58.3.1. Criterion A. Direct responsibility for a clinical unit, department or service and involvement in a number, but not necessarily all, of the following:
- 58.3.1.1. Cost centre management including:
 - 58.3.1.1.1. - budget preparation
 - 58.3.1.1.2. - management of allocated budget.
 - 58.3.1.2. Participation in planning and policy development.
 - 58.3.1.3. Responsibility for the co-ordination of:
 - 58.3.1.3.1. - research
 - 58.3.1.3.2. - training and/or
 - 58.3.1.3.3. - teaching programs.
 - 58.3.1.4. Membership and participation in senior executive management teams.
 - 58.3.1.5. Ensuring that quality improvement and clinical governance activities are implemented.
- 58.3.2. Criterion B. As a minimum, perform Human Resource Management responsibilities which include but are not restricted to:
- 58.3.2.1. Direct supervision of staff (including other staff Specialists, Career Medical Officers and Junior Medical Officers)
 - 58.3.2.2. Allocation of duties
 - 58.3.2.3. Approval of staff rosters
 - 58.3.2.4. Implementation of performance agreements in respect of supervised staff
 - 58.3.2.5. Monitoring of hours worked.
- 58.3.3. Criterion C. In the assessment of the head of service, significant additional managerial responsibilities involving multiple units, services or departments e.g. the position of Chief Psychiatrist.
- 58.3.4. Criterion D. A level of managerial responsibility deemed by the head of service to require an allowance e.g. the position of Chief Health Officer.

- 58.4. The level of allowance is detailed at Annex C. Eligibility is determined in accordance with the following table:

Level of Allowance	Criteria to be Met
Level 1 (Item 5 in Annex C)	A and B
Level 2 (Item 6 in Annex C)	A and B and C
Level 3 (item 7 in Annex C)	A and C and D and may involve B

- 58.5. The Management allowance is:
- 58.5.1. not cumulative;
 - 58.5.2. only payable for the period in which the Senior Medical Practitioner has been allocated the additional managerial responsibilities;
 - 58.5.3. payable during paid leave and count as pay for superannuation; and
 - 58.5.4. an allowance in the nature of pay.
- 58.6. The employer may direct a Senior Medical Practitioner, as a condition of receiving the allowance, to attend training intended to support & improve management skills and competencies.
- 58.7. Management allowances may be reviewed from time to time to ensure consistency with this clause. Where a review is to be conducted, the employee will be advised in advance and given a reasonable opportunity to contribute to the review. Where the review determines that a management allowance should be reduced or removed, the change will take effect from the determination date. If the employee moves from the position for which the allowance was originally determined, payment of the allowance will cease immediately.

59. CAPITAL REGION RETRIEVAL SERVICE ALLOWANCE – SPECIALISTS AND SENIOR SPECIALISTS

- 59.1. Remuneration arrangements for Specialists or Senior Specialists directed by the head of service to undertake clinical direction and supervision on the Capital Region Retrieval Service (CRRS) will be developed and introduced during the life of the agreement to take account of operational and legislative changes. In the interim, existing arrangements provided under ARIn(s) will remain in force.
- 59.2. Any new arrangements will initially be implemented administratively and incorporated in the next enterprise agreement.

60. MOBILE PHONE EXPENSE ALLOWANCE

- 60.1. The head of service may approve payment to a Medical Officer or Senior Medical Practitioner of an allowance towards meeting the costs of a private mobile phone to be used for work purposes.
- 60.2. Only those employees who are eligible for and receiving payment of an on-call allowance are eligible for this allowance.
- 60.3. The allowance is not available to employees who are provided with a mobile phone by the Directorate.
- 60.4. Eligible employees will be paid an allowance of \$36.80 per fortnight.
- 60.5. The rate of allowance will be reviewed on an annual basis.
- 60.6. This allowance is an expense-related allowance.

61. MOTOR VEHICLE ALLOWANCE

- 61.1. The head of service may authorise an employee to use a motor vehicle they own or hire:
- 61.1.1. For official purposes, where the head of service is satisfied this use would:
 - 61.1.1.1. result in greater efficiency; or
 - 61.1.1.2. involve the ACT Government in less expense than if public transport or a vehicle owned by the ACT Government were used.

- 61.1.2. For specified journeys, where the head of service is satisfied that:
 - 61.1.2.1. the use will not result in the employee taking more time on the journey than they would otherwise take; or
 - 61.1.2.2. it would not be contrary to the interest of the ACT Government.
- 61.1.3. Travel between normal headquarters and a temporary work station, or between the employee's home and a temporary work station, where the head of service is satisfied that:
 - 61.1.3.1. there is no public transport available for travel to the temporary station; or
 - 61.1.3.2. although public transport is available, the work program makes its use impossible.
- 61.2. If an employee uses a motor vehicle in accordance with this clause they are entitled to be paid an allowance as set out in Item 9 of Annex C for each kilometre travelled.
- 61.3. If an employee satisfies the relevant head of service that the allowance is insufficient to meet the amount of the expenses reasonably incurred and paid by the employee in using a motor vehicle for official purposes, the head of service may grant an additional allowance equal to the amount by which those expenses exceed the amount of the allowance or allowances.
- 61.4. If, as a consequence of using a motor vehicle an employee is required to pay a higher insurance premium than would otherwise be the case, they are entitled to be reimbursed the additional cost.
- 61.5. Employees who use a private motor vehicle under the motor vehicle allowance conditions may be reimbursed parking fees, bridge and car-ferry tolls incurred whilst on duty, but not fines.
- 61.6. This allowance is not payable during any type of paid or unpaid leave.

62. DONATE LIFE

- 62.1. Specialists or Senior Specialists working in the Donate Life program will be remunerated proportionately to the requirements of the role undertaken in the program and within the limit of funding provided to the ACT Government from the Australian Government Organ and Tissue Authority for that role.
- 62.2. The requirements for the role undertaken by each Specialist or Senior Specialist and the amount of remuneration will be detailed in an individual Donate Life Project ARIn, which will remain in force in accordance with the terms of the ARIn.
- 62.3. The requirements of the role undertaken by a Specialist or Senior Specialist working in the Donate Life program must also be included in individual performance agreements.
- 62.4. This provision replaces all existing ARIns relating to the Donate Life program. ARIns providing for payment of an allowance for working on the Donate Life program that apply to employees in subclause 62.1 at the date this Agreement commences operation shall be deemed to cease operation on that date.

Note: All existing Donate Life ARIns were made under the requirements of the ARIn framework applying at the time. The Donate Life Project ARIn will be consistent with the ARIn Framework at Annex B.

Section I – Relocation Support

63. RELOCATION SUBSIDY REIMBURSEMENT

- 63.1. The purpose of this reimbursement is to provide financial assistance to employees recruited from interstate or overseas with the reasonable costs of relocation.
- 63.2. The head of service will inform new employees of the relevant ceiling limit prior to the new employee's relocation.
- 63.3. Valid receipts must be provided in support of any claim for reimbursement.
- 63.4. For the purpose of this clause, dependant does not require actual financial dependency and includes members of the new employee's immediate household including a domestic partner, parent, parent of a domestic partner, brother, sister, guardian, foster parent, step-parent, step-brother, step-sister, half-brother, half-sister, child, foster child or step-child residing with the employee at the time the offer is made.
- 63.5. The head of service may approve payment in excess of the approved amount or ceiling in exceptional circumstances.

Specialists and Senior Specialists

- 63.6. If a person relocates because of an appointment as a Specialist or Senior Specialist, relocation allowance is available in accordance with Determinations issued from time to time by the ACT Remuneration tribunal in relation to Executives in the ACT Public Service.
- 63.7. The allowance is not available for short-term temporary engagements, or to existing ACTPS staff who are promoted to this level.
- 63.8. In the event that a Specialist or Senior Specialist terminates their employment with the Directorate within twenty-four months of the date of engagement and does not commence employment with another ACTPS Directorate within one month, they may be required by the head of service to repay:
 - 63.8.1. in the case the Specialist or Senior Specialist terminates employment within twelve months from the date of appointment – 100% of the relocation payment; or
 - 63.8.2. in the case the Specialist or Senior Specialist terminates employment more than twelve months and less than twenty-four months from the date of appointment – 50% of the relocation payment.

Career Medical Officers

- 63.9. The section applies to employees recruited from interstate or overseas who are engaged on a permanent basis in positions classified as Career Medical Officers. It has no application to staff employed in any other classification.

- 63.10. The head of service may approve a reimbursement payment to a new employee as the head of service considers is reasonable in the new employee's circumstances. The relevant pre-determined ceiling is set out in the following table:

Single with no dependants	\$12,000
Additional payment per dependant (first six dependants)	\$ 2,000
Additional payment per dependant (seventh and further dependants).	\$ 1,750

- 63.11. In order for a new employee to be reimbursed costs, valid receipts must be provided.
- 63.12. In the event that the employee terminates their employment with the Directorate within eighteen months of the date of engagement and does not commence employment with another ACTPS Directorate within one month, the employee may be required by the head of service to repay:
- 63.12.1. in the case the employee terminates employment within twelve months from the date of appointment – 100% of the relocation reimbursement; or
- 63.12.2. in the case the employee terminates employment more than twelve months and less than twenty-four months from the date of appointment – 50% of the relocation reimbursement.
- 63.13. Junior Medical Officers and Post Graduate Fellows, Interns, Resident Medical Officers, Junior Registrars, Senior Resident Medical Officers, Registrars, Senior Registrars and Postgraduate Fellows who have had to relocate to work in the ACT are eligible to apply for reimbursement in accordance with the Relocation Subsidy Reimbursement Guideline - Junior Medical Officers. All applications will be reviewed on an individual basis.
- 63.14. Staff on secondment from other jurisdictions are not eligible for payment under this clause.
- 63.15. If the employee terminates their employment with the Directorate prior to the end of their initial contract, the employee may be required by the head of service to repay:
- 63.15.1. In the case the employee terminates employment within six months from the date of appointment – 100% of the relocation payment; or
- 63.15.2. In the case the employee terminates employment more than six months but less than 12 months from the date of appointment – 50% of the relocation payment.

64. SHORT TERM SECONDMENT

- 64.1. JMOs who are required to relocate in order to undertake a short term secondment/rotation to a medical facility outside of the ACT will be eligible for the following assistance, which will be provided by the secondment facility:
- 64.1.1. Provision of accommodation at the secondment location;
- 64.1.2. Reimbursement of the reasonable cost of travel from the ACT to the location of the medical facility at the commencement of the secondment/rotation
- 64.1.3. Reimbursement of the reasonable cost of return travel to the ACT at the conclusion of the secondment/rotation
- 64.1.4. Reimbursement of the reasonable cost of a single return journey to the ACT during the course of the secondment/rotation.

- 64.2. For the duration of the secondment/rotation, the JMO shall be eligible to be paid an allowance of 10% of their base pay (pro-rata for part-time employees) for the duration of the secondment/rotation. This allowance will be treated as salary for all purposes.
- 64.3. The Directorate will only allow secondments to occur where these provisions are provided.
- 64.4. For the purposes of this clause the Directorate includes Calvary Health Care ACT Limited (ABN 74 105 304 898).

PART 4: WORK AND LIFE BALANCE

Section J – Flexible Working Arrangements and Employee Support

65. WORK-LIFE BALANCE

- 65.1. The ACTPS is committed to providing flexible working arrangements which allow employees to manage their work and personal commitments. This must be balanced against the operational requirements for the ACTPS to deliver services to the Canberra community.
- 65.2. The ACTPS recognises the need to provide sufficient support and flexibility at the workplace to assist employees in achieving work and life balance and to meet their caring responsibilities. While family friendly initiatives are important aspects of work and life balance, it is also important that all employees, at all stages in their working lives, are supported through this Agreement.

66. REQUEST FOR FLEXIBLE WORKING ARRANGEMENTS

- 66.1. An employee may, apply to the head of service for flexible working arrangements to support their work and life balance. The head of service must give the employee a written response to the request within twenty-one calendar days of receiving the request, stating whether the request is approved and the reasons if the request is refused.
- 66.2. Nothing in this clause diminishes any provisions expressed elsewhere in this Agreement, where those entitlements are entitlements in their own right.
- 66.3. An employee may request flexible working arrangements, in accordance with the FW Act, in the following circumstances. The employee:
 - 66.3.1. seeks working arrangements to suit their personal circumstances; or
 - 66.3.2. has a parental or other caring responsibility for a child of school age or younger; or
 - 66.3.3. has a caring responsibility for an individual with a disability, a terminal or chronic medical condition, mental illness or is frail and aged; or
 - 66.3.4. has a disability; or
 - 66.3.5. is over the age of 55; or
 - 66.3.6. is experiencing family violence; or
 - 66.3.7. is providing personal care, support and assistance to a member of their immediate family or household because they are experiencing family violence.
- 66.4. To assist employees in balancing work and personal commitments, flexible working arrangements are provided throughout this Agreement. Examples of these flexible working and leave arrangements include, but are not limited to:
 - 66.4.1. Flexible starting and finishing times;
 - 66.4.2. Ability to take a few hours off work, and make it up later;
 - 66.4.3. Home based work on a short or long term basis;
 - 66.4.4. Part-time work;

- 66.4.5. Job sharing;
 - 66.4.6. Purchased leave;
 - 66.4.7. Annual leave;
 - 66.4.8. Long service leave;
 - 66.4.9. Leave without pay; and
 - 66.4.10. Leave not provided for elsewhere.
- 66.5. The flexible working arrangement will be recorded in writing and run for a specified duration of up to three years. At the end of the flexible working arrangement's period of operation, unless a new flexible working arrangement is entered into, the default will be that the employee returns to their nominal status.
- 66.6. Approved flexible working arrangements may be reviewed annually at which time the circumstances under which the flexible working arrangements were originally granted will be examined and reassessed.
- 66.7. Employees that have an existing flexible working arrangement at the commencement of this Agreement will have that arrangement reviewed within 12 months of commencement of this Agreement.
- 66.8. The head of service may only deny an employee's request for flexible working arrangements or a variation to existing flexible working arrangements where there are reasonable business grounds for doing so.
- 66.9. Reasonable business grounds to deny a request are that:
- 66.9.1. the new working arrangements requested by the employee would be too costly to implement, or would likely result in a significant loss in efficiency or productivity, or would likely have a significant negative impact on service;
 - 66.9.2. there is no capacity to change the working arrangements of other employees to accommodate the new working arrangements requested by the employee;
 - 66.9.3. it would be impractical to change the working arrangements of other employees or recruit new employees to accommodate the new working arrangements requested by the employee;
 - 66.9.4. it would be a genuine risk to the health and safety of an employee (s); or
 - 66.9.5. demonstrable exceptional circumstances have arisen that mean the request cannot be approved.
- 66.10. Where a request is not approved the head of service will consult with the employee to explore alternative arrangements.

Note: Other than as provided for in this clause, subclauses 23.12 to 23.18 apply to Senior Specialists seeking to complete their normal duties over not less than four days per week.

67. MANAGEMENT OF EXCESSIVE HOURS

- 67.1. The ACTPS recognises the importance of employees balancing work and personal life. The appropriate balance is a critical element in developing and maintaining healthy and productive workplaces. While it is acknowledged that peak workload periods may necessitate some extra hours being worked by some employees, this should be regarded as the exception rather than the rule. For Senior Medical Practitioners, this clause should be read in conjunction with clauses 0, 0 and 45.
- 67.2. Managers, supervisors and employees have a responsibility to minimise the extent to which excessive hours are worked. In the circumstances where work pressures result in the employee being required to

work, or is likely to work, excessive hours over a significant period, the manager, supervisor and employee together must review workloads and priorities and determine appropriate strategies to address the situation. In doing so, the manager or supervisor will consider and implement one or more of the following strategies to reduce the amount of excessive hours being accumulated:

- 67.2.1. Review of workloads and priorities.
- 67.2.2. Re-allocation of resources.
- 67.2.3. Consideration of appropriate arrangements for time off in lieu or other recompense.
- 67.2.4. Review of staffing levels and/or classifications within the work group.
- 67.3. The head of service will consult with the Directorate Consultative Committee about the development and implementation of appropriate strategies to deal with issues associated with both paid and unpaid overtime.

68. REGULAR PART-TIME EMPLOYMENT

- 68.1. A person may be employed in any classification as a part-time officer for an agreed number of regular hours that is less than the ordinary weekly hours specified in this Agreement for that relevant classification over a four-week period.
- 68.2. Proposals to reduce hours below full-time employment may be initiated by the head of service for operational reasons. An employee who wishes to work part-time may apply for a flexible working arrangement in accordance with subclause 66.1.
- 68.3. The head of service will obtain the written agreement of a full-time officer before the officer converts to part-time.
- 68.4. No pressure will be exerted on full-time officers to convert to part-time employment or to transfer to another position to make way for part-time employment.
- 68.5. The agreed period, pattern of hours and days and commencement and cessation times for part-time work will be agreed between the officer and the officer's manager/supervisor and recorded in writing.

Variation to Part-time Hours

- 68.6. Proposals to vary a part-time employment arrangement may be initiated by the head of service for operational reasons or by an officer for personal reasons.
- 68.7. Where an officer initiates a proposal the head of service will have regard to the personal reasons put by the officer in support of the proposal and to the Directorate's operational requirements.
- 68.8. The head of service will obtain the written agreement to the officer before the officer's hours are varied.
- 68.9. No pressure will be exerted on an officer to vary the officer's hours of employment or to transfer to another position to make way for part-time employment.
- 68.10. The agreed period, pattern of hours and days and commencement and cessation times for part-time work will be agreed between the officer and the officer's manager/supervisor and recorded in writing.

69. JOB SHARING

- 69.1. In this clause employee refers to employees other than casual employees.
- 69.2. Job sharing arrangements may be introduced by agreement between the head of service and the employee involved, subject to operational requirements. Employees working under job sharing arrangements share one job and will be considered to be part-time with each working part-time on a regular, continuing basis.
- 69.3. An employee must request in writing permission to work in a job sharing arrangement. The head of service will agree to reasonable requests for regular job sharing arrangements, subject to operational requirements.
- 69.4. The pattern of hours for the job sharing arrangement will be agreed between the employee and the head of service. However, any single attendance at the office-based worksite will be for no less than three consecutive hours.
- 69.5. The employee who is in a job sharing arrangement and who was previously working full-time may revert to full-time employment before the expiry of the agreed period of job sharing if all parties to the arrangement agree.
- 69.6. In the event that either employee ceases to participate in the job sharing arrangement, the arrangement will terminate.

70. PART-TIME EMPLOYMENT FOLLOWING BIRTH LEAVE, PRIMARY CAREGIVER LEAVE, ADOPTION OR PERMANENT CARE LEAVE OR PARENTAL LEAVE

- 70.1. Subject to this clause, the head of service will approve an application by an officer employed on a full-time basis who returns to work after accessing birth leave, primary caregiver leave, adoption or permanent care leave or parental leave, to work on a part-time basis up until the date which is three years from the birth or adoption of the child, or the granting of parental responsibility for a foster child.
- 70.2. If the head of service deems that an application by an officer to access part-time work under this clause can only be accommodated if the officer agrees to become unattached, then the application will only be approved where the officer so agrees.
- 70.3. The maximum aggregate period of part-time employment that may be approved for an officer under subclause 70.1 is seven years.
- 70.4. Either the officer who accesses Primary Care Giver Leave under clause 91, or adoption and permanent care leave under clause 95, or the employee who is entitled to and accesses birth leave under clause 89 will be entitled to access part-time employment as provided in subclause 70.1.
- 70.5. The agreed period, pattern of hours and days and commencement and cessation times for part-time work will be agreed between the officer and the officer's manager/supervisor and recorded in writing.

71. HOME BASED WORK

- 71.1. The diverse nature of work conducted in the ACTPS lends itself to a range of working environments. From time to time workplaces will include work undertaken in the field and in the home.
- 71.2. Home-based work, on a regular basis, is a voluntary arrangement that requires the agreement of both the head of service and the employee. The head of service will consider requests by employees for home-based work, having regard to operational requirements and the suitability of the work.

- 71.3. In determining appropriate home-based work arrangements, the head of service and the employee will consider a range of matters, including:
 - 71.3.1. appropriate and effective communication with office based employees;
 - 71.3.2. the need to ensure adequate interaction with colleagues;
 - 71.3.3. the nature of the job and operational requirements;
 - 71.3.4. privacy and security considerations;
 - 71.3.5. health and safety considerations;
 - 71.3.6. the effect on clients; and
 - 71.3.7. adequate performance monitoring and arrangements.
- 71.4. Home-based work arrangements may be terminated by the head of service on the basis of operational requirements, inefficiency of the arrangements, or failure of the employee to comply with the arrangements.
- 71.5. An employee may terminate home-based work arrangements at any time by giving reasonable notice to the head of service.
- 71.6. There may also be occasions where it is appropriate for an employee to work from home on an ad hoc basis. In these circumstances, arrangements to work from home are to be negotiated on a case-by-case basis between the employee and the supervisor/manager.
- 71.7. The ACTPS will provide home computing facilities where an employee and the employee's supervisor/manager agree there is a need for such facilities. Provision of equipment by the ACTPS will be subject to workplace health and safety requirements and to an assessment of technical needs by the supervisor/manager.

Section K – Employee Support

72. EMPLOYEE ASSISTANCE PROGRAM

- 72.1. As a benefit to employees, the ACTPS will provide employees and employees' immediate families with access to an independent, confidential and professional counselling service at no cost to the employee.

73. SCHEDULING OF MEETINGS

- 73.1. To assist employees to meet their personal responsibilities, where possible, all meetings in the Directorate are to be scheduled at times that take into account those responsibilities.

74. VACATION CHILDCARE PROGRAM

- 74.1. This clause applies to an employee (other than a casual employee or a temporary employee who has been engaged by the ACTPS for a period of less than twelve months) with school aged children who makes a timely application, with regard to work and/or rostering arrangements applying in their particular business unit, based on their accrued annual leave, purchased leave or long service leave during school holidays that is rejected. In these circumstances the head of service will make payment to the employee for each calendar year based on:
- 74.1.1. fifty-two dollars per day towards the cost of each school child enrolled in an accredited school holiday program;
 - 74.1.2. up to a maximum of \$260 per child per five days;
 - 74.1.3. up to a maximum of ten days per child per year;
 - 74.1.4. up to a maximum of three children;
 - 74.1.5. reimbursement on production of a receipt.
- 74.2. An accredited school holiday program is a program approved and/or subsidised by a State, Territory, or Local Government.
- 74.3. The payment will apply only on the days when the employee is at work.
- 74.4. The payment will be made regardless of the length of time the child is in the program each day, but it cannot exceed the actual cost incurred.
- 74.5. An employee whose domestic partner receives a similar benefit from the partner's employer is not eligible for the payment.

75. FAMILY CARE COSTS

- 75.1. Where an employee is directed to work outside the employee's regular pattern of work, the head of service will authorise reimbursement to the employee by receipt for some or all of the costs of additional family care arrangements.

76. NURSING EMPLOYEES

- 76.1. Employees who are breastfeeding will be provided with the facilities and support necessary to enable such employees to combine a continuation of such breastfeeding with the employee's employment.
- 76.2. Where practicable the Directorate will establish and maintain a room for nursing employees. Where there is no room available another appropriate space may be used.

- 76.3. Up to one hour, per day/shift, paid lactation breaks that are non-cumulative will be available for nursing employees.

77. TRANSFER OF MEDICALLY UNFIT STAFF

- 77.1. This clause does not apply to casual employees.
- 77.2. A medically unfit employee is an employee who is considered by the head of service, in accordance with paragraph (a), subsection 115 of the PSM Act, to be an employee who is unable to perform duties appropriate to the employee's classification because of physical or mental incapacity.
- 77.3. Despite the provision of subsection 27 of the PSM Act, a medically unfit employee may, by agreement with the employee, be transferred to any position within the employee's current skill level and experience, the classification of which has a maximum pay which does not vary from the top increment of the employee's classification by more than 10%. For clarity this allows transfer between alternate classification streams but does not allow for the transfer of an officer within the same classification stream e.g. a SOGB transfer to a SOGA.
- 77.4. An employee will not be redeployed in accordance with subclause 77.3 unless there is no suitable vacant position at the employee's substantive classification within their Directorate.

78. TRANSFER TO A SAFE JOB DURING PREGNANCY

Purpose

- 78.1. This clause provides arrangements to enable a pregnant employee to have their duties modified or to be transferred to an appropriate safe job during their pregnancy or enable them to be absent from their workplace if an appropriate safe job is not available.

Eligibility

- 78.2. In accordance with the National Employment Standards of the FW Act (NES), this clause applies to pregnant employees when they:
- 78.2.1. have given notice that they will be applying for birth leave; and
 - 78.2.2. provide evidence from a registered health professional or registered medical professional to the head of service that they are fit for work but that it is inadvisable for the employee to continue with some or all of their duties in their present position during a stated period because of illness or risks arising out of the pregnancy or hazards connected with that position.
- 78.3. In these circumstances, the employee is entitled to have their duties modified or to be transferred to an appropriate safe job for the stated period with no detriment to their current terms and conditions of employment.

Paid Absence for 'No Safe Job' Purposes

- 78.4. If the head of service determines that an appropriate safe job is not available, and when the employee has completed twelve months of continuous service, the employee is entitled to take paid absence for 'no safe job' purposes for the stated period at a rate of payment that is the same rate as would be paid if the employee was granted personal leave. This period of paid absence will count as service for all purposes.
- 78.5. If the head of service determines that an appropriate safe job is not available, and the employee has not completed twelve months of continuous service, the employee is entitled to take unpaid absence for 'no

safe job' purposes. This period of absence will not count as service for any purposes but will not break continuity of service.

- 78.6. The employee's entitlements under this clause cease when the employee's pregnancy ends before the end of the stated period.

Section L – Leave

79. PART TIME EMPLOYEES

- 79.1. Part time employees are credited and debited leave on a pro-rata basis.

80. NON-APPROVAL OF LEAVE

- 80.1. Where a request is not approved the head of service will, if so requested in writing by the employee, provide the reasons for that decision to the employee in writing. Where a request is not approved the head of service will consult with the employee to determine mutually convenient alternative arrangements.

81. UNATTACHMENT OF MEDICAL STAFF ON LEAVE WITHOUT PAY FOR OVER TWELVE MONTHS

- 81.1. Permanent medical staff who are granted leave without pay for longer than 12 calendar months for any purpose (excepting birth leave under subclause 89.14), shall become unattached officers.

82. PERSONAL LEAVE

Purpose

- 82.1. Personal leave is available to employees to enable them to be absent from duty:
- 82.1.1. because the employee is unfit for work because of a personal illness, or personal injury;
 - 82.1.2. to provide care or support to a member of the employee's immediate family, or a member of the employee's household:
 - 82.1.2.1. who is ill or injured; or
 - 82.1.2.2. who is affected by an unexpected emergency; or
 - 82.1.3. in extraordinary and unforeseen circumstances in accordance with clause 83.
- 82.2. Personal leave supports the employer's commitment to a healthy workplace and workforce.

Eligibility

- 82.3. Personal leave is available to employees other than casual employees.

Entitlement

- 82.4. An employee may be granted personal leave up to their available credit from the first day of service.
- 82.5. Personal leave is cumulative and there is no cap on the personal leave balance an employee may accrue.
- 82.6. On engagement under the PSM Act, employees who have prior service recognised for personal leave purposes will be credited any personal leave balance accrued with the previous employer. On the employee's normal accrual date, the employee will then receive personal leave in accordance with subclause 82.14. Where the employee's personal leave prior to engagement with the ACTPS was accrued on a progressive basis, rather than credited prospectively, the employee will also be credited with an amount of personal leave which is the difference between 3.6 weeks and any personal leave already accrued with the previous employer for their current accrual year.
- Note: For the purposes of this clause 'normal accrual date' means the accrual date with the previous employer as recognised as part of the prior service.
- 82.7. If a person is retired from the Service on grounds of invalidity and is re-appointed as a result of action taken under the *Superannuation Act 1976* or the *Superannuation Act 1990*, they are entitled to be re-credited with unused personal leave credit held prior to the invalidity retirement.

- 82.8. Except for a short term temporary employee and an employee to whom subclause 82.6 applies, an employee's personal leave balance will be credited with an equivalent of 3.6 weeks of personal leave on the day they commence with the Territory.
- 82.9. An additional credit of 3.6 weeks personal leave will be made on the anniversary of the employee's commencement during each year of service.
- 82.10. The accrual date for personal leave will be deferred by one day for every calendar day of unauthorised absence or leave without pay that does not count for service.
- 82.11. A part-time officer or part-time temporary employee will accrue personal leave calculated on a pro-rata basis.

Short-term Temporary Employees

- 82.12. A short term temporary employee will be credited with 0.2 weeks of personal leave on commencement and a further 0.8 weeks of personal leave after four weeks continuous service. Thereafter the employee will be credited with 0.2 weeks of personal leave for each subsequent four weeks of continuous service up to a maximum of two weeks in the employee's first twelve months of service.
- 82.13. After twelve months continuous service short-term temporary employees will receive 5.2 weeks of personal leave with pay. For every subsequent twelve months of service, short-term temporary employees will receive personal leave in accordance with subclause 82.9.
- 82.14. A short-term temporary employee subsequently appointed under the PSM Act prior to completing twelve months service will have their personal leave balance brought up to the equivalent of 3.6 weeks, less any personal leave with pay granted under subclause 82.4. For subsequent accruals that short-term temporary employee will receive personal leave on the same basis as an officer on the anniversary of the commencement of their employment.

When Personal Leave Credits Have Been Exhausted

- 82.15. Where personal leave credits have been exhausted, the head of service may, subject to the production of documentary evidence, grant an employee a period of unpaid personal leave for personal illness or injury or for the care or support of a member of the employee's immediate family or household who is ill or injured or affected by an unexpected emergency. This is in addition to the entitlement to unpaid carer's leave that employees have under the National Employment Standards.

NOTE: In such circumstances, alternative arrangements are also provided for at subclause 82.41.

- 82.16. Despite subclause 82.15, the head of service may allow an officer, , when the officer provides documentary evidence that the officer has a personal illness or injury, or needs to provide care or support to a member of the employee's immediate family or household, to anticipate up to a maximum of 3.6 weeks paid personal leave accrual where all full pay personal leave credits are exhausted.
- 82.17. Temporary employees may be granted up to an aggregate of twenty days without pay in the first twelve months.
- 82.18. The head of service may, when a personal illness or injury poses a serious threat to the employee's life, grant an officer an additional period of paid personal leave for personal illness or injury. This leave may be at either full or half pay. Such leave will not be granted if the absence is due to a condition for which the officer is receiving compensation under the *Safety, Rehabilitation and Compensation Act 1988*.

Other Provisions

- 82.19. An employee in receipt of workers compensation for more than forty five weeks will accrue personal leave on the basis of hours actually worked.
- 82.20. Unused personal leave credit will not be paid out on cessation of employment.

Evidence and Conditions

- 82.21. An employee must give notice of the intention to take personal leave. This notice must be provided to their manager/supervisor, as soon as practicable, (which in the case of personal illness or injury may be a time immediately after the leave has commenced) and must advise the duration, or expected duration, of the leave.
- 82.22. The head of service may grant personal leave if they are satisfied there is sufficient cause, having considered any requested or required documentary evidence.
- 82.23. An employee must provide requested or required documentary evidence in a timely manner. To unduly withhold the provision of documentary evidence may result in the personal leave application not being approved for payment.
- 82.24. The head of service will accept the following documentary evidence as proof of personal illness or injury or the need to care for or support a member of the employee's immediate family or household who is ill or injured or who is affected by an unexpected emergency:
 - 82.24.1. a certificate from a registered medical practitioner or registered health professional who is operating within their scope of practice; or
 - 82.24.2. a statutory declaration made by the employee if it is not reasonably practicable for the employee to give the head of service a certificate.
- 82.25. Unless otherwise approved by the head of service, an employee may only access a maximum of three consecutive days of paid personal leave on each occasion up to an accumulated maximum of seven days in any accrual year, without providing documentary evidence. Absences for personal leave without documentary evidence in excess of three consecutive days, or seven days in any accrual year will be without pay.
- 82.26. Notwithstanding subclause 82.25 the head of service may, with reasonable cause, request the employee to provide a medical certificate from a registered medical practitioner or registered health professional operating within their scope of practice or a statutory declaration for any absence from duty on personal leave at the time of notification of the absence.
- 82.27. Any personal leave without pay that goes beyond a maximum continuous period of combined paid and unpaid personal leave of 78 weeks will not count as service for any purpose.
- 82.28. This sub-clause has been removed.
- 82.29. The head of service must approve an application for up to five days of personal leave for the purpose of bonding leave in accordance with subclause 92.
- 82.30. The head of service may refer an employee for a medical examination by a nominated registered medical practitioner or registered health professional, or nominated panel of registered medical practitioners or registered health professionals at any time for reasons including where:

- 82.30.1. the head of service is concerned about the wellbeing of an employee and considers that the health of the employee is affecting, or has a reasonable expectation that it may affect, the employee's ability to adequately perform their duties;
 - 82.30.2. the head of service considers that documentary evidence supplied in support of an absence due to personal illness or injury is inadequate; or
 - 82.30.3. the employee has been absent on account of illness for a total of thirteen weeks in any twenty six week period.
- 82.31. The head of service may require the employee to take personal leave after considering the results of a medical examination requested by the head of service.

Rate of Payment

- 82.32. Personal leave will be granted with pay except where it is granted without pay under subclauses 82.15, 82.17 or 82.25.
- 82.33. Subject to the approval of the head of service, an employee may request to use personal leave at half pay for absences of at least one week. Such absences will be deducted from the employee's accrued credits at a rate of 50% of the period of absence.
- 82.34. Any personal leave taken must be deducted from the employee's credit.

Effect on Other Entitlements

- 82.35. Personal leave with pay will count as service for all purposes.
- 82.36. Personal leave without pay, other than provided for at subclause 82.27 will count as service for all purposes.
- 82.37. Where an employee is absent on paid personal leave and a public holiday for which the employee is entitled to be paid falls within that period of absence:
- 82.37.1. the employee will be paid as a normal public holiday for that day; and
 - 82.37.2. the public holiday will not be deducted from the employee's personal leave credits.
 - 82.37.3. Where the personal leave under subclause 82.37 is without pay both sides of the public holiday or Christmas shutdown period, the public holiday, or the Christmas shutdown period, will also be without pay.
- 82.38. While personal leave will not be deducted over the Christmas shutdown period, the Christmas shutdown does not break continuity of the period of absence in relation to the maximum period/s of leave under subclause 82.27.

Interaction with Other Leave Types

- 82.39. An employee who suffers personal illness or injury, or provides care or support for a member of the employee's immediate family or household who is ill or injured or who is experiencing an unexpected emergency, for one day or longer while on:
- 82.39.1. annual leave; or
 - 82.39.2. purchased leave; or
 - 82.39.3. long service leave; or

- 82.39.4. unpaid birth leave; or
- 82.39.5. unpaid parental leave; or
- 82.39.6. grandparental leave; or
- 82.39.7. accrued day off; and

who produces a certificate from a registered medical practitioner or a registered health professional operating within their scope of practice, or in the case of an unexpected emergency other satisfactory evidence, may apply for personal leave.

- 82.40. Where an employee is on a form of leave specified in subclauses 82.39 and:
 - 82.40.1. the employee is subsequently granted personal leave in accordance with subclause 82.39 and
 - 82.40.2. the personal leave falls within a part or all of the period of the other form of leave;
 then that other leave will be re-credited for that period of the personal leave that falls within the period of the other leave.
- 82.41. An employee cannot access paid personal leave while on paid birth leave, or primary care giver's leave, or adoption or permanent care leave.
- 82.42. If the employee has exhausted all paid personal leave, personal leave without pay cannot be substituted for unpaid birth leave.
- 82.43. If an employee exhausts the employee's paid personal leave entitlement and produces documentary evidence, as per subclause 82.24, as evidence of continuing personal illness or injury, or requirement to care or provide support to a member of the employee's immediate family or household, the employee may apply to the head of service for approval to take annual leave or long service leave. If approved, this leave will not break the continuity of the 78 weeks under subclause 82.27.

83. PERSONAL LEAVE IN EXTRAORDINARY AND UNFORESEEN CIRCUMSTANCES

- 83.1. Employees, other than casual employees, are eligible for personal leave in extraordinary and unforeseen circumstances.
- 83.2. Personal leave in extraordinary and unforeseen circumstances, is non-cumulative and if granted is deducted from the employee's personal leave balance.
- 83.3. The head of service may grant a maximum of four days of personal leave, other than for personal illness or the care of the employee's immediate household who is sick or requires support, in an accrual year, in extraordinary, unforeseen or unexpected circumstances and where it is essential that the employee have leave from the workplace. These four days are in addition to the seven days personal leave without documentary evidence.
- 83.4. While personal leave in extraordinary and unforeseen circumstances does not normally require documentary evidence, the head of service may request reasonable evidence before granting the leave.
- 83.5. Personal leave in extraordinary and unforeseen circumstances will be granted with pay.

84. INFECTIOUS DISEASE CIRCUMSTANCES

- 84.1. Where an employee is prevented from attending for duty under the *Public Health Act 1997*, the head of service may grant that employee personal leave during that period.
- 84.2. The employee may also apply for the absence or a part of it to be deducted from their annual leave credit.

85. ANNUAL LEAVE

Purpose

- 85.1. Annual leave is available to employees to enable them to be absent from duty for the purposes of rest and recreation.

Eligibility

- 85.2. Annual leave is available to employees other than casual employees.

Entitlement

- 85.3. An employee may be granted annual leave up to their available credit from the first day of service.
- 85.4. Annual leave is cumulative.
- 85.5. An employee's annual leave credit accrues on a daily basis according to the formula set out below:
- 85.5.1. $(A \times B \times D) / C$ = total hours of leave accrued per day where:
- 85.5.2. A = number of ordinary hours per week worked; and
- 85.5.3. B = one where the day counts as service or zero where the day does not count as service or is an unauthorised absence;
- 85.5.4. C = number of calendar days in the year; and
- 85.5.5. D = number of weeks of annual leave an employee is entitled to a year.
- 85.6. For the purpose of subclause 85.5 the basic leave entitlement is:
- 85.6.1. in the case of 38 hour workers, 152 hours annual leave for each full year worked; or
- 85.6.2. in the case of 40 hour workers, 160 hours annual leave for each full year worked.
- 85.7. A Medical Officer who is regularly rostered to work on Sunday and works at least ten Sundays in a year will be entitled to an additional five days of paid annual leave per year.
- 85.8. A Medical Officer rostered to work on less than ten Sundays during which annual leave will accrue will be entitled to additional annual leave at the rate of one tenth of a working week for each Sunday so rostered, up to a maximum of 5 days per calendar year.
- 85.9. A Senior Medical Practitioner shall, in addition to their basic leave entitlement, be granted an additional week of paid annual leave accrued on a daily basis.
- 85.10. If an employee moves from one ACTPS Directorate to another, annual leave accrued with the first Directorate will transfer to the second Directorate.
- 85.11. An annual leave credit does not accrue to an employee if the employee is absent from duty on leave for specified defence service, or full-time defence service. If the employee resumes duty after a period of specified defence service, annual leave will accrue from the date the employee resumes duty.
- 85.12. Employees will receive payment on separation from the ACTPS of any unused annual leave entitlement.

Evidence and Conditions

- 85.13. Employees are encouraged to use their annual leave in the year that it accrues, and to this end should discuss their leave intentions with their manager/supervisor as soon as practicable.
- 85.14. An employee must make an application to the head of service to access their annual leave entitlement.

- 85.15. Having considered the requirements of this clause the head of service may approve an employee's application to access annual leave.
- 85.16. The head of service should approve an employee's application to take annual leave, subject to operational requirements.
- 85.17. If the head of service does not approve an employee's application for annual leave because of operational requirements, the head of service will consult with the employee to determine a mutually convenient alternative time (or times) for the employee to take the leave.
- 85.18. The head of service must, unless there are exceptional operational circumstances, approve an application for annual leave if it would enable an employee to reduce their annual leave credit below two and a half years' worth of annual leave credit. However, in the case of exceptional operational circumstances, the head of service will consult with the employee to determine the time (or times) for the annual leave to be taken that is mutually convenient to both the administrative unit and the employee.
- 85.19. If an employee's annual leave is cancelled without reasonable notice, or an employee is recalled to duty from leave, the employee will be entitled to be reimbursed reasonable travel costs and incidental expenses not otherwise recoverable under any insurance or from any other source.
- 85.20. If the operations of the ACTPS, or part of the ACTPS, are suspended at Christmas or another holiday period, the head of service may direct an employee to take annual leave at a time that is convenient to the working of the ACTPS, whether or not an application for leave has been made. However, this does not affect any other entitlements to leave under this Agreement.
- 85.21. If an employee has the equivalent of two years accrued annual leave credit and unless exceptional operational circumstances exist, the employee and relevant manager/supervisor must agree, and implement an annual leave usage plan to ensure the employee's accrued leave credit will not exceed two and a half years' worth of annual leave credit.
- 85.22. If an employee does not agree to a reasonable annual leave usage plan the head of service may direct an employee who has accrued two and a half years' worth of annual leave credit to take enough annual leave to reduce the accrued leave credit to the equivalent of two years' accrued credit, subject to giving the employee one calendar month notice. This clause does not apply to an employee who is on graduated return to work following compensation leave.
- 85.23. An employee who has an annual leave credit in excess of two and a half years' worth of entitlement:
- 85.23.1. at the commencement of the Agreement; or
 - 85.23.2. on joining, or returning to, the ACTPS; or
 - 85.23.3. on returning to duty from compensation leave;
- will have twelve months to reduce the employee's annual leave balance to two and a half years' accrued entitlement or below.
- 85.24. An employee may not be directed under subclause 85.22 to take annual leave where the employee has made an application for a period of annual leave equal to or greater than the period specified in subclause 85.22 in the past six months and the application was not approved. The manager/supervisor and the employee may agree to vary an annual leave usage plan.

Rate of Payment

- 85.25. Annual leave will be granted with pay.
- 85.26. Payment for the annual leave will be based on the employee's ordinary hourly rate of pay, including allowances that count for all purposes for the time the leave is taken. If an employee is being paid HDA before going on paid leave and would have continued to receive HDA had they not taken leave, then the employee is entitled to payment of HDA during the leave.
- 85.27. The head of service may approve an application in accordance with clause 66 for annual leave to be taken at half pay with credits to be deducted on the same basis.

Effect on Other Entitlements

- 85.28. Annual leave will count as service for all purposes.
- 85.29. Public holidays for which the employee is entitled to payment that fall during periods of absence on annual leave will be paid as a normal public holiday and will not be deducted from the employee's annual leave balance.

Interaction with other Leave Entitlements

- 85.30. If personal leave is granted to the employee annual leave will be re-credited for the period of paid personal leave granted.
- 85.31. Subject to the approval of the head of service, an employee who is on unpaid leave may be granted annual leave during that period, unless otherwise stated in this Agreement.
- 85.32. If an employee is prevented from attending for duty under the *Public Health Act 1997*, the head of service may grant annual leave during that period.

Payment in Lieu of Annual Leave

- 85.33. An employee may request payment in lieu of their annual leave credit subject to the following:
 - 85.33.1. the employee providing the head of service with a written election to do so; and
 - 85.33.2. the head of service authorising the election; and
 - 85.33.3. the employee taking at least one week of annual leave in conjunction with this entitlement or the employee has taken at least one week of annual leave in the past six months; and
 - 85.33.4. the payment in lieu will not result in a reduction in the balance of an employee's remaining annual leave credit below one year's accrued entitlement.
- 85.34. Payment in lieu of annual leave will be based on the employee's ordinary hourly rate of pay, including allowances that count for all purposes at the date of application. The payment in lieu will be based on the pay that the employee would have received for a notional period of leave equal to the credit being paid in lieu on the day the application is made.

86. ANNUAL LEAVE LOADING

Purpose

- 86.1. Annual leave loading is available to employees to provide monetary assistance while they are on annual leave.

Eligibility

- 86.2. Employees who accrue annual leave under clause 85 are entitled to an annual leave loading. Part time employees will be paid the annual leave loading on a pro rata basis.

Entitlement

- 86.3. Where an employee's entitlement is based on subclause 86.7.1, the leave loading payable is subject to a maximum payment. This maximum payment is the equivalent of the Australian Bureau of Statistics' male average weekly total earnings for the May quarter of the year before the year in which the date of accrual occurs. Where the leave accrual is less than for a full year, this maximum is applied on a pro rata basis.
- 86.4. An employee whose employment ceases and who is entitled to payment of accumulated annual leave or pro rata annual leave will be paid any accrued annual leave loading not yet paid and leave loading on pro rata annual leave entitlement due on separation.

Evidence and Conditions

- 86.5. Annual leave loading accrued will be paid at such a time as the employee nominates, by making a written request to the head of service.
- 86.6. Any unpaid annual leave loading accrued by employees will be paid on the first payday in November following its accrual.

Rate of Payment

- 86.7. The amount of an employee's entitlement under subclause 86.2 will be based on whichever is the greater of the following:
- 86.7.1. subject to subclause 86.3, 17.5 per cent of the employee's ordinary hourly rate of pay on 1 January multiplied by the number of hours of annual leave accrued during the preceding calendar year (excluding shift penalties); or
- 86.7.2. any shift penalties that the employee would have received had the employee not been on approved annual leave.

87. PURCHASED LEAVE

Purpose

- 87.1. Purchased leave is available to employees to enable them to be absent from duty to support their work/life balance.

Eligibility

- 87.2. Employees, other than casual employees, are eligible to apply to purchase leave.

Entitlement

- 87.3. Employees may purchase leave in addition to the employee's usual annual leave entitlement, up to a maximum of twelve weeks in any twelve month period, subject to head of service approval.
- 87.4. An employee may apply, at any time, to the head of service for approval to participate in the purchased leave scheme.
- 87.5. The application must specify the amount of leave to be purchased in whole weeks up to a maximum of twelve weeks in any twelve month period, and the period over which the additional leave is to be acquitted.

- 87.6. Approval by the head of service for an employee to purchase and use purchased leave, is subject to both the operational requirements of the workplace and the personal responsibilities of the employee.
- 87.7. Approval to purchase additional leave will not be given where an employee has an annual leave balance of two and a half years' worth of annual leave credit or more, except where the employee intends to use all excess annual leave credit before taking purchased leave.
- 87.8. Once an employee commences participation in the scheme, the employee may only opt out of the scheme before the expiration of the agreed acquittal period, where:
- 87.8.1. the employee can demonstrate, in writing, that exceptional circumstances exist, such as unforeseen financial hardship, and the head of service agrees; or
 - 87.8.2. the employee's employment with the ACTPS ceases before the expiration of the agreed acquittal period; or
 - 87.8.3. the employee proceeds on paid birth or primary care giver leave.
- 87.9. If an employee transfers from one ACTPS Directorate to another ACTPS Directorate during the agreed acquittal period, the employee's continuation in the purchased leave scheme will be subject to the separate approval of the gaining Directorate. Where such approval is not given, any money owing to the employee in respect of purchased leave not taken will be refunded to the employee as soon as practicable. Any shortfall in payments will be deducted from monies owing to the employee.

Evidence and Conditions

- 87.10. An employee should discuss with their manager/supervisor, as soon practicable, their intention to be absent on purchased leave.
- 87.11. An employee must make an application to the head of service to access their purchased leave entitlement.
- 87.12. Having considered the requirements of this clause the head of service may approve an employee's application to access purchased leave. A decision not to approve the leave must be made in accordance with subclause 80.1.
- 87.13. Approval by the head of service to grant purchased leave will be subject to the operational requirements of the workplace, the personal responsibilities of the employee and appropriate periods of notice.
- 87.14. A minimum of one week of purchased leave, or the pro-rata equivalent for part-time employees, must be taken at any one time unless the remaining balance is less than one week, or the head of service is satisfied, on evidence presented, there are exceptional circumstances which warrant purchased leave being taken in shorter periods.
- 87.15. Purchased leave must be used within the agreed acquittal period, not exceeding twelve months from the date of commencement in the scheme. Purchased leave not taken within the agreed acquittal period will be forfeited and the value of the leave refunded to the employee at the end of the acquittal period.

Rate of Payment

- 87.16. While an employee is on a period of purchased leave the employee will be paid at the rate of pay used to calculate the employee's deduction.
- 87.17. Purchased leave will be paid for by a fortnightly deduction from the employee's pay over an agreed acquittal period not exceeding twelve months from the date the employee commences participation in the scheme.

- 87.18. Fortnightly deductions, from the employee's pay, will commence as soon as practicable following approval of the employee's application to participate in the purchased leave scheme. The deductions will be calculated on the employee's pay at the date of commencement of participation in the scheme, the amount of leave to be purchased and the agreed acquittal period.
- 87.19. Despite subclause 87.18, if the employee's pay changes during the acquittal period the employee may apply to the head of service for the deduction to be recalculated.
- 87.20. Fortnightly tax deductions will be calculated on the employee's gross pay after the deduction has been made for purchased leave.
- 87.21. Subject to subclause 87.22, allowances in the nature of pay may be included in the calculation of purchased leave payments where:
- 87.21.1. the head of service and the employee agree any or all of these allowances are appropriate; and
- 87.21.2. there is the likelihood the allowance will continue to be received over the duration of the acquittal period.
- 87.22. Disability allowances, which are paid according to the hours worked, cannot be included for the purposes of calculating purchased leave payments.

Effect on Other Entitlements

- 87.23. Leave taken as purchased leave will count as service for all purposes.
- 87.24. Public Holidays for which the employee is entitled to payment that fall during periods of absence on purchased leave will be paid as a normal public holiday and will not be deducted from the employee's purchased leave balance.
- 87.25. Purchased leave will not affect the payment and timing of pay increments or the accrual of other forms of leave.
- 87.26. The purchase of additional leave under this clause will not affect the superannuation obligations of the ACTPS and/or the employee involved.

Interaction with other Leave Types

- 87.27. Where an employee provides a certificate from a registered medical practitioner or a registered health professional operating within their scope of practice for a personal illness or injury or for the purpose of providing care or support for a member of the employee's family who is ill or injured or who is experiencing an unexpected emergency during a period of absence on purchased leave, the employee will have the purchased leave re-credited for that period covered by the certificate, and substituted by personal leave.
- 87.28. An employee participating in the scheme who proceeds on paid birth or primary care giver's leave will elect to, either:
- 87.28.1. exit the purchased leave scheme and have any money owing refunded; or
- 87.28.2. subject to subclause 87.29, remain in the scheme and have pay deductions continue during the period of paid birth or primary care giver's leave.
- 87.29. Purchased leave taken during an employee's absence on birth or primary care giver's leave will not extend the employee's total period of birth leave or primary care giver's leave.

- 87.30. An employee participating in the scheme who is in receipt of paid workers' compensation will have pay deductions for purchased leave continue. Normal conditions for purchased leave will apply for employees on graduated return to work programs; however, entry into the scheme should be discussed with the rehabilitation case manager.

88. LONG SERVICE LEAVE

Purpose

- 88.1. Long service leave is available to employees to enable them to be absent from duty in recognition of their length of service in the public sector.

Eligibility

- 88.2. The eligibility requirements and entitlements for long service leave under the PSM Standards apply, subject to the provisions of this clause.
- 88.3. Chief Minister, Treasury and Economic Development (CMTEDD) will consult with the Unions and seek Union agreement in relation to changes to long service leave entitlements provided under the PSM Standards.

Entitlement

- 88.4. Employees will accrue long service leave at the rate of three months for each ten years of completed eligible employment, or an equivalent period of employment for casual employees.
- 88.5. A period without pay not to count as service of one day or more will not count towards long service accrual, but does not break a period of employment for the purpose of determining an employee's eligibility for long service leave.
- 88.6. Employees accrue long service leave according to the employee's ordinary hours of work.
- 88.7. The head of service may grant long service leave to an employee to the extent of that employee's pro-rata long service leave credits after seven years completed eligible employment.
- 88.8. To encourage flexible use of long service leave:
- 88.8.1. Long service leave may be taken on double, full or half pay when approved by the head of service and subject to operational requirements, with credits to be deducted on the same basis; or
 - 88.8.2. an employee may, in writing, request the approval of the head of service to the partial or full payment in lieu (cash out) of their accrued long service leave credit. The payment in lieu is subject to a minimum payment of one week and will be based on the rate of pay the employee would have received had the employee taken the leave.
- 88.9. If the employee is on higher duties at the time of taking, or cashing out, long service leave, payment for the leave at the higher duties rate will only be approved if the higher duties would have continued for the entire period of the leave taken, or the entire period of the leave is cashed out.
- 88.10. Employees will receive payment on separation of any pro-rata long service leave entitlements after seven years eligible service.
- 88.11. Where an employee whose period of eligible employment is less than seven years but not less than one year ceases to be an employee:
- 88.11.1. otherwise than because of the employee's death, on, or after, the employee attaining the minimum retiring age; or

88.11.2. because of the employee's redundancy; or

88.11.3. satisfies the head of service that the employee so ceasing is due to ill health of such a nature as to justify the employee so ceasing;

the head of service will authorise payment to the employee under this sub-clause in accordance with Part 4.3 of the PSM Standards.

88.12. If an employee whose period of employment is not less than one year dies, the head of service may authorise payment of an amount equal to the amount that would have been payable to the employee under Part 4.3 of the PSM Standards if the employee had, on the day the employee died, ceased to be an employee otherwise than because of death, on or after, the employee attaining the minimum retiring age.

Evidence and Conditions

88.13. An employee should discuss with the head of service as soon as practicable their intention to be absent on long service leave.

88.14. An employee must make an application to the head of service to access their long service leave entitlement.

88.15. Having considered the requirements of this section the head of service may approve an employee's application to access long service leave.

88.16. If the head of service does not approve an application by an employee for long service leave because of operational requirements the head of service must consult with the employee to determine a mutually convenient alternative time (or times) for the employee to take the leave.

Effect on Other Entitlements

88.17. Long service leave will count as service for all purposes.

88.18. When applying for long service leave an employee must seek approval if they propose to engage in outside employment during the leave.

89. BIRTH LEAVE

Purpose

89.1. Birth leave is available to pregnant employees to enable them to be absent from duty to:

89.1.1. support their own wellbeing and to care for and bond with a new born child; and

89.1.2. support the protection of the family and children under the *Human Rights Act 2004*; and

89.1.3. support the employee's right to continuity of service.

Eligibility

89.2. An employee who is pregnant is eligible to be absent on birth leave.

89.3. An employee is eligible for birth leave where termination of the pregnancy occurs within twenty weeks of the estimated date of delivery of the child. Where an employee's pregnancy terminates more than twenty weeks before the estimated date of delivery of the child any birth leave which has been prospectively approved will be cancelled.

Eligibility – Paid Birth Leave

- 89.4. An employee, other than a casual employee, who is eligible for birth leave and who has completed twelve months of continuous service, including recognised prior service, immediately prior to commencing a period of birth leave, is eligible for paid birth leave.
- 89.5. An employee, other than a casual employee, who is eligible for birth leave and who completes twelve months of continuous service within the first eighteen weeks of birth leave is eligible for paid birth leave for the period between completing twelve months of service and the end of the first eighteen weeks of birth leave.
- 89.6. An employee who is eligible for birth leave and who is on approved leave without pay is eligible for paid birth leave for the period between completing the approved period of leave without pay and the end of the first eighteen weeks of birth leave.

Entitlement

- 89.7. An eligible employee is entitled to be absent for up to fifty two weeks birth leave for each pregnancy. To avoid doubt, the entitlement under this clause does not increase in cases of multiple births.
- 89.8. Subject to subclause 89.4, an employee who is eligible for paid birth leave is entitled to be paid for the first eighteen weeks of birth leave and this entitlement is in addition to the Federal paid parental leave scheme.
- 89.9. Birth leave is non-cumulative.
- 89.10. Subject to subclauses 89.12 and 89.13, an employee who is eligible for birth leave must absent themselves from duty for a period commencing six weeks prior to the estimated date of delivery of the child and ending six weeks after the actual date of birth of the child.
- 89.11. An eligible employee's period of birth leave will commence:
 - 89.11.1. subject to subclause 89.12, six weeks prior to the estimated date of delivery of the child; or
 - 89.11.2. on the birth of the child (including where this occurs earlier than six weeks prior to the estimated date of delivery of the child); or
 - 89.11.3. on the date the pregnancy ends if that occurs within twenty weeks either side of the estimated date of delivery of the child; or
 - 89.11.4. for all other eligible employees, on the first day of birth leave.
- 89.12. An employee who produces medical evidence from a registered medical practitioner that they are fit for duty until a date less than six weeks prior to the estimated date of delivery of the child may continue to work up until a date recommended by the medical practitioner, subject to the approval of the head of service.
- 89.13. An employee who has given birth to a child and produces medical evidence from a registered medical practitioner that they are fit for duty from a date less than six weeks after the date of birth of the child may resume duty on a date recommended by the medical practitioner, subject to the approval of the head of service.
- 89.14. An employee who has given birth to a child may resume duty following the end of the six week period after the birth of the child and earlier than the end of the approved period of birth leave subject to the approval of the head of service.

- 89.15. An employee is entitled to return to work in accordance with the provisions in the National Employment Standards of the FW Act.
- 89.16. The provisions applying to temporary JMOs on training programs will be set out in a Standard Operating Procedure. This will include detail on access to birth leave, primary care giver leave and adoption or permanent care leave.

Evidence and Conditions

- 89.17. An employee must give notice to their manager/supervisor as soon as practicable of their intention to be absent on birth leave.
- 89.18. Birth leave is deemed to be approved; however, an employee must submit an application to the head of service for any period of birth leave. Having considered the requirements of this clause the head of service will approve an employee's application to access birth leave.
- 89.19. Prior to commencing birth leave an employee will provide the head of service with evidence of the pregnancy and the estimated date of delivery from a registered medical professional or a registered health professional who is operating within their scope of practice.
- 89.20. If requested by the head of service, and employee will provide the head of service with evidence of the birth and the date of the birth of the child as soon as possible after the birth of the child. Such evidence may include a copy of the birth certificate or documents provided by a registered medical practitioner or registered health professional who is operating within their scope of practice.

Rate of Payment

- 89.21. The rate of payment to be paid to the employee during a paid period of birth leave is the same rate as would be paid if the employee was granted paid personal leave.
- 89.22. Despite clause 89.21, where an employee varies their ordinary hours of work, either from part time to full time, from part time to different part time, or from full time to part time, during the twelve month period directly preceding birth leave, the rate of payment for the paid component of their birth leave, which will be capped at full time rates, will be calculated by using the average of their ordinary hours of work, excluding any periods of leave without pay, for the twelve-month period immediately before the period of birth leave commences.
- 89.23. To avoid doubt, an employee's status and all other entitlements remain unaltered by the operation of subclause 89.22.
- 89.24. Paid birth leave may be taken with full or half pay, or as a combination of full and half pay, with credits to be deducted on the same basis. The maximum paid period is up to thirty six weeks at half pay.
- 89.25. The head of service may approve, subject to a medical certificate from a registered medical practitioner, an employee taking paid birth leave in a non-continuous manner, provided any other form of paid leave will not be approved until the employee has used all of the employee's paid birth leave entitlement.
- 89.26. A period of paid birth leave does not extend the maximum fifty two week period of birth leave available to an eligible employee.
- 89.27. An employee's period of absence on birth leave between the paid period of birth leave and the maximum fifty two week period of birth leave will be without pay, unless other paid leave entitlements are accessed.

Effect on Other Entitlements

- 89.28. Birth leave with pay will count as service for all purposes.
- 89.29. Any period of unpaid birth leave taken by an employee during the period commencing six weeks prior to the estimated date of delivery of the child and ending six weeks after the actual date of birth of the child will count as service for all purposes.
- 89.30. Subject to subclause 89.29, any period of unpaid birth leave taken by an employee will not count as service for any purpose but does not break continuity of service.
- 89.31. Public holidays for which the employee would otherwise have been entitled to payment that fall during periods of absence on birth leave will not be paid as a normal public holiday.

Interaction with Other Leave Types

- 89.32. An application by an employee for long service leave or annual leave during a period that would otherwise be an unpaid period of birth leave will be granted to the extent of available entitlements.
- 89.33. Subject to subclause 82.40, an application by an employee for personal leave during a period that would otherwise be an unpaid period of birth leave will be granted subject to the employee providing a certificate from a registered medical practitioner or a registered health professional operating within their scope of practice to the extent of available entitlements.

Keep in Touch Arrangements (Birth Leave)

- 89.34. At any time after six weeks from the child's date of birth, an employee may, following an invitation from an authorised person, agree to attend the workplace on up to ten separate occasions of up to one day each so as to keep in touch with developments in the workplace (for meetings and training etc.).
- 89.35. The employee will be paid at their ordinary hourly rate of pay for the hours they attend the workplace in accordance with subclause 89.34 during unpaid birth leave. Keep in touch attendance will count as service for all purposes but does not extend the period of leave and does not end or reduce the entitlement to birth leave.
- 89.36. For the purpose of subclause 89.34, a medical certificate is not required.

Portability of service for paid birth leave

- 89.37. When determining an employee's eligibility for paid birth leave, continuous service in the health industry with a public hospital or health facility, will be recognised, provided that:
 - 89.37.1. Service was on a full-time or regular part-time basis (not as a casual employee);
 - 89.37.2. Cessation of service with the former employer was not by reason of dismissal on any ground, except retrenchment or reduction of work;
 - 89.37.3. The employee commences duty with the Directorate on the next working day after ceasing employment with the former employer. (There may be a break in service of up to two months before commencing duty with the new employer provided that the new position was secured before ceasing duty with the former employer. However, such a break in service will not be counted as service for the purposes of calculating any prior service prerequisite for paid birth leave).

90. SPECIAL BIRTH LEAVE

Purpose

- 90.1. Special birth leave is available to employees where:
- 90.2. the employee is not fit for work due to a pregnancy related illness, or
- 90.3. the pregnancy of the employee ends within twenty eight weeks of the estimated date of delivery, other than by the birth of a living child.

Note: If a pregnancy ends within twenty weeks of the estimated date of delivery of the child the employee may be entitled to paid or unpaid birth leave as per subclause 89.3 and 89.4.

Eligibility

- 90.4. Special birth leave is available to all employees and eligible casual employees.

Entitlement

- 90.5. An employee is entitled to a period of unpaid special birth leave for the duration certified by a registered medical practitioner or a registered health professional operating within their scope of practice, as necessary.

Evidence and Conditions

- 90.6. The employee must provide the head of service with notice that they are taking special birth leave. The notice must be given as soon as practicable (which may be after the leave has started); and should include the period, or expected period, of the leave.
- 90.7. An employee must submit an application to the head of service for any period of special birth leave. Having considered the requirements of this clause the head of service will approve an employee's application to access special birth leave.
- 90.8. An employee who has given notice that special birth leave will be (or is being) taken must provide reasonable evidence of the purpose for taking leave. This evidence may include a medical certificate from a registered medical practitioner or a registered health professional operating within their scope of practice.

Rate of Payment

- 90.9. Special birth leave is granted without pay.

Effect on Other Entitlements

- 90.10. Special birth leave does not count as service for any purpose.
- 90.11. Special birth leave does not break continuity of service.
- 90.12. Special birth leave accessed due to pregnancy related illness is not deducted from the entitlement for unpaid birth leave accessed after the birth of the child.

Interaction with Other Leave Types

- 90.13. Special birth leave is in addition to any accrued personal leave entitlement.
- 90.14. Special birth leave is in addition to compassionate leave.

91. PRIMARY CARE GIVER LEAVE

Purpose

- 91.1. Primary care giver leave is available to employees to enable them to be absent from duty to:
 - 91.1.1. care for and bond with a newborn child; and
 - 91.1.2. support the protection of the family and children under the *Human Rights Act 2004*.

Eligibility

- 91.2. Primary care giver leave is available to employees other than casual employees who are the primary care giver of a newborn child.
- 91.3. An employee who has completed at least twelve months continuous service, including recognised prior service, immediately prior to commencing a period of primary care giver leave, is eligible for primary care giver leave.
- 91.4. An employee who is eligible for paid birth leave, foster and short term care leave, or adoption or permanent care leave is not eligible for primary care giver leave.
- 91.5. An employee who completes twelve months of continuous service within eighteen weeks of becoming the primary care giver for a child is eligible for primary care giver leave for the period between completing twelve months of qualifying service and the end of the first eighteen weeks of becoming the primary care giver of the child.

Portability of service for primary care giver leave

- 91.6. When determining an employee's eligibility for primary care giver leave, continuous service in the health industry with a public hospital or health facility, will be recognised, provided that:
 - 91.6.1. Service was on a full-time or regular part-time basis (not as a casual employee);
 - 91.6.2. Cessation of service with the former employer was not by reason of dismissal on any ground, except retrenchment or reduction of work;
 - 91.6.3. The employee commences duty with the Directorate on the next working day after ceasing employment with the former employer. (There may be a break in service of up to two months before commencing duty with the new employer provided that the new position was secured before ceasing duty with the former employer. However, such a break in service will not be counted as service for the purposes of calculating any prior service prerequisite for primary care giver leave).

Entitlement

- 91.7. An eligible employee is entitled to eighteen weeks of paid leave in relation to each birth, and this entitlement is in addition to the Federal paid parental leave scheme. To avoid doubt, the entitlement under this clause does not increase in cases of multiple births, adoptions or care and protection orders that apply to more than one child.
- 91.8. Primary care giver leave is non-cumulative.
- 91.9. An employee is entitled to return to work in accordance with the provisions in the National Employment Standards.

Evidence and Conditions

- 91.10. An employee should discuss with their manager/supervisor, as soon practicable, their intention to be absent on primary care giver leave.
- 91.11. An employee must make an application to the head of service to access their primary care giver leave.
- 91.12. The employee must provide the head of service with appropriate evidence concerning the reasons for and circumstances under which the primary care giver leave application is made, which may include:
 - 91.12.1. a certificate from a registered medical practitioner or registered health professional operating within their scope of practice relating to the estimated date of delivery of a child; or
 - 91.12.2. a birth certificate.
- 91.13. In all cases details of leave being taken by other persons in relation to the same child (or children in the case of multiple births) must be provided.
- 91.14. Before granting primary care giver leave, the head of service must be satisfied that the employee demonstrates that they are the primary care giver.
- 91.15. For the purposes of this clause a newborn is considered to be a baby of up to fourteen weeks old. In extenuating circumstances, the head of service may approve primary care giver leave when a newborn is more than fourteen weeks old.
- 91.16. Having considered the requirements of this clause the head of service will approve an employee's application to access primary care giver leave.
- 91.17. The total combined entitlement under this clause and the birth leave clause, and equivalent clauses in any other ACTPS enterprise agreement, is eighteen weeks of paid leave in relation to the birth.
- 91.18. Primary care giver leave may be taken in any combination with birth leave provided that the mother and the other employee entitled to primary care giver leave do not take these forms of paid leave concurrently.

Rate of Payment

- 91.19. Primary care giver leave will be granted with pay.
- 91.20. The rate of payment to be paid to the employee during a paid period of primary care giver leave is the same rate as would be paid if the employee was granted personal leave.
- 91.21. Despite subclause 91.20 where an employee varies their ordinary hours of work, either from part time to full time, from part time to different part time, or from full time to part time, during the twelve month period directly preceding primary care giver leave, the rate of payment for the paid component of their primary care giver leave, which will be capped at full time rates, will be calculated by using the average of their ordinary hours of work, excluding any periods of leave without pay, for the twelve-month period immediately before the period of primary care giver leave commences.
- 91.22. To avoid doubt, an employee's status and all other entitlements remain unaltered by the operation of subclause 91.21.
- 91.23. Primary care giver leave may be granted with full or half pay, or a combination of full or half pay, with credits to be deducted on the same basis. The maximum paid period is up to thirty six weeks at half pay.

Effect on Other Entitlements

- 91.24. Primary care giver leave will count as service for all purposes.
- 91.25. Public holidays for which the employee would otherwise have been entitled to payment that fall during periods of absence on primary caregiver leave will not be paid as a normal public holiday.

Interaction with Other Leave Types

- 91.26. Primary care giver leave does not extend the maximum period of unpaid parental leave available to an employee.

Keep in Touch Arrangements (Primary Care Giver Leave)

- 91.27. An employee on primary care giver leave may, following an invitation from an authorised person, agree to attend the workplace on up to ten separate occasions of up to one day each so as to keep in touch with developments in the workplace (for meetings and training etc.).
- 91.28. The employee will be paid at their ordinary hourly rate of pay for the hours they attend work in accordance with subclause 91.27 during unpaid primary care giver leave. Keep in touch attendance will count as service for all purposes but does not extend the period of leave and does not end or reduce the entitlement to primary care giver leave.

92. BONDING LEAVE

Purpose

- 92.1. Bonding leave is available to employees to enable them to be absent from duty to:
- 92.1.1. bond with their newborn child, adopted child, or a child for whom the employee's domestic partner has commenced a primary care giving role under a permanent caring arrangement;
 - 92.1.2. support the protection of the family and children under the *Human Rights Act 2004*.

Eligibility

- 92.2. Bonding leave is available to employees other than casual employees at the time of the child's birth, adoption, or the commencement of a permanent caring arrangement when the employee is not the primary care giver to the child.
- 92.3. An employee who is eligible for paid birth leave, adoption or permanent care leave, or primary care giver leave is not entitled to bonding leave. If, however, bonding leave has been taken by the employee, and the employee later becomes entitled to primary care giver's leave due to unforeseen circumstances, the Head of Service may agree to convert the bonding leave and personal leave taken in accordance with this clause to primary care giver's leave.

Entitlement

- 92.4. Under this clause, an employee is entitled to be absent for a maximum of two weeks (ten working days) at, or near, the time of the birth, adoption or commencement of the permanent caring arrangement. The maximum absence may be increased by a further five days of personal leave for bonding purposes as per subclause 82.29.
- 92.5. In accordance with the National Employment Standards, an eligible employee is entitled to be absent up to a maximum of eight weeks of concurrent unpaid bonding leave in the first twelve months following the birth or adoption or commencement of a permanent caring arrangement for a child, subject to a minimum period of two weeks at a time unless a shorter period is agreed by the head of service.
- 92.6. The entitlement under subclause 92.5 will be reduced by the extent of the entitlement accessed by an employee under subclause 92.4.

- 92.7. To avoid doubt, the entitlement under this clause does not increase in cases of multiple births, adoptions or permanent caring arrangements that apply to more than one child at the one time.
- 92.8. Bonding leave is non-cumulative.
- 92.9. Paid Bonding leave must be taken within fourteen weeks from the date of birth, adoption or commencement of the permanent caring arrangements, unless there are exceptional circumstances and the head of service agrees to a longer period.
- 92.10. The five days of personal leave accessed as per subclause 82.29 may be taken at any time up to fourteen weeks from the date of the birth, adoption or commencement of the permanent caring arrangement.
- 92.11. Where an employee's domestic partner is also an ACTPS employee this leave may be taken concurrently with the domestic partner receiving birth leave, adoption or permanent care leave, or primary caregiver leave.

Evidence and Conditions

- 92.12. An employee should discuss with their manager/supervisor, as soon as practicable, their intention to be absent on bonding leave.
- 92.13. Bonding leave will be approved subject only to the head of service being satisfied that the eligibility requirements have been met; however, an employee must submit an application to the head of service for any period of bonding leave.
- 92.14. The employee must provide the head of service with appropriate evidence concerning the circumstances under which the bonding leave application is made, which may include:
 - 92.14.1. a medical certificate relating to the estimated date of delivery of a child; or
 - 92.14.2. a birth certificate; or
 - 92.14.3. documents from an adoption authority concerning the proposed adoption of a child; or
 - 92.14.4. documents relating to responsibility permanent caring arrangement until the child reaches the age of eighteen.
- 92.15. Unless the head of service determines that exceptional circumstances apply bonding leave will not be approved to care for:
 - 92.15.1. a baby over the age of fourteen weeks (not applicable in cases of adoption or permanent caring arrangements); or
 - 92.15.2. an adopted or fostered child who is the subject of a permanent caring arrangement over the age of eighteen on the day of placement.

Rate of Payment

- 92.16. Bonding leave will be granted with or without pay.
- 92.17. The rate of payment to be paid to the employee during a period of paid bonding leave is the same rate as would be paid if the employee was granted personal leave.

Effect on Other Entitlements

- 92.18. Paid bonding leave will count as service for all purposes and unpaid bonding leave will not count as service for any purposes but will not break continuity of service.

- 92.19. Public holidays for which the employee is entitled to payment that fall during periods of absence on paid bonding leave will be paid as a normal public holiday and will not extend the maximum period of bonding leave.

93. PARENTAL LEAVE

Purpose

- 93.1. Parental leave without pay is in addition to the provisions available in birth leave, primary care giver leave, and adoption or permanent care leave and is available to employees to enable them to be absent from duty following the birth or adoption of a child or the commencement of permanent caring arrangement for a child.

Eligibility

- 93.2. Parental leave is available to an employee or an eligible casual employee who is the primary care giver of a child following the birth or adoption of a child or the commencement of a permanent caring arrangement for a child.

Entitlement

- 93.3. An employee is entitled to up to two years of parental leave following the child's birth, adoption or commencement of a permanent caring arrangement, less any period of birth leave, or primary care giver leave which the employee has taken in relation to the same child.
- 93.4. To avoid doubt, the entitlement under this clause does not increase in cases of multiple births, adoptions or permanent caring arrangements that apply to more than one child at any one time.
- 93.5. At the end of this time the employee is entitled to return to work in accordance with the provisions in the National Employment Standards.
- 93.6. An employee is entitled to apply and will be granted an additional year of parental leave for up to two occasions of birth, adoption or commencement of a permanent caring arrangement, provided that the employee agrees, where necessary, to become unattached.

Evidence and Conditions

- 93.7. An employee should discuss with their manager/supervisor, as soon as practicable, their intention to be absent on parental leave.
- 93.8. An employee must make an application to the head of service to access their unpaid parental leave entitlement.
- 93.9. Having considered the requirements of this clause the head of service will approve an employee's application to access parental leave.
- 93.10. The employee must provide the head of service with appropriate evidence concerning the reasons for and circumstances under which the unpaid parental leave application is made, which may include:
- 93.10.1. a birth certificate; or
 - 93.10.2. documents from an adoption authority concerning the adoption of a child; or
 - 93.10.3. documents relating to a permanent caring arrangement .
- 93.11. The head of service will not grant parental leave if the employee's domestic partner is on parental leave and is an employee of the ACTPS.

Rate of Payment

- 93.12. Parental leave will be granted without pay.

Effect on Other Entitlements

- 93.13. Parental leave does not count as service for any purpose.
- 93.14. Parental leave does not break continuity of service.
- 93.15. Public holidays for which the employee would otherwise have been entitled to payment that fall during periods of absence on parental leave will not be paid as a normal public holiday.

Interaction with Other Leave Types

- 93.16. An employee on parental leave may access annual and long service leave on full or half pay to the extent of available entitlements.
- 93.17. An application by an employee for personal leave during a period that would otherwise be a period of parental leave will be granted subject to the employee providing a certificate from a registered medical practitioner or registered health professional operating within their scope of practice.

Keep in Touch Arrangements (Parental Leave)

- 93.18. An employee may, following an invitation from an authorised person, agree to attend the workplace on up to ten separate occasions of up to one day each so as to keep in touch with developments in the workplace (for meetings and training etc.), less any Keep In Touch time approved during birth or primary caregiver leave as per subclauses 89.34 or 91.27.
- 93.19. The employee will be paid at their ordinary hourly rate of pay for the hours that they attend the workplace in accordance with subclause 93.18. Keep in touch attendance will count as service for all purposes but does not extend the period of leave and does not end or reduce the entitlement to parental leave.

94. GRANDPARENTAL LEAVE

Purpose

- 94.1. Grandparental leave is available to employees to enable them to be absent from duty to undertake a primary care giving role to their grandchild during normal business hours.

Eligibility

- 94.2. Grandparental leave is available to employees other than casual employees and employees on probation.
- 94.3. To be eligible for grandparental leave, the baby or child which the employee is providing care for must be:
- 94.3.1. their grandchild; or
 - 94.3.2. their step-grandchild; or
 - 94.3.3. their adopted grandchild; or
 - 94.3.4. a child for whom the employee's child has parental or caring responsibility authorised under a law of a State or Territory.

Entitlement

- 94.4. An eligible employee may be granted up to fifty two weeks of grandparental leave, in relation to each grandchild under care. This leave may be taken over a period not exceeding five years.

- 94.5. Grandparental leave is available up until the fifth birthday of the grandchild for whom the employee is the primary care giver.
- 94.6. Grandparental leave is non-cumulative.
- 94.7. The length of a period of absence on grandparental leave must be agreed between the eligible employee and the head of service.

Example 1: A day or part-day on an occasional basis.

Example 2: A regular period of leave each week, fortnight or month.

Example 3: A larger block of leave such as six or twelve months.

- 94.8. If an employee is absent on grandparental leave and becomes a grandparent to another grandchild, for whom they are the primary care giver, a new application must be made as per subclause 94.4.

Evidence and Conditions

- 94.9. An employee should discuss with their manager/supervisor, as soon as practicable, their intention to be absent on grandparental leave.
- 94.10. An employee must make an application to the head of service to access their grandparental leave entitlement, and must include details of the period, or expected period, of the absence.
- 94.11. Having considered the requirements of this clause the head of service may approve an employee's application to access grandparental leave. A decision not to approve the leave will be taken in accordance with subclause 80.1
- 94.12. The head of service should not approve an application for grandparental leave where an employee has an annual leave balance in excess of eight weeks.
- 94.13. An application for grandparental leave must include evidence in the form of:
 - 94.13.1. a statutory declaration or a medical certificate confirming the birth or the estimated date of delivery of the grandchild; or
 - 94.13.2. the grandchild's adoption certificate or a statutory declaration confirming the adoption of the grandchild; or
 - 94.13.3. a letter or a statutory declaration confirming that there is an authorised care situation.
- 94.14. If both grandparents are employees of the ACTPS either grandparent may be granted leave, but the leave may not be taken concurrently.

Rate of Payment

- 94.15. Grandparental leave will be granted without pay.

Effect on Other Entitlements

- 94.16. Employees cannot engage in outside employment during a period of grandparental leave without the prior approval of the head of service.
- 94.17. Grandparental leave will count as service for all purposes except the accrual of annual leave and personal leave.
- 94.18. Grandparental leave will not break continuity of service.

- 94.19. Public holidays for which the employee would otherwise have been entitled to payment that fall during periods of absence on grandparental leave will not be paid as a normal public holiday.

Interaction with Other Leave Types

- 94.20. An employee on grandparental leave may access annual leave, purchased leave or long service leave.
- 94.21. An application by an employee for personal leave during a period that would otherwise be grandparental leave will be granted subject to the employee providing a certificate from a registered medical practitioner or registered health professional who is operating within their scope of practice.

Unattachment

- 94.22. During an employee's absence on grandparental leave, the head of service may, with the employee's written consent, declare the employee unattached.

95. ADOPTION OR PERMANENT CARE LEAVE

Purpose

- 95.1. Adoption or Permanent Care leave is available to employees to enable them to be absent from duty to:
- 95.1.1. care for and bond with an adopted child or a child for whom the employee has a permanent caring responsibility, including kinship arrangements, where the child is under the age of eighteen; and
 - 95.1.2. support the protection of the family and children under the *Human Rights Act 2004* and the *Children and Young People Act 2008*.

Eligibility

- 95.2. Paid adoption or permanent care leave is available to an employee other than a casual employee who is the primary care giver of an adopted child or a child for whom the employee has a permanent caring responsibility, where the child is under the age of eighteen.
- 95.3. An employee providing foster care under a Concurrency Care Foster Care Program described in clause 97 will be treated as having a permanent caring responsibility and be eligible for Adoption or Permanent Care leave subject to the terms of this clause.
- 95.4. An employee who:
- 95.4.1. is granted adoption or permanent care leave in respect of a child being cared for under a Concurrency Care Foster Care Program; and
 - 95.4.2. subsequently enters into an adoption or permanent care arrangement for that child
- will not be eligible for any further grant of adoption or permanent care leave for that child.
- 95.5. An employee who has completed at least twelve months continuous service, including recognised prior service, immediately prior to commencing a period of adoption or permanent care leave, is eligible for adoption or permanent care leave.
- 95.6. An employee who is eligible for paid primary care giver leave is not eligible for adoption or permanent care leave.
- 95.7. An employee who completes twelve months of continuous service within eighteen weeks of becoming the primary care giver for an adopted child or a child for whom the employee has a permanent caring responsibility is eligible for adoption or permanent care leave for the period between completing twelve

months of qualifying service and the end of the first eighteen weeks of becoming the primary care giver of the child.

Entitlement

- 95.8. An eligible employee is entitled to eighteen weeks of paid leave in relation to each occasion of adoption or commencement of a permanent caring responsibility, less any leave taken in accordance with clause 96 in the same twelve month period in relation to the same child.
- 95.9. A casual employee is entitled to unpaid pre-adoption leave in accordance with the provisions of the National Employment Standards.
- 95.10. To avoid doubt, the entitlement under subclause 95.8 does not increase when the adoption or permanent caring responsibility involves more than one child at the time of application.
- 95.11. Adoption and permanent care leave is non-cumulative.
- 95.12. An employee is entitled to return to work in accordance with the provisions in the National Employment Standards.

Evidence and Conditions

- 95.13. An employee should discuss with their manager/supervisor, as soon practicable, their intention to be absent on adoption or permanent carer leave.
- 95.14. An employee must make an application to the head of service to access their adoption or permanent care leave.
- 95.15. The employee must provide the head of service with appropriate evidence concerning the reasons for and circumstances under which the adoption or permanent care leave application is made, which may include:
 - 95.15.1. documents from an adoption authority concerning the adoption; or
 - 95.15.2. an authorisation as a kinship carer made under the *Children and Young Peoples Act 2008*; or
 - 95.15.3. documents confirming that an arrangement consistent with the terms set out in clause 97 applies.
- 95.16. In all cases details of leave being taken by other persons in relation to the same child must be provided.
- 95.17. Leave under this clause will not be approved for employees in circumstances where the child has lived continuously with the employee for a period of six months or more at the date of placement or in cases where the child is a child of the employee or employee's spouse or partner.
- 95.18. Before granting leave the head of service must be satisfied that the employee is the primary care giver.
- 95.19. Adoption or permanent care leave may commence up to one week prior to the date the employee assumes permanent caring responsibility for the child but not later than the formal commencement of the adoption or permanent caring responsibility, unless exceptional circumstances apply.
- 95.20. In all cases, the child must be under the age of eighteen on the date the employee assumes permanent responsibility for the child for leave to be approved.

Rate of Payment

- 95.21. Adoption or permanent care leave will be granted with pay, except for unpaid pre-adoption leave for casual employees.
- 95.22. The rate of payment to be paid to the employee during a paid period of adoption or permanent care leave is the same rate as would be paid if the employee was granted personal leave.
- 95.23. Despite sub-clause 95.22, where an employee varies their ordinary hours of work, either from part time to full time, from part time to different part time, or from full time to part time, during the twelve month period directly preceding adoption or permanent caring leave, the rate of payment for the paid component of their adoption or permanent care leave, which will be capped at full time rates, will be calculated by using the average of their ordinary hours of work, excluding any periods of leave without pay, for the twelve month period immediately before the period of adoption or permanent care leave commences.
- 95.24. To avoid doubt, an employee's status and all other entitlements remain unaltered by the operation of sub-clause 95.23.
- 95.25. Leave may be granted with full or half pay, or a combination of full or half pay, with credits to be deducted on the same basis. The maximum paid period is up to thirty six weeks at half pay.

Effect on Other Entitlements

- 95.26. Paid adoption or permanent care leave will count as service for all purposes.
- 95.27. Public holidays for which the employee would otherwise have been entitled to payment that fall during periods of absence on adoption or permanent care leave will not be paid as a normal public holiday.

Interaction with Other Leave Types

- 95.28. Adoption or permanent care leave does not extend the maximum period of unpaid parental leave available to an employee.

96. FOSTER AND SHORT TERM CARE LEAVE

Purpose

- 96.1. Foster and Short Term Care leave is available to employees to enable them to be absent from duty to:
- 96.1.1. care for a child in an emergency or other short term out of home care placement, including kinship arrangements and respite care, that has not been determined to be permanent; and
 - 96.1.2. support the protection of the family and children under the *Human Rights Act 2004* and the *Children and Young People Act 2008*.

Eligibility

- 96.2. Foster and Short Term Care leave is available to employees other than casual employees who are the primary care giver of a child in an emergency or other out of home care placement that has not been determined as permanent.
- 96.3. An employee who has completed at least twelve months continuous service, including recognised prior service, immediately prior to commencing a period of Foster and Short Term Care leave, is eligible for Foster and Short Term Care leave.

Entitlement

- 96.4. An eligible employee will be entitled to a period of paid leave proportionate to the duration of the caring arrangement per application and up to a maximum of ten working days/shifts per calendar year.
- 96.5. Where the duration of the existing arrangement is subsequently altered, for example, a change from an emergency placement to a short term placement, the employee may, subject to further application and approval, have their leave extended up to a maximum period of ten working days/shifts.
- 96.6. An eligible employee will be entitled to paid leave as per subclause 96.4 to undertake accreditation towards an enduring parental authority to care for the child to whom the current short term caring arrangement applies.
- 96.7. The entitlement under sub-clause 96.4 does not increase when the short term caring arrangement involves more than one child at the time of application.
- 96.8. Foster and Short Term Care leave is non-cumulative.
- 96.9. Where an employee exhausts their paid leave entitlement under this clause the employee may seek approval for further unpaid leave.

Evidence and Conditions

- 96.10. An employee should discuss with their manager/supervisor, as soon practicable, their intention to be absent on Foster and Short Term Care leave.
- 96.11. An employee must make an application, as soon as practicable, to the head of service to access their Foster and Short Term Care leave.
- 96.12. The employee must provide the head of service with appropriate evidence concerning the reasons for and circumstances under which each Foster and Short Term Care leave application is made, which may include:
 - 96.12.1. documents relating to current and previous court orders granting responsibility for a foster child;
or
 - 96.12.2. documents from a registered health professional or registered medical practitioner.

Rate of Payment

- 96.13. Foster and Short Term Care leave will be granted with pay or without pay.
- 96.14. The rate of payment during absence on a period of paid Foster and Short Term Care leave is the same rate as would be paid if the employee was granted personal leave.
- 96.15. The approved leave period may be taken at full pay in a single block or as single or part days.

Effect on Other Entitlements

- 96.16. Paid Foster and Short Term Care leave will count as service for all purposes and unpaid Foster and Short Term Care leave will not count as service for any purposes but will not break continuity of service.
- 96.17. Public holidays for which the employee is entitled to payment that fall during periods of absence on paid Foster and Short Term Care leave will be paid as a normal public holiday and will not be considered to be Foster and Short Term Care leave.

Interaction with Other Leave Types

- 96.18. An eligible employee will be required to have exhausted their entitlement under this leave clause before accessing their personal leave credit to care for a child, for whom they are responsible under a short term caring arrangement, who is ill or injured.

97. CONCURRENCY CARE ENTITLEMENT TO ADOPTION OF PERMANENT CARE LEAVE

- 97.1. For the purpose of subclause 97.2, a Community Organisation is an organisation involved with out of home care and adoption of children and young people, e.g.:
- 97.1.1. a member of the ACT Together consortium;
 - 97.1.2. Marymead; or
 - 97.1.3. similar organisations based outside the ACT.
- 97.2. For the purposes of subclause 97.3, a Concurrency Care Foster Care Program involves a Community Organisation placing a child with foster carers while restoration to the birth family is explored. If restoration is not achieved, the foster carers have an opportunity to care for the child permanently. The Primary Care Giver in such an arrangement is required by the Community Organisation to take a minimum of 12 month leave to stabilise the placement of the child.
- 97.3. Notwithstanding clause 96, an employee who provides foster care under a Concurrency Care Foster Care Program, in accordance with arrangements approved by the Community Services Directorate, will be entitled to apply for Adoption or Permanent Care Leave under clause 95, as if they had a permanent caring responsibility. Such employees will not be entitled to leave under clause 96.

98. LEAVE FOR FAMILY VIOLENCE PURPOSES

Purpose

- 98.1. Leave for family violence purposes is available to employees who are experiencing family violence to allow them to be absent from the workplace to attend counselling appointments, legal proceedings and other activities related to, and as a consequence of, family violence.
- 98.2. Family violence is defined in the Dictionary.

Eligibility

- 98.3. Leave for family violence purposes is available to all employees with the exception of casual employees.
- 98.4. Casual employees are entitled to access leave without pay for family violence purposes.

Entitlement

- 98.5. An employee experiencing family violence will have access up to a maximum of 20 days/shifts per calendar year paid leave, subject to the provision of appropriate evidence. Leave for family violence purposes is non-cumulative.
- 98.6. Leave for family violence purposes is in addition to other leave entitlements and is not to be used as a substitute for personal leave. However, where supporting evidence is not immediately available the head or service will, grant paid leave under clause 83 of this Agreement (Personal Leave in Extraordinary and Unforeseen Circumstances), subject to available credit. If the employee subsequently produces supporting evidence, the personal leave will be re-credited, and the leave taken will be converted to leave for family violence purposes.

- 98.7. Leave for family violence purposes is to be used, including but not limited to:
- 98.7.1. attend appropriate medical appointments for referral to other appropriate counselling or support services;
 - 98.7.2. obtain legal advice;
 - 98.7.3. attend counselling appointments;
 - 98.7.4. seek assistance from other relevant support services;
 - 98.7.5. attend court proceedings;
 - 98.7.6. attend prosecution appointments;
 - 98.7.7. attend police appointments;
 - 98.7.8. attend to Protection Order matters and Domestic Violence Order matters however termed;
 - 98.7.9. attend to issues arising through urgent property damage that is a consequence of family violence;
 - 98.7.10. seek veterinary assistance for pets injured through family violence;
- or to access:
- 98.7.11. alternative accommodation;
 - 98.7.12. alternative childcare or schooling for children;
- the need for which is as a consequence of family violence occurring.
- Note: It may be necessary under this provision for the employee to use additional time to the duration of appointments, proceedings etc in order to facilitate travel and recovery.
- 98.8. Leave for family violence purposes may be taken as consecutive or single days, or as part days.
- 98.9. For confidentiality and privacy reasons leave for family violence purposes will be attributed as coming under “where leave cannot be granted under any other provision” which is included and identified within “Other Leave Types” in Annex D of this Agreement.

Evidence and Conditions

- 98.10. Employees wishing to access leave for family violence purposes should discuss making an application with their manager/supervisor or an appropriate HR Manager as soon as reasonably practical.
- 98.11. As a general rule, a leave application should be submitted by an employee for approval by the head of service before the commencement of the leave. However, retrospective applications may be approved provided that appropriate evidence is provided as soon as reasonably practicable upon the employee’s return to the workplace.
- 98.12. Evidence of the occurrence of family violence will be required to access leave for family violence purposes.
- 98.13. Evidence may include:
- 98.13.1. a document issued by the Police;
 - 98.13.2. a written referral, issued by a registered medical practitioner or registered nurse, to a counsellor trained in providing support in family violence situations;
 - 98.13.3. a document issued by a Court, or a counsellor trained in providing support to people experiencing the effects of family violence;

98.13.4. written confirmation from an Employee Assistance Program provider or from a family violence support service that the employee is experiencing family violence issues.

98.14. Managers are to keep all information concerning the leave application strictly confidential. This includes, after sighting any supporting documentation, returning that documentation to the employee.

Rate of Payment

98.15. Leave for family violence purposes is granted with pay. Casual employees are entitled to access leave without pay for family violence purposes.

98.16. Leave for family violence purposes will not be granted at half pay, unless there are extenuating circumstances.

Effect on Other Entitlements

98.17. Leave with pay for family violence purposes will count as service for all purposes. Leave without pay for family violence purposes will not count as service for any purpose but will not break an employee's continuity of service.

Interaction with Other Leave Types

98.18. Where leave for family violence purposes credits have been exhausted the head of service may grant an employee leave without pay or other forms of paid leave, such as annual leave or long service leave.

98.19. Employees should utilise personal leave for an illness or injury, or to seek treatment for an illness or injury, caused by family violence.

98.20. Leave entitlements under clause 83 of this Agreement (Personal Leave in Extraordinary and Unforeseen Circumstances) may be used by an employee who is seeking leave to support a person who is experiencing family violence.

99. COMPASSIONATE LEAVE

Purpose

99.1. Compassionate leave is available to employees to enable them to be absent from duty when a member of an employee's immediate family or household:

99.1.1. has a personal illness or injury that poses a serious threat to the person's life; or

99.1.2. dies.

Eligibility

99.2. Compassionate leave is available to all employees.

Entitlement

99.3. An employee may be granted compassionate leave from the first day of service.

99.4. Compassionate leave is non-cumulative.

99.5. Employees are entitled to up to five days of compassionate leave on each occasion of the death of a member of the employee's immediate family or household. The head of service may grant an additional paid or unpaid period of compassionate leave for this purpose.

- 99.6. Employees are entitled to up to two days of compassionate leave on each occasion of personal illness or injury of a member of the employee's immediate family or household that poses a serious threat to the person's life. The head of service may grant an additional paid or unpaid period of compassionate leave for this purpose.

Evidence and Conditions

- 99.7. The employee should discuss with their manager/supervisor, as soon as practicable, their absence or intention to be absent on compassionate leave.
- 99.8. An employee must make an application to the head of service to access compassionate leave.
- 99.9. The head of service may request evidence that would satisfy a reasonable person that an application for compassionate leave is for a purpose specified in subclause 99.1.
- 99.10. Having met the requirements of this clause, the head of service will approve an employee's application to access compassionate leave.
- 99.11. If the employee has not provided the evidence requested under subclause 99.9, a decision not to approve the leave may be taken in accordance with subclause 80.1.

Rate of Payment

- 99.12. Compassionate leave will be granted with pay, except for casual employees and except where it is granted without pay under subclauses 99.5 or 0.
- 99.13. Compassionate leave is paid at the employee's base rate of pay, including relevant allowances for the ordinary hours the employee would have worked during the leave.

Effect on Other Entitlements

- 99.14. Compassionate leave with pay will count as service for all purposes.
- 99.15. Public Holidays for which the employee is entitled to payment that fall during periods of absence on paid compassionate leave will be paid as a normal public holiday and will not be considered an absence on compassionate leave.

Interaction with Other Leave Types

- 99.16. If compassionate leave of at least one day is granted while an employee is absent on another type of leave, the other type of leave will be re-credited for the period of the absence on compassionate leave.

100. COMMUNITY SERVICE LEAVE

Purpose

- 100.1. Community service leave is available to employees to allow them to be absent from the workplace to engage in the following community service activities:
- 100.1.1. jury service (including attendance for jury selection) that is required by or under a law of the Commonwealth, a State or a Territory; or
- 100.1.2. a voluntary emergency management activity; or
- 100.1.3. other recognised voluntary community service activity.

Jury Service

Eligibility

- 100.2. Community service leave for jury service is available to all employees.

Evidence and Conditions

- 100.3. Although the granting of community service leave for jury service is deemed to be approved, an employee must:
- 100.3.1. Submit a leave application for the period of the absence; and
 - 100.3.2. Provide sufficient documentary evidence of the reason for the absence.
- 100.4. The employee should discuss with their manager/supervisor their intention to be absent on community service leave for jury service.

Rate of Payment

- 100.5. Community service leave for jury service will be granted with pay to employees other than casual employees.
- 100.6. If the employee is paid jury fees, this amount must be deducted from the employee's pay less reasonable out-of-pocket expenses.

Effect on Other Entitlements

- 100.7. Community service leave for jury service will count as service for all purposes.
- 100.8. Public holidays for which the employee is entitled to payment that fall during periods of absence on paid community service leave for jury service will be paid as a normal public holiday and will not be considered to be community service leave for jury service.

Voluntary Emergency Management

Eligibility

- 100.9. An employee who is a member of a relevant emergency service, including:
- 100.9.1. a State or Territory Emergency Service;
 - 100.9.2. a fire-fighting service;
 - 100.9.3. a search and rescue unit; or
 - 100.9.4. other volunteer service performing similar functions,
 - 100.9.5. is eligible for community service leave for voluntary emergency management.
- 100.10. A casual employee who is a member of a relevant emergency service is eligible to unpaid community service leave for voluntary emergency management service.

Entitlement

- 100.11. Eligible employees are entitled to be absent on unpaid leave to engage in voluntary emergency management activities, subject to operational requirements in the workplace.
- 100.12. Eligible employees, other than casual employees, are eligible for up to four days paid community service leave for voluntary emergency management per emergency.

100.13. Community service leave for voluntary emergency management is non-cumulative.

Evidence and Conditions

100.14. An employee should discuss their intention to be absent on paid or unpaid community service leave for voluntary emergency management with their manager/supervisor as soon as practicable, which may be at a time after the absence has started. The employee must advise the manager/supervisor of the period, or expected period, of the absence.

100.15. An employee must make an application to the head of service to access their community service leave entitlement for voluntary emergency management.

100.16. The employee must, if requested by the head of service, provide sufficient documentary evidence of the reason for the absence.

100.17. The head of service may grant paid community service leave for voluntary emergency management to enable the employee to fulfil an obligation in the event of a civil emergency.

100.18. Having considered the requirements of this clause the head of service may approve an employee's application to access paid community service leave for voluntary emergency management. A decision not to approve the leave will be taken in accordance with subclause 80.1.

Rate of Payment

100.19. Where paid leave is granted for community service leave for voluntary emergency management, it is paid at the employee's ordinary hourly rate of pay.

Effect on Other Entitlements

100.20. A period of approved community service leave for voluntary emergency management will count as service for all purposes.

100.21. Public holidays for which the employee is entitled to payment that fall during periods of absence on paid community service leave for voluntary emergency management will be paid as a normal public holiday and will not be considered to be community service leave for voluntary emergency management.

Additional Leave

100.22. Additional paid leave may be approved by the head of service for any voluntary emergency management duties required to be performed by an employee who is a member of a State or Territory Emergency Service.

Voluntary Community Service

Eligibility

100.23. Community service leave for voluntary community service is available to all employees.

Entitlement

100.24. Employees, other than casual employees, are entitled to up to three days of paid leave for community service leave to engage in a recognised voluntary community service activity within a twelve month period.

100.25. Community service leave for voluntary community service is non-cumulative.

100.26. An employee may be granted unpaid community service leave to engage in a recognised voluntary community service activity, subject to operational requirements in the workplace.

Evidence and Conditions

- 100.27. An employee should discuss their intention to be absent on community service leave for voluntary community service, as soon as practicable, with their manager/supervisor.
- 100.28. An employee must make an application to the head of service to access their community service leave for voluntary community service entitlement.
- 100.29. The head of service may request sufficient documentary evidence of the reason for the absence.
- 100.30. In considering an application from an employee for paid leave to engage in a voluntary community service activity, the head of service must consider whether:
- 100.30.1. the activity is a recognised voluntary activity and benefits the local community; and/or
 - 100.30.2. the community organisation or project is an acceptable organisation or project as defined in Whole-of-Government policy or the employee's Directorate guidelines (whichever is the greater); and
 - 100.30.3. there is a risk the activity would place the employee in a real or perceived conflict of interest.
- 100.31. Leave for a voluntary community service activity must not be approved for activities which:
- 100.31.1. involve any payment in cash or kind for the duties performed by the employee; or
 - 100.31.2. replace work ordinarily undertaken by a paid worker; or
 - 100.31.3. are undertaken solely for direct personal benefit of the employee; or
 - 100.31.4. place the employee in a conflict of interest situation; or
 - 100.31.5. are primarily focussed on promoting particular religious or political views; or
 - 100.31.6. involves work which does not have a local community focus.
- 100.32. Having considered the requirements of this clause the head of service may approve an employee's application to access paid or unpaid community service leave for voluntary community service.
- 100.33. A decision not to approve the leave must be made in accordance with subclause 80.1.

Rate of Payment

- 100.34. Community service leave for voluntary community service is granted with pay for the first three days leave in a twelve month period to all employees except casual employees.

Effect on Other Entitlements

- 100.35. Community service leave for voluntary community service will count as service for all purposes up to a maximum of twenty three days in any twelve month period.
- 100.36. Where the head of service has approved a request for unpaid community service leave for voluntary community service exceeding twenty days in a twelve month period, this leave in excess of twenty days will not count as service.
- 100.37. Public holidays for which the employee is entitled to payment that fall during periods of absence on paid community service leave for voluntary community service will be paid as a normal public holiday and will not be considered to be community service leave for voluntary community service.

Interaction with Other Leave Types

- 100.38. Leave granted under this provision may be taken in combination with approved annual or long service leave.

101. OTHER LEAVE

Purpose

- 101.1. Other leave is available to employees to enable them to be absent from duty for a variety of purposes as set out in Annex D
- 101.2. Other leave may be granted in the interests of:
- 101.2.1. the Directorate, a State, a Territory or the Commonwealth; or
 - 101.2.2. the community in general; or
 - 101.2.3. the employee.

Note: Separate provisions apply for community service leave which includes jury service, voluntary emergency management and voluntary community service.

Eligibility

- 101.3. An employee who meets the eligibility requirements specified in Annex D is eligible to apply for that form of other leave.

Entitlement

- 101.4. An employee may be granted other leave to the maximum period set out in Annex D.

Evidence and Conditions

- 101.5. An employee should discuss with their manager/supervisor, as soon as practicable, their intention to be absent on a form of other leave, including the reasons for the absence and the period, or expected period, of the absence.
- 101.6. An employee must make an application to the head of service to access a form of other leave.
- 101.7. Having considered the requirements of this clause the head of service may approve an employee's application to access a form of other leave. A decision not to approve the leave must be made in accordance with subclause 80.1.
- 101.8. The employee must, if requested by the head of service, provide sufficient documentary evidence supporting the reason for the absence.
- 101.9. When considering requests for other leave, the head of service will take into account:
- 101.9.1. the employee's circumstances;
 - 101.9.2. community norms and obligations;
 - 101.9.3. the operational requirements of the workplace;
 - 101.9.4. other available leave options;
 - 101.9.5. any conditions on the entitlement as defined in Annex D.

Rate of Payment

- 101.10. Other leave may be granted with or without pay in accordance with Annex D.

Effect on Other Entitlements

- 101.11. A period of other leave will, or will not, count as service in accordance with Annex D.
- 101.12. Public holidays for which the employee is entitled to payment that fall during periods of absence on other paid leave will be paid as a normal public holiday and will not reduce an entitlement of the employee to other leave under Annex D.

Interaction with Other Leave Types

- 101.13. Leave will not be granted under this provision if another form of leave is more appropriate.

Unattachment

- 101.14. Where the leave is without pay for a period of more than twelve months the head of service may, with the employee's written consent, declare the employee unattached.

102. PUBLIC HOLIDAYS

Eligibility

- 102.1. Public holidays are available to employees other than casual employees.

Entitlement

- 102.2. Employees are entitled to be absent from duty a day, or part of a day, that is a public holiday, in accordance with the FW Act.
- 102.3. The following days will be observed as public holidays under this Agreement:
- 102.3.1. 1 January (New Year's Day), and, if that day falls on a Saturday or Sunday, the following Monday;
 - 102.3.2. 26 January (Australia Day), or, if that day falls on a Saturday or Sunday, the following Monday;
 - 102.3.3. the 2nd Monday in March (Canberra Day);
 - 102.3.4. Good Friday;
 - 102.3.5. the Saturday following Good Friday;
 - 102.3.6. Easter Sunday;
 - 102.3.7. the Monday following Good Friday;
 - 102.3.8. 25 April (Anzac Day), or, if that day falls on a Saturday or Sunday, the following Monday;
 - 102.3.9. 27 May (Reconciliation Day), or, if that day is not a Monday, the following Monday;
 - 102.3.10. the 2nd Monday in June (the day for the observance of the anniversary of the birthday of the Sovereign);
 - 102.3.11. the 1st Monday in October (Labour Day);
 - 102.3.12. 25 December (Christmas Day), and
 - 102.3.12.1. if that day falls on a Saturday, the following Monday; or

- 102.3.12.2. if that day falls on a Sunday, the following Tuesday;
- 102.3.13. 26 December (Boxing Day), and—
 - 102.3.13.1. if that day falls on a Saturday—the following Monday; or
 - 102.3.13.2. if that day falls on a Sunday or Monday—the following Tuesday;
- 102.4. In addition to the public holidays provided for under subclause 102.3 employees are entitled to be absent from duty on:
 - 102.4.1. the next business day after Boxing Day; or where:
 - 102.4.1.1. Boxing Day falls on a Saturday, the following Tuesday; or
 - 102.4.1.2. Boxing Day falls on a Sunday, the following Wednesday;
 - 102.4.2. any other day, or a part of any other day, that the Minister declares to be a public holiday in the ACT under the *Holidays Act 1958*; and
 - 102.4.3. any other day, or a part of any other day, that the Head of Service declares to be a holiday under the PSM Act.
- 102.5. Where a day identified in subclause 102.3 is replaced by another day by an amendment to the *Holidays Act 1958*, the replacement day will be observed as the public holiday in its place.

Rate of Payment

- 102.6. Subject to subclause 102.7 and 102.8, where an employee who is entitled to be absent from duty on a day, or a part of a day, that is a public holiday, and the employee is absent from duty, the employee will be paid at the employee's ordinary hourly rate for the employee's ordinary hours of work on that day or part-day.
- 102.7. A part-time employee will be entitled to observe a public holiday without loss of pay if the employee would usually have been required to work on the day of the week on which the public holiday falls. To remove any doubt, a part time employee whose regular part time hours do not fall on a public holiday will not be paid for that public holiday.
- 102.8. An employee will not be paid for a public holiday which occurs during a period of leave without pay.
- 102.9. If a public holiday occurs on the day immediately before or immediately after an employee is on a period of leave without pay the employee is entitled to be paid for the public holiday.

Effect on Other Entitlements

- 102.10. Subject to subclause 102.11, public holidays count as service for all purposes.
- 102.11. A public holiday will not count as service if it occurs while the employee is on a period of leave not to count as service.

PART 5: PERFORMANCE CULTURE

Section M – Learning and Development

103. TRAINING, EDUCATION AND STUDY LEAVE (TESL) – SPECIALISTS AND SENIOR SPECIALISTS

Purpose of TESL

- 103.1. TESL is leave for the purpose of undertaking training and educational activities. It encompasses leave to attend short courses and seminars (previously catered for by the Conference Leave), and Sabbatical Leave (for which purpose Study Leave was formerly available).

Leave Entitlement

- 103.2. A full time Specialist or Senior Specialist is entitled to 160 hours of Training, Education and Study Leave (TESL) each year.
- 103.3. An employee may be granted TESL up to their available credit from the first day of service.
- 103.4. An employee's TESL credit accrues on a daily basis according to the formula set out below:
- $(A \times B \times D) / C$ = total hours of leave accrued per day where:
- A = number of ordinary hours per week worked (40 for a full-time employee); and
- B = one where the day counts as service or zero where the day does not count as service or is an unauthorised absence;
- C = number of calendar days in the year; and
- D = number of weeks of TESL a full time employee is entitled to in a year (4)
- 103.5. The entitlement to TESL under this clause replaces the entitlements to study leave and conference leave under the PSM Standards.
- 103.6. TESL entitlements can accrue for a maximum of eight years (i.e. a maximum accrual of 1280 hours for full time Specialists and Senior Specialists (see 26.1 for part-time employees).
- 103.7. Accrued credits held at the time of moving to the new accrual system (hours as opposed to working days) will be translated by multiplying existing credits by 8.
- 103.8. Short-term (up to three months) temporary and casual employees are not eligible for TESL. A temporary employee with over three months service will accrue their entitlement from the beginning of the fourth month of service.

Fractional appointments (regular part-time employment)

- 103.9. The head of service may require a Specialist or Senior Specialist who is working pursuant to a regular part-time employment agreement to take TESL at the full-time equivalent daily rate. Alternatively, by agreement with the head of service, a Specialist or Senior Specialist who is working pursuant to a regular part-time employment agreement may take TESL at the same part-time daily rate of pay, provided that his/her leave entitlement is not exceeded. Agreement will not be unreasonably withheld.

Applying for and Granting of Leave

- 103.10. Applications for leave will be in writing. Each application will specify:
- 103.10.1. The first and last day the employee proposes to be absent from duty (the leave application must specify the first day on which the employee seeks to be absent from duty, not the last day of duty.);
 - 103.10.2. The first and last day of the training or educational activities which the employee will undertake;
 - 103.10.3. The program and content of the training or educational activity proposed to be undertaken;
 - 103.10.4. The relevance of the training or educational activity to the employee's professional development as a Specialist; and
 - 103.10.5. The relevance of the training or educational activity to the employer's field of operations.
- 103.11. The employee will submit the application to the relevant unit head or functionally equivalent supervisor for consideration and recommendation to the head of service.
- 103.12. Where an employee seeks to take more than six weeks leave at any time (whether as TESL, or a mix of TESL and other leave), the employee must give the employer six months' notice of the intention to take leave. The employer has the discretion to waive this requirement, but it would only do so if there would be no impact on services.
- 103.13. The head of service may grant leave to an employee to undertake training and educational activities. The criteria for the grant of leave are:
- 103.13.1. The application is supported by the employee's clinical unit head and supervisor;
 - 103.13.2. Operational requirements permit the absence of the employee;
 - 103.13.3. The training or educational activities to be undertaken are relevant to the employer's field of operations; the employer's business plans; the employee's professional development as a Specialist; the achievement of objectives as set out in the employee's performance agreement;
 - 103.13.4. That the employee's mandatory training is up to date or will be at the time the leave will be taken;
 - 103.13.5. TESL can be taken for the purposes relevant to both the Specialist or Senior Specialist and the Directorate, at the discretion of the Specialist or Senior Specialist, within or outside Australia, subject to approval by the head of service; and
 - 103.13.6. The test of relevance to an employee's professional development under their performance agreement and the Directorate's operational requirements will be applied strictly.
- 103.14. Applications involving overseas travel must be submitted for approval to the head of service.

No payment on termination of employment

- 103.15. A Specialist or Senior Specialist will not be entitled to any entitlement pursuant to this clause upon retirement, resignation, redundancy or dismissal.

104. MEDICAL EDUCATION EXPENSES (MEE)

- 104.1. Each full-time Specialist and Senior Specialist who is eligible for TESL will be eligible for up to \$18,550 per annum for Medical Education Expenses (MEE) in conjunction with TESL, or in conjunction with approved continuing professional development activities. MEE may be accessed as a reimbursement of reasonable expenses or as a per diem rate in line with procedures to be introduced by Canberra Health Services.
- 104.2. MEE will be adjusted in line with ACT Treasury annual CPI projections with the first such adjustment applying from 1 July 2020.
- 104.3. MEE will be available for conferences and training in accordance with the provisions of clause 103.
- 104.4. Where a part-time employee would, but for their part-time working arrangements, be eligible for TESL, they may access MEE in accordance with the provisions of this clause
- 104.5. The amount outlined in subclause 104.1 will be pro-rata for part-time Specialists and Senior Specialists.
- 104.6. Unused MEE may be accrued for a maximum of five years (i.e. if all or part of an employee's MEE entitlement remains unused after five years, that entitlement lapses).
- 104.7. A Specialist or Senior Specialist will not be eligible for MEE pursuant to this clause upon retirement, resignation, redundancy or dismissal.
- 104.8. In the event that an employee who has accessed this entitlement does not complete one years' service as a Specialist or Senior Specialist, any MEE paid will be subject to recovery on a pro-rata basis (e.g. if only six months worked prior to departure, 50% of the MEE received will be liable to recovery.)
- 104.9. The MEE will reside in and be administered through the Private Practice Fund.
- 104.10. Subclause 104.9 and the Memorandum of Understanding governing the Private Practice Fund will be subject to a review by the employer and ASMOF to be completed by 30 June 2021.

105. STUDY LEAVE – RESIDENT MEDICAL OFFICERS, SENIOR RESIDENT MEDICAL OFFICERS, REGISTRARS AND SENIOR REGISTRARS

- 105.1. Subject to the terms of this clause study leave without loss of pay may be granted to Resident Medical Officers, Registrars and Senior Registrars as follows:
- 105.2. Face-to-face courses: Half hour study time for every hour of compulsory lecture and/or tutorial attendance, up to a maximum of four hours study time per week.
- 105.3. Where no face-to-face course is provided: A maximum of four hours study time per week for a maximum of 27 weeks per year.
- 105.4. Study leave shall only be granted in respect of a course:
 - 105.4.1. Leading to higher medical qualifications as defined in the Dictionary of this Agreement; and
 - 105.4.2. In respect of a qualification that when obtained would be relevant to the needs of the hospital.
- 105.5. The employee shall submit to the head of service a timetable of the proposed course of study and evidence of the employee's enrolment in the course.
- 105.6. Where leave is sought in conjunction with an examination, applications must be lodged at least 8 weeks before the date of commencement of the proposed leave. A decision on the application is to be notified to the employee no later than four weeks before the requested commencement date.

- 105.7. The grant of study leave is subject to the convenience of the hospital and should not interfere with the maintenance of essential services or with patient care. However once granted, approval will not be revoked except in emergencies.
- 105.8. Periods of study leave granted shall not be taken into account for the purposes of calculating overtime payments.
- 105.9. Study leave granted subject to the terms of this clause, may be accrued to a maximum of seven working days for the purpose of enabling the employee to study prior to a written, oral or clinical examination. An option to accumulate study leave in terms of this clause shall be exercised at the commencement of each academic year and the employee shall notify the head of service accordingly.
- 105.10. Employees who have given continuous service of more than one year shall be allowed to accrue study leave granted subject to the terms of this clause but not taken, up to a maximum of 14 working days.
- 105.11. Study leave accruals are not paid out on termination of employment.
- 105.12. An employee who has been granted study leave under the relevant NSW industrial instrument by an NSW employer will not be granted any more leave than the employee would be entitled to take, if the employee had continued in employment with the former employer. The same principle will be applied to employees recruited from other jurisdictions.

106. CONFERENCE LEAVE – SENIOR CAREER MEDICAL OFFICERS, CAREER MEDICAL OFFICERS AND POSTGRADUATE FELLOWS

- 106.1. A Career Medical Officer, Senior Career Medical Officer or Postgraduate Fellow may be granted leave with pay by the head of service for the purpose of attending a medical or related conference(s).
- 106.2. On commencement as a Senior Career Medical Officer, Career Medical Officer or Postgraduate Fellow and on completion of each subsequent year of service, a credit shall be added to the conference leave balance.
- 106.3. That credit will be 40 hours for Career Medical Officers and Postgraduate Fellows, and 80 hours for Senior Career Medical Officers.
- 106.4. The maximum conference leave credit that may accrue is 120 hours for CMOs and Fellows, 240 hours for Senior CMOs. The period of leave granted must not exceed the conference leave credit of the employee.
- 106.5. The approval of the head of service is required for such leave which must not interfere with the maintenance of essential services and patient care. Approval shall not be unreasonably withheld.
- 106.6. The professional development activities undertaken during such paid leave must be relevant to the position occupied by the employee.
- 106.7. Appropriate expenses associated with such leave, up to a maximum of \$6,831 per annum, are to be reimbursed (upon presentation of appropriate documentation) by the employer, provided that no expenses or allowances shall be payable in respect of travel or accommodation outside Australia, except where that travel is approved in advance.
- 106.8. The amount specified in subclause 106.7 will be adjusted in line with ACT Treasury annual CPI projections, with the first such adjustment applying from 1 July 2020.
- 106.9. The amount specified in subclause 106.7 will be pro-rata for part-time employees.
- 106.10. Conference leave accruals are not paid out on termination of employment.

- 106.11. Conference Leave will only be approved if an employee's mandatory training is up to date or will be at the time the leave is taken.

107. CONFERENCE LEAVE – JUNIOR MEDICAL OFFICERS

- 107.1. A Junior Medical Officer may be granted up to 80 hours leave per annum with pay by the head of service to attend medical conference(s), workshops relating to their field of study or approved training programs. Applications for leave will be made at least four weeks in advance, unless otherwise agreed by the head of service:
- 107.1.1. Approval will not be unreasonably withheld.
 - 107.1.2. The Junior Medical Officer may be required to report to the medical cohort on the knowledge or skills acquired by undertaking the approved activity.
- 107.2. Conference Leave will only be approved if an employee's mandatory training is up to date or will be at the time the leave is taken.

108. EDUCATION ALLOWANCE – JUNIOR MEDICAL OFFICERS

- 108.1. A Junior Medical Officer will be paid an allowance to support the employees continuing medical education of:
- 108.1.1. \$4,120 per annum for SRMO 2, SRMO 3, Registrar 1-4 and Senior Registrars;
 - 108.1.2. \$3,000 per annum for RMO1, SRMO1 and Junior Registrar, and
 - 108.1.3. \$1,040 per annum for Interns.
- 108.2. The allowance will be paid fortnightly and is paid pro rata to part-time employees.
- 108.3. The allowance is not salary for any purpose of the agreement, including superannuation.
- 108.4. The allowance will commence from the date of commencement of this Agreement and will be adjusted in line with ACT Treasury annual CPI projections, with the first such adjustment applying from the first full pay period commencing on or after 1 July 2020.

Transitional arrangements

- 108.5. Employees may continue to claim reimbursement for appropriate conference leave or other education expenses relating to expenses incurred prior to the date of commencement of this Agreement up to:
- 108.5.1. a maximum of \$3,062 per annum for Resident Medical Officers, Registrars, Junior Registrars and Senior Registrars; and
 - 108.5.2. a maximum of \$2,041 per annum for Interns.
- 108.6. For the purposes of this clause, claims received under subclause 108.5 will count against the limits prescribed in subclauses 108.5.1 and 108.5.2.
- 108.7. Claims for reimbursement must be made within one month from the date of commencement of this Agreement.
- 108.8. Reimbursement is subject to presentation of appropriate documentation, provided that no expenses or allowances will be payable in respect of travel or accommodation outside Australia, except where that travel is approved in advance, or for expenses incurred in relation to any activity commencing after the date of commencement of this Agreement.

109. PROTECTED TEACHING TIME FOR INTERNS AND RESIDENT MEDICAL OFFICERS

- 109.1. Interns and Resident Medical Officers at the Postgraduate Year 1 and Postgraduate Year 2 levels must attend teaching sessions for two hours once per week.

- 109.2. To facilitate their attendance at the teaching sessions, they will be free from clinical responsibilities during this time and not required to answer pagers or take calls.
- 109.3. If an Intern or Resident Medical Officer is regularly not attending teaching sessions, their supervisor will be expected to provide an explanation as to why this is not occurring and facilitate their further attendance.

Section N – Workplace Values and Behaviours

110. INTRODUCTION

- 110.1. All employees have a common interest in ensuring that workplace behaviours are consistent with and apply the values and general principles set out in Division 2.1 of the PSM Act and the ACT Public Service Code of Conduct and Signature Behaviours. This involves the development of an ethical and safe workplace in which all employees act responsibly and are accountable for their actions and decisions. Bullying, harassment and discrimination of any kind will not be tolerated in ACTPS workplaces. It is recognised that bullying, harassment and discrimination in the workplace has both emotional and financial costs and that both systemic and individual instances of bullying and harassment are not acceptable.
- 110.2. The following provisions of Section N contain procedures for managing workplace behaviours that do not meet expected standards, including the management of cases of unsatisfactory work performance and misconduct.
- 110.3. These procedures for managing workplace behaviours and values promote the values and general principles of the ACTPS as set out in Division 2.1 of the PSM Act and account for the principles of natural justice and procedural fairness.
- 110.4. Any misconduct, underperformance, internal review or appeal process under the previous enterprise agreement that is not completed as at the date of commencement of this enterprise agreement will be completed under the previous enterprise agreement. Any right of appeal from that process will also be set out in the previous enterprise agreement.
- 110.5. Noting that the provisions of this Section N are in identical terms to Section H (however described) of other ACTPS enterprise agreements- If an employee moves from one Directorate and/or Agreement to another either on a permanent or temporary basis while a misconduct process is on foot, and irrespective of whether this Agreement or another ACTPS Enterprise Agreement applied to the employee at the time the misconduct process commenced, the misconduct process will continue and the employee is required to continue to participate in the process.
 - 110.5.1. Any disciplinary action and sanction which is determined to be applied under clause 119 will be applied to the employee in their new position, where the head of service determines it is appropriate and necessary and having due regard to the nature of the misconduct and the changes in employment circumstances including any material bearing on the employee's duties and responsibilities in their new position.
- 110.6. If an employee resigns from the ACTPS while a misconduct process is on foot, the Public Sector Standards Commissioner may:
 - 110.6.1. determine to complete the misconduct process under Section N of this Agreement, including inviting the employee to participate in the process, such that the outcome of the process can be taken into account with any application by the former employee to subsequently re-enter the ACTPS; or
 - 110.6.2. determine to stay the process upon the employee's resignation and communicate to the employee that the misconduct process may recommence if the former employee subsequently re-enters, or seeks to re-enter, the service. Any disciplinary action and sanction which is determined as a consequence of a resumed misconduct process may be imposed on the employee in their new position in accordance with 110.5.1 or taken into account with any application by the former employee to subsequently re-enter the ACTPS.

111. PRELIMINARY ASSESSMENT

- 111.1. In cases where an allegation of inappropriate behaviour or alleged misconduct is made, or an incident occurs which may be deemed to be inappropriate behaviour or alleged misconduct, the appropriate manager/supervisor will undertake an assessment to determine whether the matter can be resolved or whether further action is required.
- 111.2. The manager/supervisor may inform and/or seek advice from an appropriate Human Resources adviser, however the manager/supervisor will be responsible for undertaking the assessment unless an actual or perceived conflict of interest exists.
- 111.3. The assessment will be done in an expedient manner and generally be limited to having discussions (either verbal or written) about the allegation or incident, with relevant employees, and, if requested, their representatives.
- 111.4. Although the principles of procedural fairness apply, this assessment is not a formal investigation (as this may occur after the assessment is undertaken) and is designed to enable a manager/supervisor to quickly determine whether formal investigation or other action is needed or not to resolve the issues. The manager/supervisor will communicate the outcomes to relevant employees and their representatives if any.
- 111.5. If the manager/supervisor determines that the allegations require investigation the manager/supervisor will recommend to the head of service that the matter be investigated.
- 111.6. The head of service may determine that no investigation is necessary where the employee admits to the alleged misconduct and the employee agrees that there is no need for an investigation. The employee must fully understand the misconduct they are admitting to and make an admission statement.
- 111.7. Where an employee makes an admission in accordance with subclause 111.6 the head of service may determine the appropriate disciplinary action/sanction in accordance with clause 119. The head of service must ensure that they have sufficient information concerning the nature and full circumstances of the misconduct, any mitigating factors, and details of the employee's prior service record and performance to enable a fair and reasonable determination under clause 119 to be made.

112. COUNSELLING

- 112.1. Counselling may happen outside of the misconduct and underperformance processes. This is an opportunity for the employee and the manager to discuss possible causes and remedies for identified workplace problems. All parties have an obligation to participate in counselling in good faith.
- 112.2. In cases where counselling is considered to be appropriate, the employee will be informed what the discussion will be about and be invited to have a support person, who may be the employee's union or other employee representative, present at the counselling and will allow reasonable opportunity for this to be arranged.
- 112.3. The manager/supervisor or the head of service will create a formal record of the counselling which will include details about the ways in which the employee's conduct needs to change or improve, the time frames within which these changes or improvements must occur and may include a written direction about future expectations, standards and behaviours.
- 112.4. The record of the counselling will be provided to the employee and the employee given an opportunity to correct any inaccuracies and provide comments before signing the record. The employee's signature is taken as representing their full agreement that the record accurately reflects the discussion. If the

employee elects not to sign the record, then details of the offer and any reasons given for refusal will be clearly noted.

- 112.5. Where the manager/supervisor or the head of service considers that the employee's conduct has not improved following counselling, an underperformance or misconduct process may be undertaken in relation to continued and/or subsequent behaviour, following a preliminary assessment being undertaken in accordance with clause 113.

113. UNDERPERFORMANCE

- 113.1. Under this clause, procedures are established for managing underperformance by an employee.
- 113.2. This clause applies to all employees, except casual employees, who are not eligible casual employees. In applying these procedures to officers on probation, temporary employees, or eligible casual employees, the head of service may determine that procedures and practices throughout this clause 113 may be applied on a proportionate basis according to the circumstances of the case, and in accordance with the principles of procedural fairness and natural justice.
- 113.2.1. If the process is to be applied on a proportionate basis in accordance with this subclause the content of that process, along with any estimated timeframes, will be communicated to the employee when the process commences.
- 113.3. The objectives of these procedures are to:
- 113.3.1. provide advice and support to an employee whose performance is below the standard required; and
- 113.3.2. to provide a fair, prompt and transparent framework for action to be taken where an employee continues to perform below expected standard.

Underperformance Discussions

- 113.4. Consistent with good management practice, concerns about under performance should be raised by the manager/supervisor with the employee at the time that the concerns arise or are identified. The manager/supervisor should offer advice and support to the employee to overcome these concerns. The manager/supervisor should inform the employee that the underperformance procedures in subclauses 113.7 to 113.20 might be invoked if the underperformance continues.
- 113.5. In order to ensure that these procedures operate in a fair and transparent manner, the manager/supervisor will be responsible for documenting all relevant discussions. this includes making a record of all relevant discussions under this clause, to be signed by both the manager/supervisor and the employee. The employee must be given the opportunity to comment on any records before signing them. In circumstances where the employee refuses to sign such a record, the refusal will be noted on the relevant record.
- 113.6. All parties have an obligation to participate in underperformance processes in good faith.

Underperformance Process

Step One: Action Plan

- 113.7. Where a manager/supervisor assesses that an employee's work performance continues is demonstrated as being below expected standards after having previously discussed concerns with the employee in line with subclause 113.17.4, the manager/supervisor will inform the employee in writing of this assessment and the reasons for it. The employee will be invited by the manager/supervisor to provide written comments on

this assessment, including any reasons that in the employee's view may have contributed to their recent work performance.

- 113.8. After taking into account the comments from the employee, the manager/supervisor must prepare an action plan in consultation with the employee.
- 113.9. The manager/supervisor will invite the employee to have a support person, who may be the employee's union or other employee representative, present at discussions on developing the action plan and allow reasonable opportunity for this to be arranged.
- 113.10. The action plan will:
 - 113.10.1. identify the expected standard of work required of the employee on an on-going basis;
 - 113.10.2. identify and/or develop any learning and development strategies that the employee should undertake;
 - 113.10.3. outline the potential underperformance actions that may be taken if the employee does not meet the expected standard;
 - 113.10.4. specify the action plan period, which should not normally be less than one month and should not exceed six months to allow the employee sufficient opportunity to achieve the expected standard; and
 - 113.10.5. specify the assessment criteria to be measured within the action plan period.
- 113.11. Any current performance agreement will be suspended during the action plan. Any incremental advancement action for the employee will be suspended during the action plan period.

Step Two: Regular Assessment

- 113.12. During the action plan period, the manager/supervisor will make regular written assessments (desirably every fortnight) of the employee's work performance under the action plan. The employee will be given an opportunity to provide written comments on these assessments.
- 113.13. If the manager/supervisor considers that further assessment time is needed the manager/supervisor may extend the action plan period. However, the extended assessment time must not result in the action plan exceeding six months duration. The manager/supervisor will inform the employee in writing of the decision to extend the assessment time and the duration of the action plan.

Step Three: Final Assessment / Report

- 113.14. If at the end of the action plan period, the manager/supervisor assesses the work performance of the employee as satisfactory, no further action will be taken under these procedures at that time. The manager/supervisor will inform the employee in writing of this decision.
- 113.15. If at the end of the action plan period, the manager/supervisor assesses the work performance of the employee as not satisfactory, the manager/supervisor will provide a report including the assessment and reasons for the assessment to the head of service.

Step Four: Underperformance Action

- 113.16. The head of service will advise the employee in writing:
 - 113.16.1. of the assessment and reasons for the manager's/supervisor's assessment;

- 113.16.2. of the underperformance action/s (subclause 113.17) proposed to be taken and the reasons for proposing this action;
- 113.16.3. of the employee's right to respond in writing to the proposed action within a period of not more than seven calendar days.
- 113.17. At any time after seven calendar days from the date the head of service advised the employee under subclause 113.16 and after considering any response from the employee, the head of service may decide to take one or more of the following underperformance actions:
 - 113.17.1. transfer the employee to other duties (at or below current pay);
 - 113.17.2. defer the employee's incremental advancement;
 - 113.17.3. reduce the employee's incremental point;
 - 113.17.4. temporarily or permanently reduce the employee's classification and pay;
 - 113.17.5. remove any benefit derived through an existing Attraction and Retention Incentive;
 - 113.17.6. terminate the employee's employment
- 113.18. If an employee's incremental point is reduced in accordance with subclause 113.17.3, or the employee's classification is permanently reduced in accordance with subclause 113.17.4 the date the sanction takes effect will become the new anniversary date for the purpose of future incremental advancement. Any higher duties worked prior to the date of sanction will not count towards incremental advancement at a higher level.
- 113.19. The head of service will inform the employee in writing of the decision made under subclause 113.17, the reasons for the decision and the appeal mechanisms available under this Agreement.
- 113.20. At any time in these procedures, the employee may elect to be retired on the grounds of inefficiency.

Appeal Rights

- 113.21. The employee has the right under Section Q to appeal any underperformance action taken under subclause 113.17, except action to terminate the employee's employment.
- 113.22. The employee may have an entitlement to bring an action under the FW Act in respect of any termination of employment under this Agreement. This will be the sole right of review of such an action.

114. MISCONDUCT & DISCIPLINE

Objectives and Application

- 114.1. This clause establishes procedures for managing misconduct or alleged misconduct by an employee.
- 114.2. This clause applies to all employees, except casual employees who are not eligible casual employees. In applying these procedures to officers on probation, temporary employees or eligible casual employees, the head of service may determine that procedures and practices throughout clauses 115 to 119 apply on a proportionate basis according to the circumstances of the case and in accordance with the principles of procedural fairness and natural justice.
 - 114.2.1. If the process is to be applied on a proportionate basis in accordance with this subclause the content of that process, along with any estimated timeframes, will be communicated to the employee when the process commences.

- 114.3. The objective of these procedures is to encourage the practical and expeditious resolution of misconduct issues in the workplace.
- 114.4. All parties have an obligation to participate in misconduct processes in good faith.

What is Misconduct

- 114.5. For purposes of this Section, misconduct includes any of the following:
- 114.5.1. the employee fails to meet the obligations set out in section 9 of the PSM Act ;
 - 114.5.2. the employee engages in conduct that the head of service or Public Sector Standards Commissioner is satisfied may bring or has brought, the Directorate or the ACTPS into disrepute;
 - 114.5.3. a period of unauthorised absence and the employee does not offer a satisfactory reason on return to work;
 - 114.5.4. the employee is found guilty of, or is convicted of a criminal offence or where a court finds that an employee has committed an offence, but a conviction is not recorded, taking into account the circumstances and seriousness of the offence, the duties of the employee and the interests of the ACTPS and/or the Directorate;
 - 114.5.5. the employee fails to notify the head of service of criminal charges in accordance with clause 120;
 - 114.5.6. the employee makes a vexatious or knowingly false allegation against another employee.

What is serious Misconduct

- 114.6. Serious misconduct means conduct that is so serious that it may be inconsistent with the continuation of the employee's employment. Serious misconduct is defined within the Fair Work Regulations.

115. DEALING WITH ALLEGATIONS OF MISCONDUCT

- 115.1. Upon becoming aware of a matter of alleged misconduct the head of service will determine whether or not the matter needs to be investigated. Where the head of service determines that investigation is required the head of service will refer the matter to the Public Sector Standards Commissioner for investigation.
- 115.2. At any stage of dealing with alleged misconduct the head of service may , in accordance with clause 116:
- 115.2.1. transfer the employee to other duties,
 - 115.2.2. re-allocate duties away from the employee;
 - 115.2.3. suspend the employee with pay; or
 - 115.2.4. suspend the employee without pay where serious misconduct is alleged.
- 115.3. Upon receiving a referral in accordance with subclause 115.1 the Public Sector Standards Commissioner will either make arrangements for an appropriately trained or experienced person (the investigating officer) to investigate the alleged misconduct in accordance with clause 117 or may decide that an investigation will not resolve the matter and refer it back to the head of service for resolution or further consideration.
- 115.4. The head of service may determine that no investigation is necessary where the employee admits to the alleged misconduct and the employee agrees that there is no need for an investigation. The employee must fully understand the misconduct they are admitting to and make an admission statement.

- 115.5. Where an employee makes an admission in accordance with subclause 115.4 the head of service may determine the appropriate disciplinary action/sanction in accordance with clause 119. The head of service must ensure that they have sufficient information concerning the nature and full circumstances of the misconduct, any mitigating factors, and details of the employee's prior service record and performance to enable a fair and reasonable determination under clause 119 to be made.
- 115.6. The Public Sector Standards Commissioner may at any time decide to instigate an investigation of alleged misconduct, in the absence of a referral under subclause 115.1, if satisfied that the matter warrants investigation.
- 115.7. Notwithstanding the provisions of this section, the head of service may summarily terminate the employment of an employee without notice for serious misconduct as defined within the Fair Work Regulations.

116. SUSPENSION REASSIGNMENT OR TRANSFER

- 116.1. This clause applies to all employees including eligible casual employees and employees on probation.
- 116.2. In accordance with subclause 115.2, the head of service may suspend an employee with pay or without pay, reassign or transfer an employee where the head of service is satisfied that it is in the public interest, the interests of the ACTPS or the interests of the Directorate to do so while the alleged misconduct is being dealt with.
- 116.3. The requirements under subclauses 116.4, 116.5 and 116.10 will also apply in circumstances where an employee has been reassigned or transferred with pay to other duties following an allegation of misconduct, to the extent that the employee is no better off financially than if they had not been reassigned or transferred
- 116.4. The head of service will not normally suspend, reassign or transfer an employee without first informing the employee of the reasons for the proposed suspension, reassignment or transfer and giving the employee the opportunity to be heard. However, the head of service may suspend an employee first and then give the employee the reasons for the suspension and an opportunity to be heard, where, in the head of service's opinion, this is appropriate in the circumstances.
- 116.5. Whilst suspended with pay an employee will be paid:
- 116.5.1. the employee's ordinary hourly rate of pay and any higher duties allowances that would have been paid to the employee for the period they would otherwise have been on duty; and
 - 116.5.2. overtime (but not overtime meal allowance) and shift penalty payments where there is a regular and consistent pattern of extra duty or shift work being performed over the previous six months which would have been expected to continue but for the suspension from duty; and
 - 116.5.3. any other allowance or payment (including under an Attraction and Retention Incentive entered into in accordance with Annex B to this Agreement) of a regular or on-going nature that is not conditional on performance of duties.
- 116.6. Where a decision is made to suspend an employee with pay no appeal or review of that decision is available.
- 116.7. Unless the employee is on authorised leave an employee, who is suspended must be available to attend work and participate in the disciplinary process within 48 hours of receiving notice.

- 116.8. Suspension without pay is usually only appropriate where serious misconduct is alleged or where the employee is charged with a criminal offence that would in the opinion of the head of service be incompatible with the continuation of the employee's employment.
- 116.9. A period of suspension without pay will not be for more than thirty calendar days, unless exceptional circumstances apply;
- 116.10. If the period of suspension without pay extends beyond thirty calendar days as per subclause 116.9, the should be reviewed every thirty calendar days unless, the head of service considers that, in the circumstances, a longer period is appropriate.
- 116.11. Whilst suspended without pay:
- 116.11.1. the employee may apply to the head of service for permission to seek alternate employment outside the ACTPS for the period of the suspension or until the permission is revoked. Any such permission given to the employee is granted on the condition that the employee remains available to attend work and participate in the disciplinary process as per subclause 116.7;
 - 116.11.2. in cases of demonstrated hardship, the head of service may determine that the employee may cash out accrued long service leave and/or annual leave;
 - 116.11.3. the employee may apply to the head of service for the suspension to be with pay on the grounds of demonstrated hardship.
- 116.12. An employee suspended without pay and who is later acquitted of the criminal offence (which is the subject of the allegation(s) of misconduct which caused the employee to be suspended), or is found not to have been guilty of the misconduct:
- 116.12.1. is entitled to be repaid the amount by which the employee's pay was reduced; and
 - 116.12.2. is entitled to be credited with any period of long service or annual leave that was cashed out in accordance with subclause 116.11.2.
- 116.13. Where an employee is suspended and later found guilty of a criminal offence (whether or not a conviction is recorded) or is found guilty of misconduct and whose employment is terminated because of the offence or misconduct, a period of suspension under this clause does not count as service for any purpose, unless the head of service determines otherwise.

117. INVESTIGATIONS

- 117.1. The role of the investigating officer is to establish the facts of the allegations and to provide a report of those facts to the Public Sector Standards Commissioner.
- 117.2. The investigating officer will:
- 117.2.1. inform the employee in writing of the particulars of the alleged misconduct, and details concerning the instigative process; and
 - 117.2.2. give the employee a reasonable opportunity to respond to allegations, which the employee may do in writing and/or at a scheduled interview or in a different manner as agreed with the investigating officer, before making a finding of fact; and
 - 117.2.3. for written responses the timeframe for response will be as communicated by the investigator and be reasonable under the circumstances; and

- 117.2.4. where the response includes an interview provide the employee with at least twenty four hours written notice prior to conducting an interview, and advise the employee if the interview is to be recorded electronically; and
 - 117.2.5. advise the employee that the employee may have a second person present during the interview, who may be the employee's union representative or other individual acting as a support person and will allow reasonable opportunity for this to be arranged; and
 - 117.2.6. provide a record of the interview to the employee; and
 - 117.2.7. give the employee an opportunity to supplement the record of an interview with a written submission, if the employee so chooses; and
 - 117.2.8. as soon as practicable take any further steps considered necessary to establish the facts of the allegations; and
 - 117.2.9. provide a written report to the Public Sector Standards Commissioner setting out the investigating officer's findings of fact.
- 117.3. If the employee fails to, or chooses not to, respond to the allegations in accordance with subclause 117.2 within a reasonable timeframe, the investigating officer will prepare the report and set out the findings of fact on the information available.
- 117.4. The investigating officer's findings of fact will be made of the balance of probabilities.
- 117.5. The Public Sector Standards Commissioner may request that the head of service authorise access to relevant ACTPS information and communication technology (ICT) records including email, computer, work phone records, or building access logs if the investigating officer requires access in order to establish the facts of the allegations.

118. FINDINGS OF MISCONDUCT

- 118.1. After considering the report from the investigating officer, the Public Sector Standards Commissioner will make a proposed determination on the balance of probabilities as to whether misconduct has occurred.
- 118.2. If the Public Sector Standards Commissioner determines that the misconduct has not occurred, the Public Sector Standards Commissioner will notify the employee of this finding and advise that no sanctions will be imposed.
- 118.3. If the Public Sector Standards Commissioner makes a proposed determination that misconduct has occurred in accordance with subclause 118.1 the Public Sector Standards Commissioner will:
 - 118.3.1. advise the employee in writing of the proposed determination that misconduct has been found to have occurred; and
 - 118.3.2. provide written reasons for arriving at this proposed determination; and
 - 118.3.3. provide a copy of the investigation report unless this would be inappropriate in the circumstances; and
 - 118.3.4. advise the employee of the period during which the employee has to respond to the proposed determination that misconduct has occurred. This period must be no less than fourteen calendar days.

- 118.4. After considering the employee's response or, if the employee has not responded, at any time after the period outlined in subclause 118.3.4 has lapsed, the Public Sector Standards Commissioner will make a final determination as to whether or not misconduct has occurred and will:
- 118.4.1. inform the employee in writing of the final determination of whether or not misconduct has occurred; and if the determination is that misconduct has occurred:
- 118.4.1.1. refer the matter to the head of service for consideration of whether or not disciplinary action is to be taken in accordance with clause 119; and
- 118.4.1.2. inform the employee that the matter has been referred to the head of service in accordance with subclause 118.4.1.1.

119. DISCIPLINARY ACTION AND SANCTIONS

- 119.1. In circumstances where the head of service:
- 119.1.1. receives a determination from the Public Sector Standards Commissioner in accordance with subclause 118.4; or
- 119.1.2. following a full admission by the employee in accordance with subclause 111.6, 111.7 or 115.4 the head of service will consider disciplinary action is appropriate, one or more of the following sanctions may be taken in relation to the employee:
- 119.1.3. a written reprimand;
- 119.1.4. a financial penalty which can:
- 119.1.4.1. reduce the employee's incremental level;
- 119.1.4.2. defer the employee's incremental advancement;
- 119.1.4.3. impose a fine on the employee;
- 119.1.4.4. require the employee to fully or partially reimburse the employer for damage that the employee has wilfully incurred to property or equipment.
- 119.1.5. transfer the employee temporarily or permanently to another position at level or to a lower classification level;
- 119.1.6. remove any benefit derived through an existing Attraction and Retention Incentive; or
- 119.1.7. termination of employment.
- 119.2. Nothing in this section limits the ability of the head of service to require an employee to participate in formal remedial programs/sessions aimed at assisting the employee with addressing the behaviour that was the subject of the misconduct process.
- 119.3. In relation to subclause 119.1.5 if an employee's classification is reduced as a result of disciplinary action, service before the demotion is not counted towards an increment for any higher duties the employee performs after demotion.
- 119.4. Sanctions imposed under these procedures must be proportionate to the degree of misconduct concerned. In determining the appropriate sanction, the following factors must be considered

- 119.4.1. the nature and seriousness of the misconduct;
 - 119.4.2. the degree of relevance to the employee's duties or to the reputation of the Directorate or the ACTPS;
 - 119.4.3. the circumstances of the misconduct;
 - 119.4.4. any mitigating factors, including any full admission of guilt; and
 - 119.4.5. the previous employment history and the general conduct of the employee.
- 119.5. If the employee has moved to a new position, other than as a result of a decision in accordance with clause 115, during the course of the misconduct process, the changes in employment circumstances will be taken into account as appropriate in accordance with subclause 110.5.1.
- 119.6. Unless there are exceptional circumstances, the head of service will within 14 calendar days of receiving the referral from the Public Sector Standards Commissioner under subclause 118.4.1.1 inform the employee in writing of the proposed disciplinary action to be taken, if any, and provide the employee with seven calendar days to respond.
- 119.7. The timeframes stipulated in 119.6 may be extended if the head of service and the Public Sector Standards Commissioner agree that extenuating circumstances warrant the extension.
- 119.8. After considering the employee's response in accordance with subclause 119.6, or if the employee does not respond, at any time after the seven calendar days as set out in 119.6 have passed, the head of service will make their final decision and inform the employee in writing of:
- 119.8.1. the final decision; and
 - 119.8.2. the disciplinary action to be taken, if any; and
 - 119.8.3. the date of effect and/or, if relevant, the cessation of any disciplinary action; and
 - 119.8.4. the appeal mechanisms that are available under Section Q of this Agreement.

120. CRIMINAL CHARGES

- 120.1. An employee must advise the head of service in writing within 48 hours where practicable, but no longer than seven calendar days, of any criminal charges laid against the employee in circumstances where the interests of the Directorate or of the ACTPS may be adversely affected, taking into account:
- 120.1.1. the circumstances and seriousness of the alleged criminal offence; and
 - 120.1.2. the employee's obligations under section 9 of the PSM Act; and
 - 120.1.3. the effective management of the employee's work area; and
 - 120.1.4. the integrity and good reputation of the ACTPS and the Directorate; and
 - 120.1.5. the relevance of the offence to the employee's duties.
- 120.2. Where criminal charges are laid against an employee and the interests of the Directorate or the ACTPS may be adversely affected, the head of service may suspend the employee in accordance with the suspension arrangements under clause 116.
- 120.3. If an employee is found guilty of or convicted of a criminal offence (including if a non-conviction order is made), the employee will provide a written statement regarding the circumstances of the offence to the head of service within seven calendar days of the conviction or the finding.

- 120.4. Where an employee is convicted of a criminal offence, or and the conviction or finding has adversely affected the interests of the Directorate or the ACTPS, the head of service may take discipline action against the employee in accordance with clause 119.

121. RIGHT OF APPEAL

- 121.1. An employee has the right under Section Q to appeal against any finding of misconduct under clause 118, any discipline action or to apply a sanction under subclause 119.1, or against any decision taken under clause 116 to suspend the employee without pay, or to transfer the employee at a reduced pay, except action to terminate the employee's employment.
- 121.2. An employee may have an entitlement to bring an action under the FW Act in respect of any decision under this Section to terminate the employee's employment. This will be the sole right of review of such a decision.
- 121.3. The appeal procedures under Section Q apply to the exclusion of the rights of appeal and review under the PSM Act and the internal review procedures contained in Section P of this Agreement.

122. COMPETENCY REVIEW PROCEDURES

- 122.1. This clause deals with matters relating to an employee's competence to practice medicine, or a matter related to the scope of practice of a Senior Medical Practitioner.
- 122.2. Such matters will be managed in accordance with the policy and Standard Operating Procedure (SOP) for reviewing the clinical competence of a doctor, providing that:
- 122.2.1. The principles of natural justice will apply to all aspects of the process;
- 122.2.2. Nothing in the policy or the SOP will preclude the Directorate from meeting any obligation under relevant legislation, including the *Health Practitioner Regulation National Law (ACT) Act 2010* or the *Health Act 1993*.
- 122.3. Actions pursuant to this clause are not considered disciplinary or underperformance actions for the purposes of Section Q of this Agreement.
- 122.4. Matters relating to underperformance, discipline or misconduct should be dealt with under the relevant provisions of Section N.

123. SCOPE OF CLINICAL PRACTICE PROCESSES

- 123.1. The Directorate is responsible for ensuring that employees are appropriately qualified. A part of this process is the determination of scope of clinical practice as provided for under the *Health Act 1993*.
- 123.2. Senior Medical Practitioners covered by this Agreement are required to comply with and co-operate with the scope of clinical practices processes as established by the Directorate in accordance with the *Health Act 1993*.

PART 6: WORKING RELATIONSHIPS

Section O – Communication and Consultation

124. CONSULTATION

- 124.1. There will be effective consultation with an employee(s) and their representatives, including union representatives, on workplace matters. The ACTPS recognises that consultation and employee participation in decisions that affect them is essential to the successful management of change.
- 124.2. Where there are proposals by the ACTPS to introduce changes that would have a significant effect on an employee or a group of employees, the head of service will consult with the affected employees and union(s). Consultation means a genuine opportunity to contribute to and influence the decision making process prior to decisions being made.
 - 124.2.1. Significant Effect includes, but is not limited to, effects of proposals that deal with:
 - 124.2.1.1. the termination of the employment of employees through redundancy; or
 - 124.2.1.2. changes to the composition, operation or size of the directorate workforce or the skills required of employees; or
 - 124.2.1.3. the elimination or diminution of job opportunities (including opportunities for promotion or tenure); or
 - 124.2.1.4. the alteration of hours of work; or
 - 124.2.1.5. the need to retrain employees; or
 - 124.2.1.6. the need to physically relocate employees; or
 - 124.2.1.7. the restructuring of job-roles, positions, structures or directorates; or
 - 124.2.1.8. changes to employment policies; or
 - 124.2.1.9. anything likely to materially affect workloads; or
 - 124.2.1.10. any other matter deemed relevant by parties covered by this Agreement
- 124.3. An employee(s) and/or their representative(s) may also initiate consultation on any matters or proposals if such consultation hasn't already been initiated under subclause 124.2.
- 124.4. The head of service will provide relevant information to assist the employee(s) and the union(s) to understand the reasons for the proposed changes and the likely impact of these changes so that the employee(s) and the unions are able to contribute to the decision making process.
- 124.5. In addition to the consultation outlined in subclauses 124.1 to 124.3:
 - 124.5.1. Directorate Consultative Committees (DCCs) will be established, with membership to be agreed by the head of service and the union(s) following commencement of this Agreement and comprising representatives of:
 - 124.5.1.1. the head of service; and
 - 124.5.1.2. the union(s); and
 - 124.5.2. adequate time will be provided to employees and the union(s) to consult with the relevant Directorate(s);

- 124.5.3. Three Workplace Consultative Committees (WCC) will be established to represent the Senior Medical Officers, Career Medical Officers and Junior Medical Officers.
- 124.5.4. Additional levels of consultation, such as additional Workplace Consultative Committees (WCC), may be established with the agreement of the DCC to operate at the local level. Where established these levels of consultation will deal with workplace specific issues before such issues may be raised with the DCC and have membership agreed by the DCC.
- 124.6. The purpose of the DCC is to:
- 124.6.1. monitor the operation and implementation of this Agreement;
- 124.6.2. consider any proposed new or proposed significant changes to Directorate policy statements and guidelines that relate to the provisions of this Agreement; and
- 124.6.3. consult on workplace matters significantly affecting employees.
- 124.7. The DCC will meet within two months of the commencement of this Agreement. The purpose of this meeting is to agree on the terms of reference, which will include the consultative structure to operate during the term of this Agreement.
- 124.7.1. The DCC will meet no less than once in any twelve month period thereafter, unless a different period is agreed in the Terms of Reference.
- 124.7.2. Additional meetings of the DCC may also be convened if requested by any member of the DCC, or as determined by the Terms of Reference.
- 124.8. The Chief Minister, Treasury and Economic Development Directorate will consult with the union(s) and employees prior to the finalisation of any significant changes or any new provisions in the PSM Act and the PSM Standards and any new service wide policy statements or guidelines that relate to the provisions of this Agreement. This consultation may occur through the Joint Council.

Consultation on Changes to Regular Rosters or Ordinary Hours of Work

- 124.9. Where the ACTPS proposes to introduce a change to the regular roster or ordinary hours of work of employees, the following will apply:
- 124.9.1. the head of service must notify the relevant employees of the proposed change;
- 124.9.2. the head of service must recognise the affected employee(s) union or other representative;
- 124.9.3. as soon as practicable after proposing to introduce the change, the head of service must:
- 124.9.3.1. discuss with the relevant employees the introduction of the change; and
- 124.9.3.2. for the purposes of the discussion, provide to the relevant employees:
- all relevant information about the change, including the nature of the change; and
 - information about what the head of service reasonably believes will be the effects of the change on the employees; and
 - information about any other matters that the head of service reasonably believes are likely to affect the employees; and

124.9.3.3. invite the relevant employees to give their views about the impact of the change (including any impact in relation to their family or caring responsibilities).

124.10. However, the head of service is not required to disclose confidential or commercially sensitive information to the relevant employees.

124.11. The head of service must give prompt and genuine consideration to matters raised about the change by the relevant employees. These provisions are to be read in conjunction with other consultative obligations detailed in the Agreement.

Note: In this term "relevant employees" means the employees who may be affected by a change referred to in subclause 124.9.

124.12. In addition, the employer undertakes that, for the purposes of subclause 124.2, the head of service will recognise and consult with the affected employee(s), their union or other representative.

125. DISPUTE AVOIDANCE/SETTLEMENT PROCEDURES

125.1. The objective of these procedures is the prevention and resolution of disputes about:

125.1.1. matters arising in the workplace, including disputes about the interpretation or implementation of the Agreement; and

125.1.2. the application of the National Employment Standards.

125.2. For the purposes of this clause, except where the contrary intention appears, the term 'parties' refers to 'parties to the dispute'.

125.3. All persons covered by this Agreement agree to take reasonable internal steps to prevent, and explore all avenues to seek resolution of, disputes.

125.4. An employee who is a party to the dispute may appoint a representative, which may be a relevant union, for the purposes of the procedures of this clause.

125.5. In the event there is a dispute, the following processes will apply.

125.6. Where appropriate, the relevant employee or the employee's representative will discuss the matter with the employee's supervisor. Should the dispute not be resolved, it will proceed to the appropriate management level for resolution.

125.7. In instances where the dispute remains unresolved, the next appropriate level of management, the employee, the union or other employee representative will be notified, and a meeting will be arranged at which a course of action for resolution of the dispute will be discussed.

125.8. If the dispute remains unresolved after this procedure, a party to the dispute may refer the matter to FWC.

125.9. The FWC may deal with the dispute in two stages:

125.9.1. FWC will first attempt to resolve the dispute as it considers appropriate, including by mediation, conciliation, expressing an opinion or making a recommendation; and

125.9.2. if FWC is unable to resolve the dispute at this first stage, FWC may then:

125.9.2.1. arbitrate the dispute; and

125.9.2.2. make a determination that is binding on the parties.

- 125.10. The FWC may exercise any powers it has under the FW Act as are necessary for the just resolution or determination of the dispute.
- 125.11. A person may be assisted and represented at any stage in the dispute process in the FWC on the same basis as applies to representation before FWC under section 596 of the FW Act.
- 125.12. All persons involved in the proceedings under subclause 125.9 will participate in good faith.
- 125.13. Unless the parties agree to the contrary, FWC will, in responding to the matter, have regard to whether a party has applied the procedures under this term and acted in good faith.
- 125.14. The parties agree to be bound by a decision made by FWC in accordance with this clause.
- 125.15. Notwithstanding subclause 125.14, any party may appeal a decision made by FWC in accordance with the FW Act.
- 125.16. Despite the above, the parties may agree to submit the dispute to a body or person other than FWC. Where the parties agree to submit the dispute to another body or person:
- 125.16.1. all of the above provisions apply, unless the parties agree otherwise; and
 - 125.16.2. references to FWC in the above provisions will be read as a reference to the agreed body or person;
 - 125.16.3. all obligations and requirements on the parties and other relevant persons under the above provisions will be complied with; and
 - 125.16.4. the agreed body or person must deal with the dispute in a manner that is consistent with section 740 of the FW Act.
- 125.17. While the parties are trying to resolve the dispute using procedures in this clause:
- 125.17.1. an employee must continue to perform his or her work as he or she would normally unless he or she has a reasonable concern about an imminent risk to his or her health or safety; and
 - 125.17.2. an employee must comply with a direction given by the head of service to perform other available work at the same workplace, or at another workplace, unless:
 - 125.17.2.1. the work is not safe; or
 - 125.17.2.2. applicable workplace health and safety legislation would not permit the work to be performed; or
 - 125.17.2.3. the work is not appropriate for the employee to perform; or
 - 125.17.2.4. there are other reasonable grounds for the employee to refuse to comply with the direction.

126. FLEXIBILITY TERM

- 126.1. The head of service and an individual employee may agree to vary the application of certain provisions of this Agreement to meet the genuine needs of a business unit in the ACTPS and of the individual employee (an individual flexibility arrangement).
- 126.2. The provisions of this Agreement that the head of service and an individual employee may agree to vary through an individual flexibility arrangement are:
- 126.2.1. vacation childcare subsidy (subclause 74.1) and

- 126.2.2. and family care costs (subclause 75.1).
- 126.3. The head of service must ensure that the terms of the individual flexibility arrangement:
- 126.3.1. are about matters that would be permitted if the arrangement were an enterprise agreement;
 - 126.3.2. does not include a term that would be an unlawful term if the arrangement were an enterprise agreement; and
 - 126.3.3. will result in the employee being better off overall than the employee would have been if no individual flexibility arrangement were agreed to.
- 126.4. The head of service must ensure that the individual flexibility arrangement:
- 126.4.1. identifies the clause in 126.2 of this Agreement that the head of service and the employee have agreed to vary;
 - 126.4.2. sets out details of how the arrangement will vary the effect of the clause;
 - 126.4.3. includes details of how the employee will be better off overall in relation to the terms and conditions of his or her employment as a result of the arrangement; and
 - 126.4.4. states the day the arrangement commences.
- 126.5. An individual flexibility arrangement made under this clause must be genuinely agreed to by the head of service and the individual employee.
- 126.6. Except as provided in subclause 126.7.2, an individual flexibility arrangement made under this clause must not include a provision that requires the individual flexibility arrangement to be approved, or consented to, by another person.
- 126.7. The head of service must ensure that an individual flexibility arrangement made under this clause must be in writing and signed:
- 126.7.1. in all cases - by the employee and the head of service; and
 - 126.7.2. if the employee is under eighteen – by a parent or guardian of the employee.
- 126.8. The head of service must give the employee a copy of an individual flexibility arrangement made under this clause within fourteen days after it is agreed to.
- 126.9. The head of service or the employee may terminate the individual flexibility arrangement:
- 126.9.1. by giving written notice of no more than 28 days to the other party to the arrangement; or
 - 126.9.2. if the head of service and the employee agree in writing – at any time.
- 126.10. The right to make an individual flexibility arrangement under this clause is in addition to, and is not intended to otherwise affect, the right of the head of service and an individual employee to make an agreement under any other provision of this Agreement.

127. FREEDOM OF ASSOCIATION

- 127.1. The ACTPS recognises that employees are free to choose whether or not to join a union. Irrespective of that choice, employees will not be disadvantaged or discriminated against in respect of the employees' employment under this Agreement. The ACTPS recognises that employees who choose to be members of a union have the right to choose to have their industrial interests represented by the union.
- 127.2. Employees in negotiations of any kind are entitled to negotiate collectively where they so choose.

- 127.3. Employees engaging in negotiations of any kind are entitled to be represented by a representative of their choice. The ACT Government will deal with any such representative in good faith.

128. RIGHT OF EXISTING AND NEW EMPLOYEES TO REPRESENTATION IN THE WORKPLACE

- 128.1. The ACTPS acknowledges the rights of its employees to be represented on any workplace relations matter and to meet with their representatives in the workplace. The ACTPS recognises the legitimate right of the union(s) to represent its employees who are members, or eligible to become members of the union(s).
- 128.2. The FW Act prescribes the purpose and manner under which the union(s) may exercise right of entry in the workplace. The Directorate will grant the union(s) access in accordance with the FW Act.
- 128.3. In addition, the ACTPS will:
- 128.3.1. allow union officials and employees, who are permit holders, to enter ACTPS workplaces for normal union business or to represent employees, to meet with management or members and to distribute or post material, provided that work is not disrupted;
 - 128.3.2. allow the union(s) to meet with new ACTPS employees who are members, or who are eligible to become members, of the union(s), at a time during normal working hours which the union(s) and the head of service agree upon, and of which the head of service will advise the employees;
 - 128.3.3. provide all new ACTPS employees with some form of induction program, including an induction package containing information about the union(s) which the union(s) has given the ACTPS;
 - 128.3.4. invite the union(s) to attend any face to face induction of new ACTPS employees, the details of which the head of service will advise to the union(s) contact officer or other nominated person with reasonable notice. Such attendance will be included as an integral part of the induction process and be for the purpose of delivering an information presentation including recruitment information to new ACTPS employees; and
 - 128.3.5. organise regular face to face meetings, which may be the face to face inductions of new ACTPS employees as per subclause 128.3.4, between new ACTPS employees and the relevant union(s), for the purpose of delivering an information presentation including recruitment information to new ACTPS employees. Such meetings will be held at regular intervals as agreed between the relevant directorate(s) and the relevant unions.
- 128.4. For the avoidance of doubt, nothing in subclause 128.3 should be taken as conferring a right of entry that is contrary to, or for which there is otherwise, a right of entry under the FW Act.

129. CO-OPERATION AND FACILITIES FOR UNIONS AND OTHER EMPLOYEE REPRESENTATIVES

- 129.1. For the purpose of ensuring that union(s) and other employee representatives who are employees of the ACTPS can effectively fulfil their employee representative role under this Agreement, the following provisions will apply.
- 129.2. Reasonable access to ACTPS facilities, including the internal courier service, access to the ACT Government communication systems, telephone, facsimile, photocopying, access to meeting rooms and storage space, will be provided to employee representatives to assist them to fulfil employee representative obligations, duties and responsibilities having regard to the ACTPS's statutory, operational requirements and resources.
- 129.3. In addition to the ACTPS facilities outlined in subclause 129.2, where available, a union or employee representative who is an employee of the ACTPS will be able to establish designated Outlook public folders which will provide a collaborative electronic workspace to improve the flow of information. The use of

ACTPS facilities will be in accordance with published whole-of-government policies and for matters other than for industrial action.

- 129.4. A union or other employee representative who is an employee of the ACTPS will be provided with adequate paid time off from their usual working hours, to undertake duties to represent other employees.
- 129.5. While the representative duties would normally be expected to be performed within the workplace, on occasions the union(s) or employee representative may be required to conduct these duties external to the workplace.
- 129.6. The role of union workplace delegates and other recognised union representatives is to be respected and facilitated. The ACTPS and union workplace delegates must deal with each other in good faith.
- 129.7. In addition to other provisions in this Agreement, in discharging their representative roles at the workplace level, the rights of union workplace delegates include, but are not limited to:
 - 129.7.1. the right to be treated fairly and perform their role as workplace delegate without any discrimination in their employment;
 - 129.7.2. recognition by the ACTPS that endorsed workplace delegates speak on behalf of their members in the workplace;
 - 129.7.3. the right to participate in collective bargaining on behalf of those who they represent, as per the FW Act;
 - 129.7.4. the right to reasonable paid time off from their usual working hours to:
 - 129.7.4.1. provide information and seek feedback from employees in the workplace on workplace relations matters in the ACTPS during normal working hours;
 - 129.7.4.2. represent the interests of members to the employer and industrial tribunals;
 - 129.7.4.3. consult with other delegates and union officials in the workplace, and receive advice and assistance from union staff and officials in the workplace;
 - 129.7.5. the right to email employees in their workplace to provide information to and seek feedback, subject to individual employees exercising a right to 'opt out';
 - 129.7.6. the right to consultation, and access to relevant information about the workplace and the ACTPS, subject to privacy legislation and other relevant legislation;
 - 129.7.7. the right to undertake their role as union representatives on Directorate workplace relations consultative committee(s);
 - 129.7.8. reasonable access to ACTPS facilities (including internet and email facilities, meeting rooms, lunch rooms, tea rooms and other areas where employees meet) for the purpose of carrying out work as a delegate and consulting with members and other interested employees and the union;
 - 129.7.9. the right to address new employees about union membership at the time they enter employment in their workplace;
 - 129.7.10. the right to access appropriate training in workplace relations matters including training provided by a union in accordance with clause 130.

- 129.8. In exercising their rights, workplace delegates and unions will adhere to ACTPS policies and guidelines and consider operational issues and the likely effect on the efficient operation of the ACTPS and the provision of services.

130. ATTENDANCE AT INDUSTRIAL RELATIONS COURSES AND SEMINARS

- 130.1. For the purpose of assisting employees in gaining a better understanding of industrial relations issues relating to this Agreement, the head of service will grant leave to employees to attend recognised short training courses or seminars on the following conditions:
- 130.1.1. that operating requirements permit the granting of leave;
 - 130.1.2. that the scope, content and level of the short courses contribute to the better understanding of industrial relations issues;
 - 130.1.3. leave granted under this clause will be with full pay, not including shift and penalty payments or overtime; and
 - 130.1.4. each employee will not be granted more than fifteen days/shifts leave in any calendar year.
- 130.2. If the employee has applied for leave under subclause 130.1 and the head of service rejected the application because of operational requirements, approval of any subsequent application for leave by the employee under subclause 130.1 will not be withheld unreasonably, provided that the employee gives the head of service at least fourteen days/shifts notice in writing.
- 130.3. The ACTPS will accept any short course conducted or accredited by a relevant employee organisation (for example, union(s), the Australian Council of Trade Unions or the ACT Trades and Labour Council) as a course to which subclause 130.1 applies.
- 130.4. Leave granted for this purpose will count as service for all purposes.

131. WORK ORGANISATION

- 131.1. An employee agrees to carry out all lawful and reasonable directions of the head of service according to the requirements of the work and the employee's skill, experience and competence, in accordance with this Agreement and without deskilling the employee.
- 131.2. An employee will not, unless this is done in the course of the employee's duties or as required by law or by the ACTPS, use or disclose to any person any confidential information about the ACTPS's business that becomes known to the employee during the employee's employment.
- 131.3. The ACTPS will not reveal to any person any medical, financial or personal details of the employee that the ACTPS may have obtained, except with the permission of the employee or where the ACTPS is under a legal obligation to do so.
- 131.4. Subject to subclauses 131.5 to 131.8 and limited to new employees of the ACTPS whose employment with the ACTPS commences on or after the commencement of this Agreement (new employee), the ACTPS will provide details of the new employee's employment to the relevant Union(s) (irrespective of whether the employee has elected to become a member of the Union).
- 131.5. The details of the new employee's employment which the ACTPS may provide to a relevant Union is limited to the new employee's first name and surname, the ACT Government contact information for the new employee (email address and contact phone number), and the position and Directorate in which the new employee is engaged. The ACTPS will not provide the information to the Union(s) until at least twenty-one (21) days after the new employee has commenced employment.

- 131.6. Subclause 131.4 does not apply if the Head of Service has received written notification from the new employee, either prior to their commencement of employment, or within fourteen (14) days after their commencement, that he or she does not consent to the information specified in subclause 131.5 being shared with the relevant Union(s).
- 131.7. Each of the Unions referred to in subclause 131.2 who wish to receive the information referred to in subclause 131.5 must advise the ACTPS of the classifications covered by this Agreement which, in accordance with its rules, the Union is entitled to represent. Upon receipt of that advice from the Unions, the ACTPS will compile a schedule and provide it to the Unions (Union Representation Schedule).
- 131.8. The ACTPS will only provide new employee information to the relevant Union(s) under clause 131.4 in accordance with the Union Representation Schedule and will do so on a monthly basis.

132. PRIVATISATION

- 132.1. In order to promote job security of employees, the parties agree that privatisation of a Government entity may only occur where:
- 132.1.1. The entity does not perform a role central to the functions of Government; and
 - 132.1.2. disadvantaged groups would not be negatively affected by the privatisation; and
 - 132.1.3. a social impact statement has been completed which indicates that there is a demonstrated public benefit from the sale.
- 132.2. In the event that privatisation of an ACTPS Directorate or a service or services currently supplied by an ACTPS Directorate is under consideration, the parties will consult on the implications for employees and the Directorate from these proposals.
- 132.3. Where such privatisation is under consideration, the ACTPS will provide the necessary reasonable resources to develop an in-house bid and this bid will be prepared either offsite or onsite as determined by the head of service and subject to consideration on equal terms to any other bid. An independent probity auditor will be appointed by the head of service to oversee the assessment of the in-house bid.

Section P - Internal Review Procedures

133. OBJECTIVES AND APPLICATION

- 133.1. Under this section, procedures are established for employees to seek a review of management actions that affect their employment with the ACTPS.
- 133.2. The procedures in this section promote the values and general principles of the ACTPS and account for the principles of natural justice and procedural fairness.
- 133.3. These procedures apply to all employees covered by this Agreement.
- 133.4. For the purposes of this section, an action includes a decision and a refusal or failure to make a decision.

134. DECISIONS AND ACTIONS EXCLUDED

- 134.1. The following decisions and actions are excluded from the rights of an employee to seek a review under procedures set out in this section:
- 134.1.1. actions regarding the policy, strategy, nature, scope, resourcing or direction of the ACTPS and agencies (see clause 124 of this Agreement for consultation on these actions);

- 134.1.2. actions arising under Commonwealth or ACT legislation that concern domestic or international security matters;
- 134.1.3. actions regarding superannuation (see relevant superannuation legislation for complaints and appeals, in particular the *Superannuation Industry Superannuation Supervision Act 1993* and the *Superannuation (Resolution of Complaints) Act 1993*);
- 134.1.4. actions regarding workers' compensation (see the *Safety, Rehabilitation and Compensation Act 1988* for reviews and appeals on these actions);
- 134.1.5. decisions to terminate the appointment of an officer on probation;
- 134.1.6. decisions on classification of an office (see clause 50 of this Agreement for reviews on classifications);
- 134.1.7. any action to which the employee has an appeal or review right under Section R of this Agreement;
- 134.1.8. any action to which the employee has an appeal right under subclause 138.3 of this Agreement;
- 134.1.9. any action arising from the preliminary assessment process under clause 111;
- 134.1.10. actions arising from the misconduct procedures of this Agreement;
- 134.1.11. actions arising from the under-performance procedures of this Agreement;
- 134.1.12. any decisions under subclauses 115.1, 115.3 and 115.6 of this agreement;
- 134.1.13. any decisions under subclauses 139.2 and 140.7 of this agreement;
- 134.1.14. actions regarding the setting of rates of pay or conditions of employment under an award or agreement made under the FW Act, or under the PSM Act or the PSM Standards (this includes an Attraction and Retention Incentive (ARINs), Special Employment Arrangements (SEAs) or a pre-FW Act Australian Workplace Agreement (AWA));
- 134.1.15. decisions to appoint or not appoint a person as an officer to a vacant position;
- 134.1.16. decisions that another officer perform the duties of a higher office or role for periods up to and including six months;
- 134.1.17. decisions to transfer another employee or promote another employee to an advertised vacancy where the officer or employee seeking the review was not an applicant;
- 134.1.18. actions arising from the internal review procedures or appeal panel procedures of this agreement, including the review and appeals procedures under Section R of this Agreement.

135. INITIATING A REVIEW

- 135.1. An employee should first discuss their concerns about an action or decision with the relevant decision maker with a view to resolving the matter within the workplace before initiating a review under these procedures.
- 135.2. An employee, or the employee's union or other employee representative on the employee's behalf, has the right to apply for a review of any action or decision that directly affects the employee's employment, unless the action or decision is specifically excluded under this Section.
- 135.3. An employee, or the employee's union or other employee representative, may initiate a review under this Section by making an application to the head of service that:

- 135.3.1. Is in writing; and
- 135.3.2. is made no more than 28 calendar days after the employee was advised of the decision that is the subject of the application for review, unless the head of service agrees that extenuating circumstances exist; and
- 135.3.3. identifies the action and/or decision which the employee seeks a review of, and
- 135.3.4. does not concern a decision or action that is excluded under subclause 134.1; and
- 135.3.5. identifies the reasons the review is sought including, in the employee's view, the effect/s that the action or decision has or is having on the employee's employment; and
- 135.3.6. outlines the extenuating circumstances, if any, where the application is made outside the timeframe specified in subclause 135.3.2; and
- 135.3.7. describes the outcome sought.
- 135.4. If the review relates to a failure or refusal to make a decision in accordance with subclause 133.4, the 28 day time period outlined in subclause 135.3.2 will be taken to commence on the day it was apparent that there was a failure or refusal to make a decision.
- 135.5. The head of service will, provided that the requirements under subclause 135.3 have been met, refer the matter for review in accordance with clause 136.

136. REVIEW PROCESS

- 136.1. Notwithstanding subclause 135.5, where appropriate, and agreed by the employee who made the application under clause 135 (for the purposes of this section "the applicant"), or the applicant's union or other employee representative on the applicant's behalf, the head of service must consider mediation as an option before arranging for a review under subclause 136.3. The mediator will be agreed between the applicant and the head of service.
- 136.2. In the event that mediation does take place and that it resolves the issues raised in the application, then no further action is required under these procedures. In that event a formal written statement that the issue has been resolved must be signed by the applicant and the head of service.
- 136.3. Subject to subclauses 136.1 and 136.2, the head of service must arrange for an application made under clause 135 to be reviewed by an independent person (the reviewer) who may be:
 - 136.3.1. a suitably skilled person who was not involved in the original action; or
 - 136.3.2. a person chosen from a panel of providers.
- 136.4. The reviewer will be provided with all relevant information and evidence that was available to the delegate in the making of the original decision or in taking the original action.
- 136.5. The reviewer may recommend to the head of service that an application should not be considered on any of the following grounds:
 - 136.5.1. the application concerns a decision or action that is excluded under subclause 134.1; or
 - 136.5.2. the applicant has made an application regarding the decision or action to a court or tribunal, or where the reviewer believes it is more appropriate that such an application be made; or
 - 136.5.3. the reviewer believes on reasonable grounds that the application:

- 136.5.3.1. is frivolous or vexatious; or
 - 136.5.3.2. is misconceived or lacks substance; or
 - 136.5.3.3. should not be heard for some other compelling reason.
- 136.6. The head of service must either confirm a recommendation made by the reviewer under subclause 136.5 that an application should not be considered or arrange for another reviewer to consider the application.
- 136.7. The head of service will inform the applicant in writing, within fourteen calendar days of the date of any decision under subclause 136.6, including, the reasons for any decision not to consider the application.
- 136.8. If the reviewer does not make a recommendation under subclause 136.5, then the reviewer will conduct a procedural review on the papers to determine:
- 136.8.1. whether it was open to the head of service to take the action that he or she did;
 - 136.8.2. whether the principles of procedural fairness and natural justice were complied with in taking the original action; and
 - 136.8.3. whether the final decision of the head of service was fair and equitable in all of the circumstances.
- 136.9. If the reviewer is of the view that there is doubt over the veracity and/or validity of the information or evidence or processes used in making the initial decision or action, or that significant information or evidence was not considered in the making of the original decision or action, the reviewer will inform the head of service of that doubt and the reasons for it in the written report in accordance with 136.10.
- 136.10. After reviewing any action or decision the reviewer will, subject to subclause 136.16, make a written report to the head of service recommending that:
- 136.10.1. the original decision/action be confirmed; or
 - 136.10.2. the original decision/action be varied; or
 - 136.10.3. other action be taken.
- 136.11. A copy of the report under subclause 136.10 will be provided to the applicant and the applicant will be given the opportunity to provide a response.
- 136.12. The applicant may respond to any aspects of the report. Such a response must be in writing and be provided to the head of service within fourteen calendar days of the applicant receiving the report.
- 136.13. The head of service, after considering the report from the reviewer and any response from the applicant to the report of the reviewer, may:
- 136.13.1. confirm the original action; or
 - 136.13.2. vary the original action; or
 - 136.13.3. take any other action the head of service believes is reasonable.
- 136.14. The head of service will inform the applicant in writing, within fourteen calendar days of the date of any decision under subclause 136.13 including the reasons for the action.

Review of Head of Service decisions

- 136.15. Where the subject of the application is an action or decision of the Head of Service (in person) or the Director General (in person) as the delegate of the Head of Service, the written report of the reviewer will

be made to the Public Sector Standards Commissioner. A copy of this report will be provided to the applicant.

- 136.16. The Public Sector Standards Commissioner may, after considering the report from the reviewer, recommend to the head of service that:
- 136.16.1. the original action be confirmed; or
 - 136.16.2. the original action be varied; or
 - 136.16.3. other action be taken that the Public Sector Standards Commissioner believes is reasonable.
- 136.17. The Head of Service (in person) or the Director General (in person) as the delegate of the Head of Service, after considering the report from the Public Sector Standards Commissioner, may:
- 136.17.1. accept any or all of the report's recommendation(s) and take such action as necessary to implement the recommendation(s); or
 - 136.17.2. not accept the report's recommendation(s) and confirm the original action.
- 136.18. If the Head of Service (in person) or the Director General (in person) as the delegate of the Head of Service does not accept any one of the recommendation(s) of the Public Sector Standards Commissioner under subclause 136.16, the head of service will:
- 136.18.1. provide written reasons to the Public Sector Standards Commissioner for not accepting the recommendation(s); and
 - 136.18.2. provide the applicant, within fourteen calendar days, with written reasons for not accepting the recommendation(s).
- 136.19. If the Head of Service (in person) or the Director General (in person) as the delegate of the Head of Service does not accept any one of the recommendation(s) of the Public Sector Standards Commissioner under subclause 136.16, the Public Sector Standards Commissioner will report on this outcome.

137. RIGHT OF EXTERNAL REVIEW

- 137.1. The applicant, or the applicant's union or other employee representative on the employee's behalf, may seek a review of a decision or action of the under subclause 136.13 or subclause 136.17 by an external tribunal or body, including the FWC.
- 137.2. The FWC will be empowered to resolve the matter in accordance with the powers and functions set out in clause 125 of this Agreement. The decision of the FWC will be binding, subject to any rights of appeal against the decision to a Full Bench of the FWC in accordance with subclause 125.15.

Section Q – Appeal Mechanism for misconduct, underperformance and other matters

138. OBJECTIVE AND APPLICATION

- 138.1. This section sets out an appeal mechanism for an employee (referred to in this section as “the appellant”) is not satisfied with the outcome of decisions described in the following clause.
- 138.2. The Head of Service (in person) will nominate a person, or position, to be the Convenor of Appeals (“the Convenor”).
- 138.3. This appeal mechanism will apply to:
 - 138.3.1. decisions to suspend the employee without pay under clause 116 of this agreement;
 - 138.3.2. decisions relating to findings of misconduct under clause 118, provided that such an appeal can only be made after a decision about disciplinary action under clause 119 has been made;
 - 138.3.3. decisions to take disciplinary action under subclause 119.1 of this Agreement, except a decision to terminate the person’s employment;
 - 138.3.4. decisions to take underperformance action under subclause 113.17 of this Agreement, except a decision to terminate the person’s employment; and
 - 138.3.5. decisions taken in relation to an employee’s eligibility for benefits under clause 153 the amount of such benefits, the amount payable by way of income maintenance under clause 156, and the giving of an involuntary notice of redundancy clause 155.
- 138.4. In relation to appeals about misconduct findings and disciplinary action in accordance with subclauses 138.3.2 and 138.3.3, only one application for appeal can be made in relation to the same misconduct matter and the application needs to state whether the application relates to:
 - 138.4.1. the finding of misconduct under clause 118; or
 - 138.4.2. the disciplinary action under clause 119; or
 - 138.4.3. both the finding of misconduct under clause 118 and the disciplinary action under clause 119.
- 138.5. An employee may have an entitlement to bring an action under the FW Act in respect of any termination of employment under this Agreement. This will be the sole right of review of such an action.

139. INITIATING AN APPEAL

- 139.1. The appellant, or the appellant’s union or other representative, on the appellant’s behalf, may initiate an appeal under these procedures by making an application to the Convenor that:
 - 139.1.1. is in writing; and
 - 139.1.2. describes the decision or action taken or to be taken, the reasons for the application and the outcome sought; and
 - 139.1.3. is received by the Convenor within fourteen calendar days of being notified, or the appellant becoming aware, of the decision to take the action; and
 - 139.1.4. seeks to appeal and appealable decision as set out in subclause 138.3.
- 139.2. Notwithstanding any other provisions in this section, the Convenor has the authority to dismiss an appeal if the appellant obstructs, unreasonably delays or fails to co-operate with the process.

140. COMPOSITION OF THE APPEAL PANEL

- 140.1. The Public Sector Standards Commissioner will keep a list of approved Appeal Panel Chairs.
- 140.2. The head of service will keep a list of suitably skilled and trained employer representatives for Appeal Panels and a list of suitably skilled and trained employee representatives, nominated by the unions.
- 140.3. Where an application is received by the Convenor in accordance with the requirements set out in subclauses 139.1 and 139.2 the Convenor will set up an Appeal Panel.
- 140.4. The Appeal Panel will comprise a panel member from the list of employer representatives in accordance with subclause 140.2, a panel member from the list of employee representatives in accordance with subclause 140.2 and a chair in accordance with subclause 140.1.
- 140.5. The Convenor may only be a member of an Appeal Panel with the agreement of the appellant.
- 140.6. A person is not eligible to be a member of an Appeal Panel if that person was involved in the decision or the process that is the subject of the application or if there is any other perceived or actual conflict of interest.
- 140.7. Where a panel member fails to comply with a provision in this section in a manner that affects the effective operation of the appeal process, the Convenor can disqualify the member from the panel. Where that occurs, the panel is dissolved and a new one will be convened in accordance with subclause 140.3.

141. POWERS AND ROLE OF THE APPEAL PANEL

- 141.1. In considering an application, the Appeal Panel must have due regard to the principles of natural justice and procedural fairness. Proceedings of the Appeal Panel are to be conducted as quickly as practicable and consistent with a fair and proper consideration of the issues.
- 141.2. The Convenor will invite the appellant to have a support person, who may be the appellant's union or other employee representative, present at any meetings between the Appeal Panel and the appellant, and will allow reasonable opportunity for this to be arranged.
- 141.3. The Appeal Panel will be provided with all relevant information and evidence that was available to the decision-maker in the making of the original decision or in taking the original action.
- 141.4. The Appeal Panel will have the discretion to decide not to conduct a review of the appeal application, or, if it has commenced reviewing the applicant, to decide not to proceed further if, in the opinion of the Appeal Panel:
 - 141.4.1. The application is frivolous or vexatious, or not made in good faith; or
 - 141.4.2. The appellant making the appeal may apply to another person or authority about the application who may more appropriately deal with the application; or
 - 141.4.3. further review of the application is not warranted.

142. CONDUCTING AN APPEAL

- 142.1. Where the Appeal Panel determines that an application for appeal should proceed, the Appeal Panel will conduct a procedural review on the papers provided under subclause 141.3 to determine whether;
 - 142.1.1. it was open to the head of service to take the action that he or she did;
 - 142.1.2. the principles of procedural fairness and natural justice were complied with in taking the original action or decision; and

- 142.1.3. the final decision of the head of service and/or Public Sector Standards Commissioner was appropriate in all of the circumstances.
- 142.2. Where the Appeal Panel is satisfied that a fundamental piece of evidence was not considered in the original process, the Appeal Panel may request that the Convenor refer the matter back to the head of service and/or Public Sector Standards Commissioner for further investigation.
- 142.3. The head of service and/or Public Sector Standards Commissioner, after considering the referral from the Convenor under subclause 142.2, will:
 - 142.3.1. as soon as possible, arrange for a further investigation to be conducted, in line with the referral of the Convenor, and will provide any further information, evidence or outcomes of the further investigation to the Appeal Panel in order that they may complete their review; or
 - 142.3.2. provide written reasons to the Appeal Panel, within fourteen calendar days, for not accepting their referral for further investigation.
- 142.4. After reviewing any application under this section the Appeal Panel will, subject to subclause 142.2, make a determination of the appeal and either:
 - 142.4.1. confirm the original decision; or
 - 142.4.2. vary the original action; or
 - 142.4.3. prescribe that other action be taken.
- 142.5. The Appeal Panel will provide a report to the Public Sector standards Commissioner and the head of service which will include the determination and the reasons for the determination. A copy of the report will also be provided to the appellant.

143. COSTS

- 143.1. The employer will not be liable for any costs associated with representing an applicant in these procedures.

144. RIGHT OF EXTERNAL REVIEW

- 144.1. The employee, or the employee's union or other employee representative on the employee's behalf may seek a review by the FWC of a decision under subclause 142.4.
- 144.2. The FWC will be empowered to resolve the matter in accordance with the powers and functions set out in clause 125 of this Agreement. The decisions of FWC will be binding, subject to any rights of appeal against the decision to a Full Bench in accordance with subclause 125.15.

Section R Appeal and Process Reviews of certain recruitment decisions

145. APPLICATION

- 145.1. Under this Section, procedures are established for employees to seek a review of recruitment processes or appeal certain recruitment decisions.
- 145.2. These procedures for appeals and reviews account for the principles of procedural fairness and natural justice in this context.
- 145.3. For the purposes of this Section, an action includes a decision and a refusal or failure to make a decision.
- 145.4. Decisions made by Joint Selection Committees in accordance with clause 16 cannot be reviewed or appealed.

146. APPEALS ABOUT PROMOTIONS AND TEMPORARY TRANSFER TO HIGHER OFFICE

- 146.1. The Head of Service (in person) will nominate a person, or position, to be the Convenor of the Appeal Panels (“the Convenor”), which may or may not be the same person, or position, nominated under subclause 138.2.
- 146.2. This appeal mechanism will apply to:
 - 146.2.1. decisions about promotion or temporary transfer to a higher office or role (for periods in excess of six months) affecting the officer where the officer was an applicant for the position, except decisions made on the unanimous recommendation of a joint selection committee (see PSM Act and PSM Standards);
 - 146.2.2. decisions to promote an officer after acting for a period of twelve months or more in a position at or below Resident Medical Officer 2 (or equivalent classification).
- 146.3. For the purposes of subclause 146.2, an appeal may only be made in relation to promotions or temporary transfer to a higher office or role where the pay applicable is any classification with a maximum pay that is less than the minimum pay of a classification equivalent to a Registrar 2. For positions above this level (or equivalent) an application may be made for an internal review of the process (see clause 147 of this Agreement).
- 146.4. For the purposes of subclause 146.2.2, any suitably qualified officer may appeal the decision.
- 146.5. For appeals concerning promotion or transfer to a higher office or role under subclause 146.2, the only ground on which the Appeal Panel can review the decision is that the officer making the appeal would be more efficient in performing the duties of the position than the person promoted or selected for temporary transfer.

Initiating an Appeal

- 146.6. An officer (“the appellant” for the purposes of this Section) or the appellant’s union or other employee representative on the appellant’s behalf, may initiate an appeal under these procedures by making an application to the Convenor that:
 - 146.6.1. is in writing; and
 - 146.6.2. is received by the Convenor within fourteen calendar days of the decision to take the action being notified in the Gazette; and
 - 146.6.3. seeks to appeal an appealable decision as set out in subclause 146.2.

- 146.7. Notwithstanding any other provisions in this Section, the Convenor has the authority to dismiss an appeal if the appellant obstructs, unreasonably delays or fails to co-operate with the process.

Composition of Appeal Panel

- 146.8. Where an application is received by the Convenor in accordance with the requirements set out in subclause 146.6, subject to subclause 146.7 the Convenor will set up an Appeal Panel.
- 146.9. The Appeal Panel will comprise a nominee of the relevant Directorate, a nominee of the employee and a chairperson, where:
- 146.9.1. the chairperson is agreed between the employee and the head of service or chosen from a panel of providers on a rotational basis, unless there is an identified conflict of interest, in which case the next person on the panel of providers would be chosen.
- 146.10. A person is not eligible to be a member of an Appeal Panel if that person was involved in the decision or the process that is the subject of the application.
- 146.11. Where a panel member fails to comply with a provision in this Section in a manner that affects the effective operation of the appeal process, the Convenor can disqualify the member from the Appeal Panel. Where that occurs the Appeal Panel is dissolved and a new one will be convened in accordance with subclause 146.9.

Appeal Panel Recommendations

- 146.12. After reviewing an application about promotion or temporary transfer to a higher office or role affecting the appellant, the Appeal Panel will recommend to the head of service that the decision that is the subject of the application:
- 146.12.1. be confirmed; or
- 146.12.2. be varied; or
- 146.12.3. other action taken.
- 146.13. The head of service will inform the appellant and affected parties in writing of their decision and the reasons for the decision, within 28 calendar days.

147. PROCESS REVIEW

- 147.1. An officer may seek a review of the process leading up to a decision about:
- 147.1.1. decisions that another officer perform the duties of a higher office or role (with a pay less than that of a Registrar 2 or equivalent classification) for periods greater than six months if the vacancy was advertised;
- 147.1.2. decisions to promote or not promote an officer;
- 147.1.3. decisions to appoint or not appoint an employee, or to engage or not engage an employee, on a temporary contract;
- 147.1.4. decisions to transfer, or not to transfer, an employee; and
- 147.1.5. decisions under the PSM Standards to promote an officer after acting for a period of twelve months or more in a position above Resident Medical Officer 2 or equivalent classification.

- 147.2. The findings of a review under this clause will not alter the outcome of the original decision but may be used to inform similar processes conducted in the future or address any failings on the part of employees involved in the process under review.

Initiating a Review

- 147.3. An officer ("the applicant" for the purposes of this Section), or the applicant's union or other employee representative on the applicant's behalf, may initiate a review under these procedures by making an application to the head of service that:
- 147.3.1. is in writing; and
 - 147.3.2. describes how the applicant believes the process was not conducted properly, and provides reasons for this; and
 - 147.3.3. is received by the head of service within fourteen calendar days of the employee being advised of the decision, or becoming aware of the decision; and
 - 147.3.4. seeks to review a reviewable process as set out in subclause 147.1.

Conducting a Process Review

- 147.4. Subject to subclause 147.3 the head of service must arrange for an application to be reviewed by an independent person (the reviewer) who may be:
- 147.4.1. a suitably skilled person who was not involved in the original action; or
 - 147.4.2. a person chosen from a panel of providers.
- 147.5. The independent reviewer will be provided with all relevant information and evidence that was available to the decision-maker in the making of the original decision.
- 147.6. The reviewer will make an assessment whether relevant processes contained in this Agreement, the PSM Act and PSM Standards were followed, and to what extent.
- 147.7. After reviewing the information and evidence provided under subclause 147.5, the independent reviewer will provide a report to the head of service, which either:
- 147.7.1. confirms that the process was conducted in accordance with the provisions of this Agreement, the PSM Act, and PSM Standards; or
 - 147.7.2. finds that there were deficiencies in the process; such findings will be supported by reasons and the report may include recommendations for how similar processes may be conducted in future.

Section S – Redeployment and Redundancy

148. DEFINITIONS

- 148.1. “Excess officer” means an officer who has been notified in writing by the head of service that he or she is excess to the ACTPS Directorate’s requirements because:
- 148.1.1. The officer is included in a class of officers employed in the ACTPS Directorate, which class comprises a greater number of officers than is necessary for the efficient and economical working of the Directorate; or
 - 148.1.2. The services of the officer cannot be effectively used because of technological or other changes in the work methods of the Directorate or changes in the nature, extent or organisation of the functions of the Directorate.
- 148.2. “Potentially excess officer” means an officer who is formally notified they are likely to become an excess officer in a foreseeable space of time.

149. APPLICATION

- 149.1. The ACTPS recognises the need to make the most effective use of the skills, abilities and qualifications of its officers in a changing environment. When positions become excess, the Directorate will seek to redeploy permanent officers within the Directorate or the ACTPS in order to avoid or minimise an excess officer situation. Should redeployment not be possible, voluntary redundancy, reduction in classification and involuntary redundancy will be considered in that order. Throughout these procedures, the Directorate will, where practicable, take into consideration the personal and career aspirations and family responsibilities of affected officers.
- 149.2. These provisions do not apply to temporary and casual employees or officers on probation.

150. CONSULTATION

- 150.1. Where it appears to the head of service that a position is likely to be either potentially excess or excess to an ACTPS Directorate’s requirements, and prior to any individual officer(s) being identified, the head of service will, at the earliest practicable time, advise and discuss with the parties to this Agreement, the following issues (as appropriate in each case):
- 150.1.1. The number and classification of officers in the part of the Directorate affected;
 - 150.1.2. The reasons an officer is, or officers are, likely to be excess to requirements;
 - 150.1.3. The method of identifying officers as excess, having regard to the efficient and economical working of the Directorate and the relative efficiency of officers;
 - 150.1.4. The number, classification, location and details of the officers likely to be excess;
 - 150.1.5. The number and classification of officers expected to be required for the performance of any continuing functions in the part of the Directorate affected;
 - 150.1.6. Measures that could be taken to remove or reduce the incidence of officers becoming excess;
 - 150.1.7. Redeployment prospects for the officers concerned;
 - 150.1.8. The appropriateness of using voluntary retirement; and
 - 150.1.9. Whether it is appropriate for involuntary retirement to be used if necessary.

- 150.2. The discussions under subclause 150.1 will take place over such time as is reasonable, taking into account the complexity of the restructuring and need for potential excess officer situations to be resolved quickly and will comply with the consultation requirements of clause 124 Any use of involuntary redundancy will be agreed between the unions at this stage and will not be used without the written agreement of the head of service and the union(s).
- 150.3. The head of service will comply with the notification and consultation requirements for union(s) and Centrelink about terminations set out in the FW Act.
- 150.4. The head of service will, at the first available opportunity, inform all officers likely to be affected by an excess staffing situation of the terms and operation of this section.
- 150.5. Where a redundancy situation affects a number of officers engaged in the same work at the same level, elections to be made voluntarily redundant may be invited.
- 150.6. Nothing in this Agreement will prevent the head of service inviting officers who are not in a redundancy situation to express interest in voluntary redundancy, where such redundancies would permit the redeployment of potentially excess and/or excess officers who do not wish to accept voluntary redundancy.

151. NOTIFICATION

- 151.1. Except where a lesser period is agreed between the head of service and the officer, the officer will not, within one month after the union(s) have been advised under subclause 150.1, be invited to volunteer for retirement nor be advised in writing in accordance with subclause 151.4 that he or she is excess to the relevant Directorate's requirements.

Potentially Excess Officers

- 151.2. At the point where individual employees can be identified, the head of service will advise the officer(s) that a position(s) is likely to become excess and that the employee may be affected. In that advice the officer(s) will also be advised that the officer may be represented by a union or other employee representative at subsequent discussions. The head of service will discuss with the officer(s) and, where chosen, the employee representative(s) the issues dealt with in subclauses 150.1.1 through 150.1.9 (as appropriate in each case).
- 151.3. Potentially excess officers who have not been invited to be voluntarily retired, or who have declined to elect to be voluntarily retired, will be subject to the redeployment provisions in clause 152.

Excess Officers

- 151.4. Subject to subclause 151.1 the notification of an officer's excess status will only be given when the consultation required under clause 150 and the consultation required under subclause 151.2 has taken place. Following such consultation, where the head of service is aware that an officer is excess, the head of service will advise the officer in writing.
- 151.5. An excess officer is subject to the redeployment provisions in clause 152.
- 151.6. An excess officer who is offered a voluntary redundancy, but who does not accept the offer, is entitled to a seven month retention period in accordance with clause 154.

152. REDEPLOYMENT

- 152.1. Redeployment of potentially excess and excess officers will be in accordance with the officer's experience, ability and, as far as possible, the officer's career aspirations and wishes.

- 152.2. Once an officer has been notified that they are potentially excess or excess in accordance with subclause 151.2 and 151.4 respectively, the officer will be registered by their Directorate on the Redeployment Register.
- 152.3. The head of service will consider a potentially excess or excess officers from other ACT Public Service agencies in isolation for vacancies at the officer's substantive level.
- 152.4. An excess officer (or potentially excess) has absolute preference for transfer to positions at the officers' substantive level and must be considered in isolation from other applicants for any vacancy within the ACTPS. For the purposes of this clause substantive level means the same classification or an alternative equivalent classification in another classification stream where the maximum pay does not exceed the top increment of the officer's current classification by more than 10%. For clarity this does not allow for the transfer of an officer within the same classification stream, e.g. a SOGB to transfer to a SOGA.
- 152.5. Under this clause an excess officer will be given preference over a potentially excess officer.
- 152.6. An excess officer need only be found suitable, or suitable within a reasonable time (generally three to six months) to be transferred to a position in accordance with subclause 152.4.
- 152.7. The head of service will make every effort to facilitate the placement of an excess officer within the service.
- 152.8. The head or service will arrange reasonable training that would assist the excess officer's prospects for redeployment.
- 152.9. The head of service will provide appropriate internal assistance and career counselling and assist as necessary with the preparation of job applications.

153. VOLUNTARY REDUNDANCY

- 153.1. Subject to subclause 151.1, at the completion of the discussions in accordance with clause 150, the head of service may invite officers to elect to be made voluntarily redundant under this clause.
- 153.2. Where the head of service invites an officer to elect to be made voluntarily redundant, the officer will have a consideration period of a maximum of one month from the date of the offer in which to advise the head of service of the officer's election, and the head of service will not give notice of redundancy before the end of the one month consideration period.
- 153.3. To allow an officer to make an informed decision on whether to submit an election to be made voluntarily redundant, the head of service must provide the officer with advice on:
 - 153.3.1. The sums of money the officer would receive by way of severance pay, pay instead of notice, and paid up leave credits; and
 - 153.3.2. The career transition/development opportunities within the ACTPS.
- 153.4. The officer should seek independent advice on:
 - 153.4.1. amount of accumulated superannuation contributions;
 - 153.4.2. the options open to the officer concerning superannuation; and
 - 153.4.3. the taxation rules applicable to the various payments.

- 153.5. The relevant directorate will supplement the costs of independent, accredited financial counselling incurred by each officer who has been offered voluntary redundancy up to a maximum of \$1000. The head of service will authorise the accredited financial counsellors to invoice the relevant Directorate directly.
- 153.6. Subject to subclause 153.7, where the head of service approves an election to be made redundant and gives the notice of retirement in accordance with the PSM Act, the period of notice will be one month, or five weeks if the officer is over forty-five years old and has completed at least two years continuous service.
- 153.7. Where the head of service so directs, or the officer so requests, the officer will be retired at any time within the period of notice under subclause 153.6, and the officer will be paid in lieu of pay for the unexpired portion of the notice period.

Severance Benefit

- 153.8. An officer who elects to be made redundant in accordance with this clause will be entitled to be paid either of the following, whichever is the greater:
- 153.8.1. A sum equal to two weeks of the officer's pay for each completed year of continuous service, plus a pro-rata payment for completed months of continuous service since the last year of continuous service. The maximum sum payable under this subclause will be 48 weeks' pay; or
- 153.8.2. Twenty-six weeks pay.
- 153.9. For the purpose of calculating any payment instead of notice or part payment, the pay an officer would have received had he or she been on annual leave during the notice period, or the unexpired portion of the notice period as appropriate, will be used.
- 153.10. For the purpose of calculating payment under subclause 153.8:
- 153.10.1. Where an officer has been acting in a higher position for a continuous period of at least twelve months immediately preceding the date on which he or she receives notice of retirement, the pay level will be the officer's pay in such higher position at that date;
- 153.10.2. Where an officer has, during 50% or more of pay periods in the twelve months immediately preceding the date on which he or she receives notice of retirement, been paid a loading for shiftwork or are paid a composite pay, the weekly average amount of shift loading received during that twelve month period will be counted as part of "weeks' pay";
- 153.10.3. The inclusion of other allowances, being allowances in the nature of pay, will be with the approval of the head of service.

154. RETENTION PERIOD FOR EXCESS OFFICERS

- 154.1. An excess officer who does not accept voluntary redundancy is entitled to a seven month retention period.
- 154.2. The retention period will commence:
- 154.2.1. On the day the officer is advised in writing by the head of service that he or she is an excess officer; or
- 154.2.2. In the case of an officer who is invited by the head of service to submit an election to be retired – one month after the day on which the election is invited.
- 154.3. At the end of the retention period, if the officer has not been redeployed, the officer will be offered a choice of:

- 154.3.1. a suitable vacant position at the officer's substantive level, to be transferred to in accordance with the PSM Act; or
- 154.3.2. retiring from the ACTPS with a severance payment which will be the equivalent to what the officer would have received had the officer accepted the voluntary redundancy, less the amount of salary that the officer received during the retention period.
- 154.4. To be transferred to a suitable position in accordance with subclause 154.3.1 an excess officer need only be found suitable, or suitable within a reasonable time (generally three to six months) to be transferred to the position.

155. INVOLUNTARY RETIREMENT

- 155.1. An excess officer may be made involuntarily redundant, subject to the agreement of the union(s). This clause applies to excess officers who are not:
 - 155.1.1. Retired with consent;
 - 155.1.2. Redeployed to another position; or
 - 155.1.3. Reduced in classification.
- 155.2. An officer may be involuntarily retired subject to the agreement of the union(s), such agreement not to be withheld if, during or after six months from the date the officer was declared excess, the officer:
 - 155.2.1. Does not accept a transfer in accordance with the PSM Act; or
 - 155.2.2. Has refused to apply for, or be considered for, a position for which the officer could reasonably be expected to be qualified to perform, either immediately or in a reasonable time.
- 155.3. Where the head of service believes that there is insufficient productive work available for an excess officer during the retention period, the head of service may make the officer involuntarily redundant before the end of the retention period.
- 155.4. An excess officer will not be involuntarily retired if he or she has not been invited to elect to be voluntarily retired with benefits, or has made such an election, and the head of service refuses to approve it.
- 155.5. Where the head of service involuntarily retires an excess officer, the officer will be given no less than four weeks' notice of the action proposed; or five weeks if the officer is over forty-five years old and has completed at least two years of continuous service. This notice period will, as far as practicable, be concurrent with the seven month retention period.

156. INCOME MAINTENANCE PAYMENT

- 156.1. An officer who has been receiving a higher rate of pay for a continuous period of at least twelve months and who would have continued to receive that pay rate except for the excess officer declaration, will be considered to have the higher pay rate.
- 156.2. This pay will be known as the income maintenance pay. The income maintenance pay, where applicable, will be used for the calculation of all conditions and entitlements under this clause.
- 156.3. The income maintenance pay exists for the retention period or the balance of the retention period.
- 156.4. If an officer is involuntarily retired, the entitlements, including paying out the balance of the retention periods, where applicable, will be calculated on the income maintenance pay rate. If an officer is involuntarily retired during the retention periods the officer's date of retirement is the date that the officer

would have retired after the retention period ceased, not the date of the involuntary retirement. All final entitlements will be calculated from the latter date.

- 156.5. If an officer is involuntarily reduced in classification during the retention period, the officer will be entitled to be paid at the income maintenance pay rate for the balance of the retention period.
- 156.6. All allowances in the nature of pay will be included in determining the income maintenance pay rate.

157. LEAVE AND EXPENSES TO SEEK EMPLOYMENT

- 157.1. At any time after the officer has been advised under subclause 151.3 of being potentially excess, the officer is entitled to paid leave to seek alternative employment. Leave granted under this clause will be for periods of time to examine the job and to attend interviews. Reasonable travelling time will also be granted.
- 157.2. The officer will be entitled to any reasonable fares and other incidental expenses if these are not met by the prospective employer.

158. USE OF PERSONAL LEAVE

- 158.1. The use of personal leave will not extend the retention periods of an officer unless these periods are supported by a medical certificate and/or are of such a nature as to make the seeking of employment during certificated personal leave inappropriate.
- 158.2. An officer who is receiving income maintenance will have those payments continued during certified personal leave periods of up to a total of six months.

159. APPEALS

- 159.1. Without affecting the officer's rights under the FW Act, an excess officer has the right under Section Q to appeal any decision taken in relation to the officer's eligibility for benefits under clauses 152 and 153, the amount of such benefits, or the amount payable by way of income maintenance under clause 156.
- 159.2. An excess officer has the right under Section Q to appeal against the giving, in accordance with clause 155 of a notice of involuntary redundancy.

160. AGREEMENT NOT TO PREVENT OTHER ACTION

- 160.1. Nothing in this Agreement will prevent the reduction in classification of an officer or the retirement of an officer as a result of action relating to discipline, invalidity, inefficiency or loss of essential qualifications.

161. RE-ENGAGEMENT OF PREVIOUSLY RETRENCHED OFFICERS

- 161.1. Despite the PSM Act, officers who are involuntarily retired from the ACTPS can be engaged at any time by the Head of Service.
- 161.2. Officers who elect to be made voluntarily redundant under clause 153 cannot be re-engaged by the ACTPS until a period has expired, which is equivalent in weeks and days to the termination payment received under 153.8 or 154.3.2, except with the written consent of the Head of Service (in person).

Annex A – Classifications and Rates of Pay

CLASSIFICATION	Pay Rates as at 6.4.2017	2.25% from 5/10/2017	0.5% from 14/6/2018	1.35% from 13/12/2018	1.35% from 13/6/2019	1.35% from 12/12/2019	1.35% from 11/6/2020	1.35% from 10/12/2020	1.35% from 10/6/2021
Intern	\$68,094	\$69,626	\$69,974	\$70,919	\$71,876	\$72,846	\$73,829	\$74,826	\$75,836
RMO 1	\$79,682	\$81,475	\$81,882	\$82,987	\$84,107	\$85,242	\$86,393	\$87,559	\$88,741
SRMO 1 / Junior Registrar	\$87,410	\$89,377	\$89,824	\$91,037	\$92,266	\$93,512	\$94,774	\$96,053	\$97,350
SRMO 2	\$98,704	\$100,925	\$101,430	\$102,799	\$104,187	\$105,594	\$107,020	\$108,465	\$109,929
SRMO 3	\$106,957	\$109,364	\$109,911	\$111,395	\$112,899	\$114,423	\$115,968	\$117,534	\$119,121
Registrar 1	\$98,704	\$100,925	\$101,430	\$102,799	\$104,187	\$105,594	\$107,020	\$108,465	\$109,929
Registrar 2	\$106,957	\$109,364	\$109,911	\$111,395	\$112,899	\$114,423	\$115,968	\$117,534	\$119,121
Registrar 3	\$115,247	\$117,840	\$118,429	\$120,028	\$121,648	\$123,290	\$124,954	\$126,641	\$128,351
Registrar 4	\$123,327	\$126,102	\$126,733	\$128,444	\$130,178	\$131,935	\$133,716	\$135,521	\$137,351
Senior Registrar	\$138,667	\$141,787	\$142,496	\$144,420	\$146,370	\$148,346	\$150,349	\$152,379	\$154,436
CMO 1	\$122,913	\$125,679	\$126,307	\$128,012	\$129,740	\$131,491	\$133,266	\$135,065	\$136,888
	\$132,402	\$135,381	\$136,058	\$137,895	\$139,757	\$141,644	\$143,556	\$145,494	\$147,458
	\$138,201	\$141,311	\$142,018	\$143,935	\$145,878	\$147,847	\$149,843	\$151,866	\$153,916
	\$142,865	\$146,079	\$146,809	\$148,791	\$150,800	\$152,836	\$154,899	\$156,990	\$159,109
	\$148,507	\$151,848	\$152,607	\$154,667	\$156,755	\$158,871	\$161,016	\$163,190	\$165,393
CMO 2	\$154,221	\$157,691	\$158,479	\$160,618	\$162,786	\$164,984	\$167,211	\$169,468	\$171,756
	\$159,015	\$162,593	\$163,406	\$165,612	\$167,848	\$170,114	\$172,411	\$174,739	\$177,098
	\$168,335	\$172,123	\$172,984	\$175,319	\$177,686	\$180,085	\$182,516	\$184,980	\$187,477
	\$183,145	\$187,266	\$188,202	\$190,743	\$193,318	\$195,928	\$198,573	\$201,254	\$203,971

CLASSIFICATION	Pay Rates as at 6.4.2017	2.25% from 5/10/2017	0.5% from 14/6/2018	1.35% from 13/12/2018	1.35% from 13/6/2019	1.35% from 12/12/2019	1.35% from 11/6/2020	1.35% from 10/12/2020	1.35% from 10/6/2021
Senior CMO	\$197,201 \$211,643	\$201,638 \$216,405	\$202,646 \$217,487	\$205,382 \$220,423	\$208,155 \$223,399	\$210,965 \$226,415	\$213,813 \$229,472	\$216,699 \$232,570	\$219,624 \$235,710
Transitional CMO 1	\$168,335	\$172,123	\$172,984	\$175,319	\$177,686	\$180,085	\$182,516	\$184,980	\$187,477
Transitional CMO 2	\$183,145	\$187,266	\$188,202	\$190,743	\$193,318	\$195,928	\$198,573	\$201,254	\$203,971
Transitional CMO 3	\$197,201	\$201,638	\$202,646	\$205,382	\$208,155	\$210,965	\$213,813	\$216,699	\$219,624
Specialist Band 1	\$164,470	\$168,171	\$169,012	\$171,294	\$173,606	\$175,950	\$178,325	\$180,732	\$183,172
Specialist Band 2	\$174,088	\$178,005	\$178,895	\$181,310	\$183,758	\$186,239	\$188,753	\$191,301	\$193,884
Specialist Band 3	\$183,697	\$187,830	\$188,769	\$191,317	\$193,900	\$196,518	\$199,171	\$201,860	\$204,585
Specialist Band 4	\$193,338	\$197,688	\$198,676	\$201,358	\$204,076	\$206,831	\$209,623	\$212,453	\$215,321
Specialist Band 5	\$202,960	\$207,527	\$208,565	\$211,381	\$214,235	\$217,127	\$220,058	\$223,029	\$226,040
Broadband point Senior Specialist	\$222,205	\$227,205	\$228,341	\$231,424	\$234,548	\$237,714	\$240,923	\$244,175	\$247,471
Post Graduate Fellow	\$191,047	\$195,346	\$196,323	\$198,973	\$201,659	\$204,381	\$207,140	\$209,936	\$212,770

Note: Pay increases scheduled to occur on dates prior to the commencement of this Agreement have, prior to the commencement of this Agreement, been applied and processed to classifications set out in Annex A of this Agreement in line with the pay percentage increases contained at subclause 27.2 and Annex A of this Agreement.

Annex B – Agreed Framework for Attraction and Retention Incentives (ARIns)

1. Introduction

- 1.1 This Section sets out the Framework that applies to individual Attraction and Retention Incentives (ARIns) and to ARIns for groups of employees performing an identical function at the same classification level within a Directorate.
- 1.2 This Framework does not apply to casual employees.
- 1.3 Notwithstanding the below provisions of the Framework it is a matter for the Director-General's discretion (in consultation with the Head of Service) as to whether an ARIn will be applied to an employee in a position.
- 1.4 In assessing whether an ARIn should be applied to an employee in a position, the Director-General will give particular consideration to the consequences the provision of the ARIn may have on the Territory's ability to recruit and/or retain employees to Executive positions.
- 1.5 In this Framework, a reference to position, employee, occupant or union includes positions, employees, occupants or unions.
- 1.6 The terms and conditions of employment of this Agreement will continue to form the principal basis for employees covered by this Agreement. Accordingly, where an ARIn applies to an employee, the terms and conditions of the employee is a combination of:
 - a. the terms and conditions contained in this Agreement; and
 - b. the terms and conditions contained in the ARIn.
- 1.7 The terms and conditions of employment contained in an ARIn prevail over the terms and conditions of employment contained in this Agreement to the extent of any inconsistency.

2. Scope of an Attraction and Retention Incentive

- 2.1 An ARIn may contain:
 - a. enhanced pay rates;
 - b. provision for privately plated vehicles where the Director-General considers there is a clear, unambiguous and exceptional need;
 - c. other terms and conditions of employment where the Director-General considers there is a clear, unambiguous and exceptional need.
- 2.2 The rates of pay component of an ARIn will count as pay for all purposes including superannuation and for the purposes of calculating the rate of pay for annual leave, long service leave, paid personal leave, paid birth leave, redundancy payments and other paid leave granted under this Agreement. If leave is on reduced pay or without pay, the pay component of the ARIn must be reduced proportionately.
- 2.3 Normal incremental advancement and pay increase percentages will continue to apply in relation to the base rate of pay of the employee in receipt of an ARIn. Pay increase percentages will not apply to the pay component of an ARIn.
- 2.4 The pay component of an ARIn is payable by fortnightly instalment.

- 2.5 Notwithstanding paragraph 2.4, an ARIn may provide for the pay component, or part thereof, to be paid as a lump sum, subject to the pay component not being directly linked to performance.
- 2.6 The terms of the ARIn must contain provisions:
- a. setting out the expiry date, or expected expiry date, of the ARIn;
 - b. setting out the level of the employee's base rate of pay;
 - c. setting out the pay component, any other terms and conditions of employment that are to apply under the ARIn, and the total dollar value of the ARIn;
 - d. stating whether or not the pay component in the ARIn (if any) reduces (or increases) proportionately on a pro-rata basis where the employee in the position to which the ARIn applies reduces (or increases) their working hours;
 - e. stating that the terms and conditions of the employee will revert to the applicable rates of pay and terms and conditions of employment under this Agreement in the event the ARIn ceases to operate or is terminated; and
 - f. containing the terms of this Framework.

3. Approval

- 3.1 An ARIn may only be agreed and approved in accordance with this Framework.
- 3.2 The Director-General may approve an ARIn for:
- a. a specific project provided the term of the ARIn is no longer than 24 months (a "Project ARIn"). A Project ARIn cannot be renewed and will cease on the date specified in the ARIn for cessation of the position's involvement in the project, or the date of completion of the project, whichever date is the earlier. The review provisions at paragraph 7.1 will not apply to Project ARIns; or
 - b. a specified period of less than 12 months (a "Fixed Term ARIn"). A Fixed Term ARIn cannot be varied, extended or renewed, and will automatically cease on its specified expiry date. The review provisions at paragraph 7.1 will not apply to Fixed Term ARIns; or
 - c. a specified period of 12 months (a "Renewable ARIn"). A Renewable ARIn may be renewed for a further 12 months on a maximum of two occasions, and must be reviewed in accordance with paragraph 7.1; or
 - d. a group of positions and employees performing identical functions at the same classification level, in accordance with paragraph 4.1, for a period of 24 months (a "Group Block Approval ARIn"). A Group Block Approval ARIn must be reviewed in accordance with paragraph 7.2.
- 3.3 Notwithstanding paragraph 3.2 a), where the Director-General forms a preliminary view that there will be a requirement for a further Project ARIn beyond the date specified in the original Project ARIn, a comprehensive submission must be provided to the Head of Service for consideration by the Head of Service in accordance with paragraph 8.6.
- 3.4 The Director-General may only approve an ARIn if the Director-General:
- a. considers that it is appropriate to provide an employee with terms and conditions of employment that are in excess of those which are ordinarily provided for under this Agreement, taking in account the

position the employee is engaged to perform and the matters to be considered in paragraph 5.1 of this Framework;

- b. has, with the exception of ARIns approved under paragraph 8.5 b), discussed the proposed terms of the ARIn with the employee to whom the ARIn is to apply prior to the ARIn being approved. In these discussions, the employee may invite a union or other employee representative to assist the employee; and
- c. has provided a written submission in accordance with paragraph 7.8.

Note: Where the ARIn is for a specified project, the estimated period of the position's involvement in the project to be covered by the ARIn must be specified in the ARIn.

- 3.5 An ARIn must not be agreed where it would result, when assessed as a whole, in a reduction in the overall terms and conditions of employment provided for the employee under this Agreement or provide terms and conditions that are, in a particular respect, less favourable than the National Employment Standards or the rates of pay set in this Agreement for the same work at the same classification level.
- 3.6 Where it is proposed that an ARIn will replace or reduce a condition of employment contained in this Agreement, the Director-General will consult with the relevant union with coverage of the position prior to the provision of a written submission to the Head of Service for consideration, about the proposed change. In consulting with the union, the Director-General will:
 - a. provide the union with relevant information about the position and the proposed change;
 - b. give the union a reasonable opportunity to consider this information and, if the union wishes, provide written views to the Director-General within seven days; and
 - c. take into account any views of the union before deciding to enter into the ARIn.

Information that the Director-General provides to the union under paragraph 3.6 a) will not include information that might directly or indirectly disclose the identity of the particular employee.

- 3.7 At any time following the conclusion of the consultation required under paragraph 3.6, and subject to consideration by the Head of Service, the Director-General and the employee may agree on the terms of an ARIn to apply to the position that the employee occupies.
- 3.8 Once the Head of Service has considered a submission pursuant to paragraph 7.7 b) and provided his or her views about the ARIn to the Director-General, the Director-General may approve the commencement of the ARIn.
- 3.9 Before approving an ARIn under paragraph 3.8 the Director-General must take account of the views of the Head of Service.

4. Group Block Approval

- 4.1 Where it is proposed that identical ARIns are to apply to a group of positions and employees performing identical functions at the same classification level within a Directorate this may be done as one block approval (a "Group Block Approval"). Only one submission needs to be made in accordance with paragraph 7.8 b) in relation to the group of positions as identified in the submission to the Head of Service, provided that:
 - a. each employee in a relevant position will be provided with an individual ARIn; and

- b. each ARIn provided under this paragraph needs to be identical in regard to the matters considered under paragraph 5.1 outlined in the ARIn supplied with the submission.
- 4.2 To avoid doubt, in the case of Group Block Approval ARIns, the application of the ARIn to those employees in the group who continue to meet the matters considered at paragraph 5.1, will continue to apply, even where:
 - a. an individual employee to whom the Group Block Approval applied no longer satisfies the matters to be considered at paragraph 5.1; or
 - b. an employee moves out of the position to which a Group Block Approval applies.
- 4.3 If following a review under paragraph 7.2 the Director-General determines that it is no longer appropriate to provide positions covered by a Group Block Approval, and employees in those positions with an ARIn, then all ARIns which apply to the positions covered by the Group Block Approval will cease to operate in accordance with paragraph 9.1 d) ii) for all employees who are the subject of the Group Block Approval.
- 4.4 If following a review under paragraph 7.1 or 7.2 the Director-General determines that the ARIn should be renewed (on the same or different terms) the new ARIn will apply to all positions covered by the Group Block Approval, and all employees in positions the subject of the Group Block Approval.
- 4.5 Despite paragraph 4.1 and 4.4, if following a review under paragraph 7.2 it is determined a particular position covered by a Group Block Approval, and the employee in the position covered by the Group Block Approval, warrants a different set of benefits from the other positions covered by the Group Block Approval, and from other employees the subject of the Group Block Approval, the ARIn applying to that particular position and particular employee will cease to be covered by the Group Block Approval and shall be an individual ARIn for all future reviews.

5. Matters to be Considered

- 5.1 In determining whether to apply an ARIn to an employee in a position, the Director-General will have regard to the following matters:
 - a. whether the position is critical to the operation of the Directorate or to a business unit in the Directorate;
 - b. whether an employee who occupies the position requires specialised qualifications, skill set and/or experience to perform the requirements of the position;
 - c. whether the role and skills required by the employee who occupies the position are in high demand;
 - d. the level at which comparable individuals with skills and qualifications for the role are remunerated in the marketplace;
 - e. the difficulty and cost associated with recruiting to the position;
 - f. any other matter he or she considers relevant to determining whether or not an ARIn would be appropriate in the circumstances.
- 5.2 In considering paragraph 5.1 d) the Director-General must take into account relevant market data (by reference to the definition of relevant market data in this Framework).

6. Commencement.

6.1 The ARIn will commence from whichever is the latter:

- a. the date specified in the ARIn; or
- b. the date of final approval by the Director-General in accordance with paragraph 3.8.

To avoid doubt, an ARIn cannot operate retrospectively.

7. Review

7.1 Where, following a comprehensive submission to the Head of Service for consideration by the Head of Service, an ARIn is approved by the Director-General for a specified period of 12 months (a “Renewable ARIn”), the Director-General may renew the ARIn for a further 12 months on a maximum of two occasions, provided that:

- a. a review of each ARIn is conducted within 12 months from the date of the ARIn commencing, or the date of first renewal of the ARIn, (a “continuation review”) to determine whether the Director-General continues to consider that it is appropriate to provide an employee occupying the position, to which the ARIn applies with terms and conditions of employment that are in excess of those which are ordinarily provided for under this Agreement; and
- b. a comprehensive market-based review (a “comprehensive review of each Renewable ARIn is conducted within three years from the date of the ARIn commencing to determine whether the ARIn should be renewed (on the same or different terms) and a further submission is made to the Head of Service for consideration by the Head of Service in accordance with paragraph 8.6, or ceased, in accordance with this Framework.

7.2 A comprehensive market-based review (a “comprehensive review”) of each Group Block Approval ARIn, must be completed within 24 months from the date of the ARIn commencing, or prior to the date of expiry of this Agreement, whichever date is the earlier. As a result of the review the Director-General will determine whether:

- a. the ARIn should be renewed (in the same or different terms) in accordance with paragraph 8.5 d);
- b. ceased in accordance with paragraph 9.1;
- c. the additional pay component of the ARIn should be incorporated into base rates of pay in any subsequent Agreement; or
- d. the additional pay component of the ARIn should be provided for in some other way.

7.3 In addition to reviewing ARIns under paragraph 7.1, the Director-General must also review an ARIn to determine whether the ARIn should be renewed, where:

- a. a preliminary view is formed by the Director-General that the position ceases to be critical to the operation of the Directorate or business unit in the Directorate; or
- b. a preliminary view is formed by the Director-General that the employee ceases to hold the required Specialist qualifications or Specialist attributes.

7.4 In reviewing the ARIn, the Director-General must have regard to the matters to be considered at paragraph 5.1, including any matters he or she considers relevant as per paragraph 5.1 f). In conducting a comprehensive review of an ARIn the Director-General must also take into consideration relevant market data (by reference to the definition or relevant market data in this Framework).

7.5 If the position to which the ARIn applies is occupied when undertaking a review of the ARIn, the Director-General will consult with the employee occupying the position to which the ARIn applies. The employee may invite a union or other employee representative to assist the employee in the consultation.

- 7.6 Where the employee occupying the position for which the ARIn is being reviewed is on long-term leave, reasonable attempts must be made to consult with the employee, or the employee's representative, pursuant to paragraph 7.5. If such reasonable attempts to consult with the employee are unsuccessful, then the Director-General may proceed with the review without the input of the employee.
- 7.7 Upon completion of the review the Director-General will notify the affected employee(s) in writing, and where relevant their representative(s), of the preliminary outcomes and reasons for the decision. The Director-General will provide the employee(s) and their representative(s) 14 days in which to provide a written response for consideration by the Director-General before making a final decision.
- 7.8 Following the conclusion of a review under paragraph 7.1 or 7.3, where the Director-General forms a preliminary view that the ARIn should be renewed on the same terms or on different terms, the Director-General must complete, as applicable:
 - a. a renewal submission; or
 - b. a comprehensive submission for consideration by the Head of Service.
- 7.9 Shared Services will provide regular reports to the Head of Service on all Renewable ARIns, or Group Block Approval ARIns, three months prior to their nominal expiry date for which a comprehensive review has not been completed pursuant to paragraph 7.1 b) or 7.2.
- 7.10 Where a comprehensive review of a Renewable ARIn, or Group Block Approval ARIn, has not been completed by the nominal expiry date, the responsible Directorate will develop, in consultation with the Head of Service, a plan to ensure the ARIn review is completed within three months.

8. Submissions

Renewal Submission

- 8.1 A renewal submission is required to be completed where:
 - a. pursuant to paragraph 7.8 a), it is proposed that a Renewable ARIn for a position should be renewed on the same terms; or
 - b. an employee who is party to a Fixed Term, Renewable or Project ARIn temporarily vacates the position to which the ARIn relates, and it is being proposed that the ARIn be provided to the employee who is acting in the vacated position; or
 - c. an employee who is party to a Fixed Term, Renewable or Project ARIn temporarily vacates the position to which the ARIn relates for a period of ninety days or more, and it is being proposed that the ARIn apply to the employee upon the employee's return to the position.
- 8.2 A renewal submission provided in accordance with paragraph 8.1 must contain a declaration by the Director-General that he or she considers it appropriate to provide the employee with terms and conditions of employment that are in excess of those which are ordinarily provided for under this Agreement as set out in the ARIn. That submission must address the matters to be considered at paragraph 5.1, including any matters which the Director-General considers relevant to whether the ARIn should apply and has had regard to in accordance with paragraph 5.1 f).
- 8.3 Pursuant to paragraph 8.1, a Renewable ARIn may be renewed for a period of 12 months following a review under paragraph 7.1 a), provided that:
 - a. any Renewable ARIn can only be renewed on two occasions before a comprehensive review is undertaken; and

b. the review must be completed before the date of expiration specified in the ARIn.

8.4 If the provisions of paragraph 8.3 are not met, or the review under paragraph 7.1 or 7.3 determines that a Renewable ARIn should not be renewed, the ARIn will cease to operate in accordance with paragraph 9.1

c). Any further ARIns for the position or group of positions will require the provision of a new comprehensive submission to the Head of Service for consideration by the Head of Service in accordance with paragraph 8.6.

Comprehensive Submission

8.5 A comprehensive submission is required to be submitted where:

- a. in relation to a Renewable ARIn, three years have elapsed since the last comprehensive submission; or
- b. a position is to be advertised with a rate of pay which includes the proposed ARIn amount; or
- c. a new ARIn for an individual position is being proposed for an existing employee; or
- d. a new Group Block Approval is being proposed or sought for an identified group of positions performing an identical function at the same classification level within a Directorate; or
- e. a variation is being proposed to an existing renewable ARIn, whether it applies to an individual position or group of positions under a Group Block Approval.

8.6 A comprehensive submission provided in accordance with paragraph 8.5 must:

- a. address the matters to be considered at paragraph 5.1; and
- b. address any factors which the Director-General has considered relevant to whether an ARIn apply, and has had regard to in accordance with paragraph 5.1 f); and
- c. address whether the substantive position is correctly classified; and
- d. address whether the position's job description and/or organisation structure of the business unit can be adjusted to mitigate the need for an ARIn; and
- e. contain a declaration by the Director-General that he or she considers it appropriate to provide the employee who occupies the position to which the ARIn is to apply with terms and conditions of employment that are in excess of those which are ordinarily provided for under this Agreement as set out in the ARIn.

8.7 Where the Director-General considers that there is a compelling reason for the Directorate to pay enhanced rates of pay in excess of 50% of the base rate of pay for the position's classification, the Director-General will address the compelling reason for such 50% plus enhanced pay in the submission under paragraph 8.6 to the Head of Service.

9. Cessation

9.1 The ARIn will cease to operate:

- a. in relation to a Project ARIn, on the date specified in the ARIn for cessation of the position's involvement in the project, or the date of completion of the project, whichever date is the earlier;
- b. in relation to a Fixed Term ARIn, on the date specified in the ARIn;
- c. in relation to a Renewable ARIn: where the ARIn is reviewed in accordance with paragraph 7.1 or 7.3 and the Director-General determines following the review that the ARIn should no longer apply to the

position, on the date that is at least ninety days after the date notice is provided to the employee of cessation of the ARIn, or less if agreed by the employee.

d. in relation to Group Block Approval ARIns:

- i. on the date this Agreement is replaced by a further enterprise agreement; or
- ii. where the ARIn is reviewed in accordance with paragraph 7.2 and the Director-General determines following the review that the ARIn should no longer apply (or at any other time), on the date that is at least ninety days after the date notice of cessation of the ARIn is provided to the employee(s) to whom the ARIn applies.

e. on the date an employee vacates the position to which the ARIn applies, including when the employee becomes unattached or is temporarily transferred to another position.

Note 1: A new renewal submission is required to be completed in accordance with paragraph 8.1 b) where an ARIn is to apply to another employee who occupies the vacated position, unless the position is covered by a Group Block Approval.

Note 2: Where an employee is temporarily transferred to another position for a period of ninety days or more, a renewal submission is required to be completed in accordance with paragraph 8.1 a) where the ARIn is to apply to the employee upon their return to the vacated position, unless the position is covered by a Group Block Approval.

f. in relation to a finding arising from a misconduct or underperformance matter, on the date the sanction is to apply where the delegate determines, in accordance with paragraph H11.1.7 of this Agreement, that the sanction to be applied is termination of the ARIn.

g. on the date an employee loses the qualification, or registration which allows them to perform the duties of the position to which the ARIn relates.

h. on the date this Agreement is replaced by a further enterprise agreement, unless:

- i. the ARIn ceases to operate at an earlier time in accordance with the provisions of this Framework; or
- ii. the ARIn is deemed to continue to operate under the provisions in the replacement enterprise agreement.

i. in relation to ARIns which are deemed to operate pursuant to paragraph 10.2 of this Framework, on the day after 12 months from the commencement of this Agreement.

10. Deeming

10.1 An ARIn that applied to a position, and to the employee occupying the position to which the ARIn applies, which is covered by this Agreement on the day before the Agreement commenced operation will continue in accordance with the provisions of this Framework.

10.2 Any entitlement which an employee enjoyed on the day before the Agreement commences, which is in excess of those provided for under this Agreement will be deemed to be an ARIn. ARIns which are deemed to continue under this paragraph may operate for a maximum of 12 months from the date the Agreement commences.

- 10.3 If the Director-General determines that an ARIn that has been deemed to continue under paragraph 10.2 should continue to operate beyond 12 months from the date the Agreement commences, then he/she must follow the procedures for approving a new ARIn, as set out in this Framework.

11. Salary Sacrifice Arrangements

- 11.1 The additional pay component provided under an ARIn may be used for the purposes of salary sacrifice arrangements in accordance with the Salary Sacrifice Arrangement provisions of this Agreement. Where an employee salary sacrifices any part of the terms of an ARIn and, in accordance with this Framework, the ARIn ceases to apply, the employee must notify the salary sacrifice arrangement provider that the terms of the ARIn can no longer be packaged.

12. Notification

- 12.1 The Director-General will provide information to the Chief Minister Treasury, and Economic Development Directorate about ARIns approved by the Director-General for employees in the directorate during the reporting year, for inclusion in the State of the Service Report.
- 12.2 The Chief Minister, Treasury and Economic Development Directorate will provide regular reports to the union on ARIns including details of the number, terms and classifications of all ARIns approved by directorates.

13. Interpretation

- 13.1 In this Framework, unless the contrary intention appears:

‘Attraction and Retention Incentives’ (ARIns) means additional pay and/or conditions of employment, provided in recognition of the additional requirements of a position under a written agreement between the Director-General and the employee occupying the position to which the ARIn is to apply, that are in excess of those which are ordinarily provided for under this Agreement.

‘base rate of pay’ in relation to an employee is the rate of pay payable under Annex A of this Agreement for the employee’s classification on the date the ARIn commences, or for a review, on the date that the ARIn is approved, or renewed, following a review.

‘Director-General’ means the person occupying the position of Director-General of the relevant directorate (or Chief Executive Officer of Calvary Health Care ACT Limited (ABN 74 105 304 989), or their nominated delegate.

‘Group Block Approval’ means an ARIn approved by the Director-General, after consideration by the Head of Service, for a number of related positions with the same classification and perform an identical function in a directorate, and the employees in those positions.

‘Head of Service’ means the person occupying the position and exercising the powers of the Head of Service.

‘relevant market data’ includes but is not limited to job sizing assessments, recruitment experience, market surveys and job advertisements. Where a job sizing assessment or market survey is used as relevant market data, the assessment or survey must be undertaken by a remuneration consultant or internal remuneration employee.

Annex C – Allowances

Non Expense Related Allowances

Item	Allowance	Rate at 06/04/2017	2.25% from 5/10/2017	0.5% from 14/6/2018	1.35% from 13/12/2018	1.35% from 13/6/2019	1.35% from 12/12/2019	1.35% from 11/6/2020	1.35% from 10/12/2020	1.35% from 10/6/2021
	Higher Medical Qualifications allowance (per annum)									
1	Registrar (Subclause 56.1)	\$3,103	\$3,173	\$3,189	\$3,232	\$3,276	\$3,320	\$3,365	\$3,410	\$3,456
2	Career Medical Officer Grade 1 (Subclause 56.2)	\$3,369	\$3,445	\$3,462	\$3,509	\$3,556	\$3,604	\$3,653	\$3,702	\$3,752
	<u>After hours responsibility allowance</u> (for each 12 hour period or part thereof)									
3	Career Medical officers (Subclause 57.1)	\$31.27	\$31.97	\$32.13	\$32.56	\$33.00	\$33.45	\$33.90	\$34.36	\$34.82
4	Other than Career Medical officers (Subclause 57.2)	\$23.57	\$24.10	\$24.22	\$24.55	\$24.88	\$25.22	\$25.56	\$25.91	\$26.26
	<u>Management Allowance</u> clause 58									
5	Level 1	\$22,148	\$22,646	\$22,759	\$23,066	\$23,377	\$23,693	\$24,013	\$24,337	\$24,666
6	Level 2	\$38,759	\$39,631	\$39,829	\$40,367	\$40,912	\$41,464	\$42,024	\$42,591	\$43,166
7	Level 3	\$55,369	\$56,615	\$56,898	\$57,666	\$58,444	\$59,233	\$60,033	\$60,843	\$61,664

Expense Related Allowances

Item	Allowance	Rate at 06/04/2017	2.25% from 5/10/2017	0.5% from 14/6/2018	1.35% from 13/12/2018	1.35% from 13/6/2019	1.35% from 12/12/2019	1.35% from 11/6/2020	1.35% from 10/12/2020	1.35% from 10/6/2021
8	<u>Overtime Meal Allowance</u> (per occasion) clause 39									
	Breakfast	\$11.49	\$11.75	\$11.81	\$11.97	\$12.13	\$12.29	\$12.46	\$12.63	\$12.80
	Lunch	\$14.76	\$15.09	\$15.17	\$15.37	\$15.58	\$15.79	\$16.00	\$16.22	\$16.44
	Evening Meal	\$22.00	\$22.50	\$22.61	\$22.92	\$23.23	\$23.54	\$23.86	\$24.18	\$24.51
9	<u>Motor Vehicle Allowance</u> (per kilometre) clause 61									
	<i>Small car</i> - 1600cc non-rotary, 800cc rotary	\$0.78								
	<i>Medium Car</i> - 1601-2600cc non-rotary, 801-1300cc rotary	\$0.90								
	<i>Large car</i> over - 2600cc non- rotary, over 1300cc rotary	\$0.91								

Annex D – Other Leave

Leave to:	Accompany a domestic partner on a posting
Purpose	To enable an employee to accompany the employee's domestic partner for the period, or part of the period, of a posting
Eligibility	An employee
Entitlement	The maximum period is the period during which the domestic partner of the employee is required to perform duties overseas, or interstate.
Conditions	
Rate of payment	Without pay.
Effect on other entitlements	Will not count for any purpose.

Leave to:	Attend Aboriginal or Torres Strait Islander Ceremonies
Purpose	To attend a ceremony associated with the death of an immediate or extended family member or for other ceremonial obligations under Aboriginal and Torres Strait Islander law.
Eligibility	An employee who is of Aboriginal or Torres Strait Islander descent.
Entitlement	A maximum period of ten days in any two year period, in addition to bereavement leave.
Conditions	
Rate of payment	Without pay.
Effect on other entitlements	Will not count for any purpose.

Leave to:	Attend sporting events as an accredited competitor or official
Purpose	To enable an employee to attend sporting events as an accredited competitor or official.
Eligibility	An employee who is selected by an official sporting body to participate as an accredited official or competitor with national or international sporting status.
Entitlement	To attend training for, or to attend, a major national or international sporting or other recognised event in the capacity of an accredited official or competitor.
Conditions	Leave will be with pay unless otherwise agreed by the employee.
Rate of payment	With pay or without pay.
Effect on other entitlements	With pay will count as service for all purposes. Without pay will not count as service for any purpose.

Leave to:	Attend Aboriginal and Torres Strait Islander meetings
Purpose	For attending representative meetings in the capacity of an elected representative of the Aboriginal and Torres Strait Islander peak body.
Eligibility	An employee who is an elected representative of the ACT Aboriginal and Torres Strait Islander peak body.
Entitlement	Paid time to attend recognised meetings.
Conditions	If an employee accepts any fee for attendance at the meeting, leave will be granted without pay. An employee may accept reimbursement for out-of-pocket expenses.
Rate of payment	Full pay.
Effect on other entitlements	Will count as service for all purposes.

Leave to:	Attend as a witness
Purpose	To enable an employee to give evidence before a body or person before whom evidence may be taken on oath.
Eligibility	An employee
Entitlement	Refer to rate of payment
Conditions	If an employee is required to travel to give evidence, they may be reimbursed for reasonable travel expenses as if the employee had travelled in the course of the employee's duties, less any amount received as witnesses' expenses.
Rate of payment	With pay where the employee is to give evidence: (a) on behalf of a Territory, a State or the Commonwealth; or

	<p>(b) on behalf of an authority established by or under a law of a Territory, State or the Commonwealth; or</p> <p>(c) in a judicial review or administrative review proceeding where the matter being reviewed relates to the work of the employee; or</p> <p>(d) before a Royal Commission appointed under a law of the Commonwealth; or</p> <p>(e) before a person conducting an inquiry under a law of a Territory, a State or the Commonwealth; or</p> <p>(f) before a person or authority exercising arbitral functions under a law of a Territory, a State or the Commonwealth.</p> <p>Without pay where the leave to give evidence is for any other purpose.</p>
Effect on other entitlements	Will count as service for all purposes.

Leave to:	Attend NAIDOC week activities
Purpose	To enable an employee to attend and participate in NAIDOC Week activities.
Eligibility	An employee , other than a casual employee.
Entitlement	This leave may be granted for one complete day or for varying periods over the week's activities, totalling the equivalent of one complete day.
Conditions	Subject to operational requirements.
Rate of payment	Full pay.
Effect on other entitlements	Will count as service for all purposes.

Leave to:	Attend proceedings at Fair Work Commission
Purpose	To enable the employee to give evidence on behalf of a staff organisation in proceedings at the Fair Work Commission
Eligibility	An employee who is a representative of a staff organisation.
Entitlement	The time necessary to present a case or to give evidence or to attend inspections conducted by the Fair Work Commission, plus reasonable travel time.
Conditions	Leave with pay cannot be granted to more than two representatives for the same period
Rate of payment	With pay Without pay
Effect on other entitlements	With pay will count as service for all purposes Without pay will not count as service for any purpose but does not break continuity of service for long service leave purposes.

Leave to:	Campaign for election
Purpose	To enable the employee to campaign for election
Eligibility	An employee who is standing for election to the ACT Legislative Assembly, Commonwealth or State House of Parliament, or other legislative or advisory body approved by the Commissioner.
Entitlement	A maximum period of three months.
Conditions	
Rate of payment	Without pay.
Effect on other entitlements	Will not count for any purpose.

Leave to:	Cope with a disaster
Purpose	Where an employee is affected by a disaster which has destroyed or significantly damaged the employee's usual place of residence or its contents.
Eligibility	An employee whose home is wholly or partly uninhabitable for health or safety reasons.
Entitlement	A maximum period of three days in each consecutive period 12 months.
Conditions	
Rate of payment	Full pay.
Effect on other entitlements	Counts as service for all purposes.

Leave for:	Defence Reserve
Purpose	To enable an employee to undertake specified defence service and, also, enlistment, training and/or deployment with the Australian Defence Force Reserve (ADFR).
Eligibility	Available to employees other than casual employees.
Entitlement	<p>The entitlement to leave for Reserve Service is prescribed under the <i>Defence Reserve Service (Protection) Act 2001</i>.</p> <p>An employee may be granted leave (with or without pay) to enable the employee to fulfil Australian Defence Force (ADF) Reserve and Continuous Full Time Service (CFTS) or Cadet Force obligations.</p> <p>An employee is entitled to ADF Reserve Leave with pay, for up to four weeks during each financial year for the purpose of fulfilling service in the ADF Reserve. These purposes include training and operational duty as required.</p> <p>During an employee's first year of ADF Reserve service, a further two weeks paid leave may be granted by the head of service to facilitate participation in additional ADF Reserve training, including induction requirements.</p> <p>With the exception of the additional two weeks in the first year of service, leave can be accumulated and taken over a period of two years, to enable the employee to undertake training as a member of the ADF Reserves.</p> <p>Employees are not required to pay their tax-free ADF Reserve salary to the ACTPS in any circumstances.</p> <p>An employee who is an officer or instructor of cadets in a Cadet Force may be granted paid leave of up to three weeks each financial year to perform duties as an officer or instructor of Cadets. For these purposes 'Cadet Force' means the Australian Navy Cadets, Australian Army Cadets, or the Australian Air Force Cadets.</p> <p>Defence Reserve Leave counts as service for all purposes, except for unpaid leave to undertake CFTS. Unpaid leave for the purpose of CFTS counts for all purposes except Annual Leave.</p> <p>Defence Reserve Leave (cont.)</p>
	An eligible employee may also apply for Annual Leave, Long Service Leave, leave without pay, or they may use ADOs or flextime (where available) to make up time for the purpose of fulfilling ADF Reserve, CFTS or Cadet Force obligations.
Conditions	An eligible employee must give notice to the head of service as soon as practicable of the absence or intention to be absent for Defence Reserve Leave, including documentary evidence
Rate of payment	With pay or without pay
Effect on other entitlements	As per entitlement.

Leave to:	Donate an organ
Purpose	To enable an employee to donate an organ.
Eligibility	An employee who volunteers as an organ donor.
Entitlement	A maximum period of three months in any 12 month period.
Conditions	
Rate of payment	Full pay.
Effect on other entitlements	Will count as service for all purposes.

Leave to:	Donate blood
Purpose	To enable an employee to donate blood.
Eligibility	An employee, who volunteers as a blood donor.
Entitlement	The time necessary to attend to give blood, including travel and reasonable recovery time.
Conditions	
Rate of payment	Full pay.
Effect on other entitlements	Will count as service for all purposes.

Leave to:	Engage in employment associated with compensation
Purpose	To enable an employee to engage in employment outside the ACTPS as part of a rehabilitation process under the <i>Safety, Rehabilitation and Compensation Act 1988</i> .
Eligibility	An employee who is, or was, entitled to compensation leave under the <i>Safety, Rehabilitation and Compensation Act 1988</i> and the employment is part of a rehabilitation process under that Act.
Entitlement	A maximum period of three years.
Conditions	
Rate of payment	Without pay.
Effect on other entitlements	Will count as service for all purposes.

Leave to:	Engage in employment in the interests of defence or public safety
Purpose	To enable the employee to engage in work or employment that the head of service considers is in the interests of the defence or public safety of the Commonwealth or the Territories.
Eligibility	An employee.
Entitlement	A maximum period of two years.
Conditions	
Rate of payment	Without pay.
Effect on other entitlements	The first twelve months will count as service for all purposes. Subsequent leave will count as service for all purposes except annual leave. If an employee does not return to duty with the ACTPS the leave will not count as service for any purpose.

Leave to:	Engage in employment in the interests of the ACTPS
Purpose	To enable an employee to engage in work or employment outside the ACTPS where the head of service is satisfied that the employment is in the interests of the ACTPS.
Eligibility	An employee, other than an employee: (a) who is a probationary employee; or (b) who has six months or less continuous employment.
Entitlement	A maximum period of five years.
Conditions	
Rate of payment	Without pay.
Effect on other entitlements	Will counts as service for all purposes except for annual leave. If an employee does not return to duty with the ACTPS the leave will not count as service for any purpose.

Leave to:	Hold a full-time office in a staff organisation
Purpose	To enable an employee to hold a full-time office in a staff organisation; council of staff organisations, or credit union, co-operative society, building co-operative or similar body.
Eligibility	An employee
Entitlement	The maximum period of leave that may be granted is the period for which the employee is elected to office, or in the case of a non-elected office, three years.
Conditions	To be eligible for leave to hold a non-elected office the employee must have been employed in the ACTPS or in the Australian Public Service for at least four years, at the date at which the leave is proposed to begin. Leave may only be granted for this purpose where the relevant body is incorporated and is conducted by, or on behalf of, a staff organisation for the benefit of the members of the staff organisation or all persons employed in the ACTPS.
Rate of payment	Without pay.
Effect on other entitlements	Will count as service for accruing personal leave and calculating the period of service for long service, except where the leave is to enable the employee to take up an honorary office. Where leave is granted to enable the employee to take up an honorary office, the first two months leave in each calendar year will count as service for all purposes. Leave in excess of two months in a calendar year will not count as service for any purpose other than ongoing eligibility to access birth leave as provided by the PSM Act, Part 8 clause 172(1).

Leave for:	Local government purposes
Purpose	To enable the employee to attend formal meetings, in the capacity of an elected office holder, of a local government council.
Eligibility	An employee who is a duly elected office holder of a local government council.
Entitlement	A maximum period of: (a) in the case of an employee who is mayor or president of the council, five days in any 12 month period; or (b) in any other case three days in any 12 month period.
Conditions	
Rate of payment	Full pay.
Effect on other entitlements	Will count as service for all purposes.

Leave for:	Operational Service Personal Leave
Purpose	To enable officers and employees who have rendered operational service to be absent from duty when they are unfit for work because of war-caused injuries or diseases.
Eligibility	An officer or employee, other than a casual employee, who has rendered operational service.
Entitlement	<p>Operational service personal leave is cumulative and is additional to personal leave entitlements contained in clause 82.</p> <p>(a) Officers On appointment, an eligible officer is entitled to nine weeks operational service personal leave. An eligible officer is entitled to receive an additional credit of three weeks operational service personal leave: (1) 12 months after the date of appointment; and (2) 24 months after the date of appointment; and (3) 36 months after the date of appointment. The maximum operational service personal leave balance that an eligible officer may have is eighteen weeks</p> <p>(b) Employees other than Officers On engagement, an eligible employee is entitled to nine days operational service personal leave An eligible employee is entitled to receive an additional credit of three days operational service personal leave: (1) 12 months after the date of engagement; and (2) 24 months after the date of engagement; and (3) 36 months after the date of engagement. The maximum operational service personal leave balance that an eligible employee may have is eighteen days.</p> <p>Where operational service personal leave credits have been exhausted, the head of service may grant an employee personal leave or a period of unpaid operational service personal leave.</p>
Evidence and Conditions	<p>An eligible officer or employee should discuss with their manager/supervisor, as soon as practicable, of their absence or intention to be absent on operational service personal leave.</p> <p>An eligible officer or employee must make an application to the head of service to access their operational service personal leave entitlement.</p> <p>Having considered the requirements of this clause the head of service may approve an Operational Service Personal Leave eligible officer or employee's application to access operational service personal leave. A decision not to approve the leave will be taken in accordance with subclause 80.1.</p> <p>Operational service personal leave may be granted by the head of service: (a) to cover absences resulting from war-caused injury or diseases; and (b) following a written request from an eligible officer or employee, which must include documentary evidence that the absence is due to the war-caused injury or disease, (cont.) including evidence that the injury or disease is a war-caused injury or disease in accordance with the requirements of the <i>Veterans' Entitlement Act 1986 (Commonwealth)</i>.</p>
Rate of payment	With pay. The rate of payment to be paid to the employee during a period of operational service personal leave is the same rate as would be paid if the employee was granted personal leave, except where it is granted without pay.
Effect on other entitlements	<p>Operational service personal leave with pay will count as service for all purposes.</p> <p>Operational service personal leave without pay will not count as service.</p>

Interpretation	<p>operational service has the same meaning as in the <i>Veterans' Entitlement Act 1986</i> (Commonwealth).</p> <p>war-caused injuries or diseases has the same meaning as in the <i>Veterans' Entitlement Act 1986</i> (Commonwealth).</p>
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Leave for:	Religious purposes
Purpose	To enable an employee to attend a ceremony integral to the practice of the employee's religious faith.
Eligibility	An employee who is an adherent to the particular religious faith and who is a practising member of that religious faith.
Entitlement	A maximum period of ten days in any two year period.
Conditions	Religious leave is only available for ceremonies that are of significant importance to the particular faith that are generally observed by the entire faith. Leave is not available for ceremonies that are only of significance to the individual member of the particular religious faith.
Rate of payment	Without pay.
Effect on other entitlements	Will not count for any purpose.

Leave for:	Returned soldiers for medical purposes
Purpose	To enable an employee to attend an appointment for treatment or review as a returned soldier under the <i>Veterans' Entitlement Act 1986</i> (Commonwealth).
Eligibility	An employee who is a returned soldier.
Entitlement	A maximum period of two weeks in any twelve month period.
Conditions	
Rate of payment	Full pay.
Effect on other entitlements	Will count as service for all purposes.

Leave to:	Take leave where leave cannot be granted under any other provision
Purpose	To enable an employee to be absent from duty where the leave cannot be provided for elsewhere
Eligibility	An employee
Entitlement	A maximum period of twelve months.
Conditions	
Rate of payment	<p>Without pay, except where the head of service determines there are special circumstances, having regard to:</p> <ul style="list-style-type: none"> (a) the purpose for which the leave is being taken; and (b) the length of service of the employee; and (c) the length of the period for which the leave is being taken. <p>In special circumstances the head of service determines whether leave is at full pay or half pay.</p>
Effect on other entitlements	Leave without pay will not count as service for any purpose. However, where the head of service determines there are special circumstances and that the period of leave granted is to be with pay then the paid leave will count as service for all purposes.

Annex E – Private Practice Payments

1. Definitions

2.1 In this Annex:

“**Fees**” means, for each Specialist, the total private practice fees received by the Directorate for each financial year;

“**Relevant Threshold**” means the amount calculated in accordance with the formula listed in this schedule.

2. Scheme B Private Practice Payments

2.1 For Specialists participating in Scheme B, the Directorate must pay the Specialist a bonus equivalent to the Fees exceeding the Relevant Threshold but not exceeding 50% of the Specialist’s Scheme Pay.

2.2 If the Fees do not exceed 20% of the Specialist’s Scheme Pay, the Directorate must pay the Specialist a bonus equivalent to the Fees.

3. Scheme C Private Practice Payments

3.1 For Specialists participating in Scheme C, the Directorate must pay the Specialist a bonus equivalent to the Fees exceeding the Relevant Threshold but not exceeding 133.33% of the Specialist’s Scheme Pay.

4. Calculation of Relevant Threshold

4.1 For the purposes of calculating the Private Practice Payment payable to Specialists participating in Scheme B or C, the Relevant Threshold = $P \times F$ where:

P = the percentage specified in Column Two of Table 1 opposite the reference in Column One of that Item to the treatment provided by the Specialist; and

F = Fees.

TABLE 1 – PERCENTAGES APPLICABLE TO FEES

Column 1 – Specialty	Column Two
Cardiology	
<i>Medicare Benefits</i>	
<i>Schedule Item No.</i>	
110 Consultation	20%
116 Consultation – subsequent visit	20%
119 Consultation – minor subsequent visit	20%
132 Consultation – multiple morbidities	20%
133 Consultation – multiple morbidities – subsequent visit	20%
11712 Continuous ECG Monitoring	40%
11700 12-Lead Electrocardiography – ECG	50%
All Others	40%
Respiratory and Sleep Medicine	Column Two
<i>Medicare Benefits</i>	
<i>Schedule Item No.</i>	
110 Consultation	20%
116 Consultation – subsequent visit	20%
119 Consultation – minor subsequent visit	20%
132 Consultation – multiple morbidities	20%
133 Consultation – multiple morbidities – subsequent visit	20%
11503 Measurement of the Mechanical or gas Exchange Function of the Respiratory System	40%
11505 Measurement of spirometry	40%
11506 Measurement of the Respiratory Function	40%
11508 Cardiopulmonary exercise testing	40%
11509 Measurement of the Respiratory Function	40%
11512 Continuous Measurement of the Relationship between flow and volume during expiration or inspiration	40%
12000-21 Allergy Testing	40%
All others	50%
Medical Imaging / Radiology	100%
Pathology	100%
All Other Specialists	20%

Where, as a consequence of a change in the Medicare Benefits Schedule (MBS), item numbers in column 1 are changed, the new number or numbers will be allocated the same column 2 percentage figure that would have applied had the change not occurred.

Where, as a consequence of a change in the MBS, a new item is added, consideration will be given to the appropriate column 2 percentage for that item.

The fees outlined in Table 1 are subject to review per subclause 46.14 (Review of Facility Fees). Subject to the agreed outcome of that review, the rates in table 1 will be amended prospectively.

Dictionary

Accrued Day Off (ADO) means a day/shift off duty for an employee using bankable leave accrued as a result of increasing the employee's average weekly hours of work from 38 hours to 40 hours.

ACTPS means the Sector established by the PSM Act.

Agreement means *ACT Public Sector Medical Practitioners Enterprise Agreement 2017-2021* and includes all Annexes and Schedules.

AHPRA means the Australian Health Practitioner Regulation Agency

Appeal Panel means the panel established under the provisions at **Section Q or Section R**.

Appointed means an appointment in accordance with Part 5 division 5.3 of the PSM Act.

Business Day means any day of the week that is a Monday to Friday, which is not a Public Holiday.

Calvary means the Calvary Health Care ACT Limited (ABN 74 105 304 989).

Career Medical Officer (CMO) means a person who is a registered medical practitioner; and has had at least three years' post graduate experience in public hospital service or any lesser period acceptable to the employer; and is engaged as a Career Medical Officer by the employer. For the purpose of application of conditions under this agreement, a reference to a CMO also includes an employee engaged as a Senior Career Medical Officer or a Transitional Grade unless specified otherwise.

Carer means an employee who provides, in addition to the employee's normal family responsibilities, care and support on a regular basis to other family members or other persons who are sick or ageing, have an injury, have a physical or mental illness or a disability – other than in relation to their employment with the ACTPS.

Casual employee means a person engaged under the PSM Act to perform work for a short period on an irregular or non-systematic basis.

College means a professional organisation approved by the Australian Medical Council for education, training, and granting of postgraduate qualifications in a clinical discipline or speciality.

Consultation means providing relevant information to employees and their employee representatives. It means more than a mere exchange of information. For consultation to be effective the participants must be contributing to the decision-making process not only in appearance but in fact.

Counts as service for all purposes means also the provision of employer superannuation contributions to the extent of an employee's superannuation fund rules.

DCC means the Directorate Consultative Committee established under clause 124 of this Agreement.

Delegate means the head of service or the person authorised by the head of service to perform specific functions under this agreement.

Directorate or Directorates means the administrative unit known as Canberra Health Services, the Health Directorate and/or Calvary Health Care ACT Limited (ABN 74 105 304 989) as the case requires.

Director General means a person engaged under section 31(2) of the PSM Act as either the Director General of the Health Directorate or the Chief Executive Officer of Canberra Health Services, and includes the Chief Executive Officer of Calvary Health Care ACT Limited (ABN 74 105 304 989).

Domestic Partnership means a relationship between two people, whether of a different or the same sex, living together as a couple on a genuine domestic basis.

Eligible Casual Employee means:

- (a) an employee who has been employed as a casual employee; and
- (b) the employee has been employed by the ACTPS on a regular and systemic basis for a sequence of periods of employment during a period of at least twelve months; and
- (c) who has a reasonable expectation of continuing employment by the ACTPS on a regular and systematic basis.

Employee means (unless there is a clear intention in this Agreement to restrict the meaning) an officer or a casual employee or a temporary employee who is employed or engaged under the PSM Act in a classification set out in Annex A, excluding a person engaged as Head of Service under Sections 31(1) of the PSM Act, persons engaged as directors-general under section 31(2) of the PSM Act, or persons engaged as Executives under section 31(2) of the PSM Act.

Employee Representative means any person chosen by an employee, or a group of employees, to represent the employee(s).

Facility Fees means fees or a fee charged in respect to the management of the rights of private practice arrangements set out in clause 46 of this Agreement.

Family Violence is as defined under the *Family Violence Act 2016* (ACT).

FW Act means the *Fair Work Act 2009*.

FWC means Fair Work Commission.

FW Regulations means the Fair Work Regulations 2009.

Head of Service means a person engaged under sections 31(1) of the PSM Act as the Head of Service and the Head of Service for the Long Service Leave Authority or a person who exercises Head of Service powers in relation to the appointment, engagement and employment of staff in a government agency in accordance with the PSM Act or other Territory law, but only in relation to staff of that government agency.

Higher Medical Qualifications means medical qualifications obtained by a Medical Officer subsequent to graduation which are either (a) recognised by the Medical Board of the ACT as being specialist qualifications and are required for appointment to the position, or (b) other postgraduate medical qualifications, as approved by the head of service on advice of the Executive Director Medical Services or equivalent, as being essential for the performance of the specified duties.

Household Member means a person (other than the employee's immediate family) residing in the employee's normal place of residence at the time of their illness, injury, emergency or death.

Immediate family means a person who is:

- (a) a domestic partner (including a former domestic partner); or
- (b) a child or an adult child, parent, grandparent, grandchild or sibling of the employee or domestic partner of the employee; or
- (c) a person related to the employee by Aboriginal and/or Torres Strait Islander kinship structures; or
- (d) a child who is the subject of a permanent caring arrangement; or
- (e) an adopted child.

‘Immediate family’ includes adopted, step, fostered or ex-nuptial immediate family where these circumstances exist.

Additionally, the head of service may consider that the definition of ‘immediate family’ be extended for a particular decision involving an employee where exceptional circumstances exist. This might include other close family members or an employee who lives alone and has no-one to nominate as ‘immediate family’, may nominate one person, in similar circumstances, for the purpose of caring responsibilities

Intern means a provisionally registered Medical Officer (including overseas trained Medical Officers) serving in a health facility prior to obtaining general registration as a medical practitioner, and who is employed in a position classified as intern.

Junior Medical Officer means Intern, Resident Medical Officer, Junior Registrar, Registrar, Senior Registrar and Senior Resident Medical Officer.

Junior Registrar means a Medical Officer who:

- has satisfactorily completed their internship; and
- has obtained general registration; and
- who is employed in a position classified as a Junior Registrar; and
- who is enrolled in a vocational training program at the PGY 3 level.

Long-term temporary means a person engaged under the PSM Act for a period of 12 months or more.

Manager means a person who has responsibility for planning, organising and leading a work unit or group activity.

Medical Officer means an Intern, Resident Medical Officer, Registrar, Senior Registrar, Career Medical Officer, Transitional Grade or Senior Career Medical Officer.

Officer means a person who is appointed as an officer under Division 5.3 or 5.8 of the PSM Act.

Note: Permanent staff are officers.

Permanent Caring Responsibility means an out of home care placement for child(ren) until the child(ren) turns eighteen as defined by the *Children and Young People Act 2008*.

Post Graduate Fellow to be eligible for employment as a Post Graduate Fellow, a medical practitioner must:

- be a registered medical practitioner; and
- must be at least PGY7+ or equivalent ; and
- be employed in a position classified as Post Graduate Fellow.

Note: Post Graduate Fellow positions are normally only filled for a maximum period of 12 months.

Primary Care Giver is a person who is the primary carer of a child in the person’s reference period if the child is in the person’s care in that period and the person meets the child’s physical needs more than anyone else in that period.

Private Practice means the provision of medical services undertaken by a senior Medical Officer outside of their responsibilities with the Directorate, in accordance with the provisions of sub clauses 23.12 to 23.18.

PSM Act means the *Public Sector Management Act 1994* as varied or replaced.

PSM Standards means the Public Sector Management Standards made under the PSM Act as varied.

Registered health professional means a health professional registered, or licensed, as a health professional (or as a health professional of a particular type) under a law of a State or Territory that provides for the registration or licensing of health professionals (or health professionals of that type).

Resident Medical Officer means a Medical Officer who:

- has satisfactorily completed their internship; and
- has obtained general, provisional or limited registration and;
- who is employed in a position classified as Resident Medical Officer.

Registered Medical Practitioner means a person registered, or licensed, with AHPRA as a medical practitioner, under the *Health Practitioner Regulation National Law Act 2009*.

Registrar means a Medical Officer who:

- Has completed the equivalent of at least three years of relevant full time clinical experience, and
- Has obtained general or limited registration as a medical practitioner, and
- Is employed in a position classified as Registrar.

Rostered Day Off (RDO) means any one or more days rostered off duty without pay.

Scheme Pay means base pay as in Annex A (prorated for part-time) plus any allowances paid under clauses 42 and 58.

Senior Career Medical Officer means a Medical Officer who:

- has at least seven years (full time equivalent) clinical post graduate experience; and
- is required to perform clinical duties and responsibilities at a senior level with minimum clinical supervision; and
- is employed in a position classified as a Senior Career Medical Officer.

Senior Medical Practitioner (SMP) means a Specialist, Senior Specialist or Post Graduate Fellow (except where specifically excluded).

Senior Registrar means a Medical Officer who, in addition to meeting the requirements for a Registrar:

- has completed at least 48 months of (full time equivalent) experience in recognised Registrar training position and substantially completed fellowship training; and
- holds higher medical qualifications and is employed in a position classified as Senior Registrar.

Senior Resident Medical Officer means a Medical Officer who:

- has satisfactorily completed their internship; and
- has obtained general or limited registration; and
- who is employed in a position classified as a Senior Resident Medical Officer; and
- who has successfully completed at least two years full time equivalent employment as a JMO.

Senior Specialist means a Specialist who has been employed by a hospital on the maximum pay for a Specialist for a period of at least three years (full time equivalent) and has gained such experience and attained such ability in his or her speciality as is deemed by the employer to justify appointment to the classification.

Service means the ACT Public Service established by the PSM Act.

Session means a period of work not less than four hours in duration.

Short Term Care means an out of home care placement for a child(ren) of up to two years duration as defined by the *Children and Young People Act 2008*.

Short-term temporary employee means an employee engaged under the PSM Act for a period of less than twelve months.

Staff Specialist or Specialist means a person who is:

- (a) is a medical practitioner registered with AHPRA under the *Health Practitioner Regulation National Law Act 2009* as a specialist.
- (b) is a medical practitioner registered with AHPRA under the *Health Practitioner Regulation National Law Act 2009* who has equivalent qualifications and experience required by AHPRA as a specialist.


Supervisor means a person who has direct supervisory responsibility for one or more employees in a work unit or group activity.

Temporary employee means a person engaged under the PSM Act for a specific period of time or for a specified task under Division 5.8 of the PSM Act, excluding a person engaged under section 31(1) of the PSM Act as head of service, persons engaged as directors-general under section 31(2) of the PSM Act or persons engaged as executives under section 31(2) of the PSM Act.

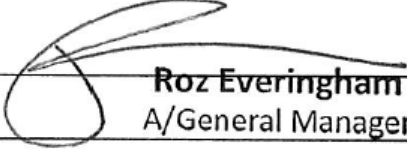
Union(s) means a union or unions covered by this Agreement.

SIGNATORY PAGE TO
ACT PUBLIC SECTOR MEDICAL PRACTITIONERS
ENTERPRISE AGREEMENT 2017-2021

Australian Capital Territory

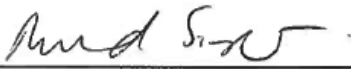
REPRESENTATIVE OF EMPLOYER	
SIGNATURE:	
NAME	Kathy Leigh
ADDRESS	1 Constitution Avenue, Canberra City ACT 2601
AUTHORITY TO SIGN THE AGREEMENT	Signatory holds the Office of Head of Service, ACT Public Sector

Calvary Health Care ACT Limited

REPRESENTATIVE OF EMPLOYER	
SIGNATURE:	
NAME	Roz Everingham A/General Manager
ADDRESS	5 MARY POTTER CRT BRUCE 2617
AUTHORITY TO SIGN THE AGREEMENT	A GENERAL MANAGER

This is a signed copy of the enterprise agreement defined above
signed in accordance with the requirements of the *Fair Work Act 2009*.

SIGNATORY PAGE TO
ACT PUBLIC SECTOR MEDICAL PRACTITIONERS
ENTERPRISE AGREEMENT 2017-2021

REPRESENTATIVE OF EMPLOYEES	
SIGNATURE:	
NAME	Dr Richard Francis Singer
ADDRESS	Building 15, Canberra Hospital, Garran
AUTHORITY TO SIGN THE AGREEMENT	President, Australian Salaried Medical Officers Federation ACT Branch

This is a signed copy of the enterprise agreement defined above
signed in accordance with the requirements of the *Fair Work Act 2009*.