

ACT GOVERNMENT

Key Changes: Proposed ACTPS Health Professional EA 2023-2026

Health Bargaining Team and the Office of Industrial Relations and Workforce Strategy



BARGAINING PROCESS

PROPOSED AMENDMENTS TO THE AGREEMENT

QUESTIONS

Introduction: Bargaining Process



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The ACT Government commenced bargaining in March 2022 for the majority of enterprise agreements.

The previous agreements, which expired in 2022, were short-term agreements, designed to address and implement immediate COVID-19 workforce and industrial needs.

Since their expiry, Government has worked to comprehensively consider terms and conditions of your employment and pay.

The following slides outline all major amendments to the ACTPS Support Services Enterprise Agreement negotiated between Government, unions and other representatives.

Minor amendments have also been made to the agreement, which include but are not limited to the following:

- Style and language
- Grammar and spelling
- Rearranging sections for consistency and clarity
- Dictionary updates
- Updates for consistency with the *Fair Work Act 2009* and *National Employment Standards* where relevant.
- Delegation of powers to the head of service.

BARGAINING PROCESS



Bargaining

Provide notice to Unions that the ACT Government intends to replace current EA.

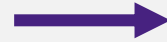
ACT Government issues a Notice of Employee Representational Right (NERR) within 14 days of providing notice to Unions.

Negotiations are sought for bargaining representatives.

Unions with members are automatically bargaining representatives, but any other individual or organisation can nominate on behalf of one or more employees to be covered by the agreement.

Directorates are encouraged to consult with employees throughout the bargaining process.

Negotiation period: The duration of the negotiation period is unknown.



Access and Ballot Period

Access Period – 7 days ending immediately before voting opens.

ACT Government provides a copy of the proposed EA to employees.

Access period ends. The ACT Government asks employees to consider the agreement and cast their vote.

The agreement is made when a majority of the employees who cast a valid vote approve the agreement at the end of the voting period.

Vote outcome: Elections ACT will advise the ACT Government of the ballot outcome and provide a report.



Fair Work Commission

Application to the Fair Work Commission (FWC) for approval within 14 days of the agreement being made.

Notification to the employees of the Fair Work Commission outcome.

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HERE**



C2: Duration and Pay Offer

The nominal expiry date for the Agreement is **31 March 2026**.

The Government's pay offer is as follows:

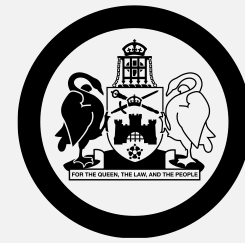
- \$1,750 flat rate increase in the first full pay period on or after 1 January 2023.
- 1% from the commencement of the first full pay period on or after 1 June 2023.
- \$1,750 flat rate increase in the first full pay period on or after 1 December 2023.
- 1.5% from the commencement of the first full pay period on or after 1 June 2024.
- 1% from the commencement of the first full pay period on or after 1 December 2024 and \$1,500 flat rate increase.
- 1% from the commencement of the first full pay period on or after 1 June 2025.
- 1% from the commencement of the first full pay period on or after 1 December 2025 and \$1,000 flat rate increase.

Cost of Living Supplement

ACTPS employees will be provided a one off **\$1,250 cost of living supplement**. For the HPEA the government has agreed to pay this as soon as practicable after a successful ballot. (Indicative date is 23 May 2024).

- All employees (including casual) who work at or above 0.5 FTE will receive the full payment. Employees below 0.5 FTE will receive this on a pro rata basis. Please refer to the Cost of living eligibility document for further details about eligibility requirements which is linked in the Explanatory Notes and available on the ACTPS employment portal
- Casual employees who have not worked in the last three months will not be eligible for this payment. Employees not employed on the effective date of the agreement will also not be eligible for the payment.

KEY INFORMATION



C20 and Annex C: Allowance Increases

The rates of all allowances in the Agreement will be adjusted by:

- 1.79% from the commencement of the first full pay period on or after 1 January 2023.
- 1% from the commencement of the first full pay period on or after 1 June 2023.
- 1.74% from the commencement of the first full pay period on or after 1 December 2023.
- 1.5% from the commencement of the first full pay period on or after 1 June 2024.
- 2.44% from the commencement of the first full pay period on or after 1 December 2024.
- 1% from the commencement of the first full pay period on or after 1 June 2025.
- 1.93% from the commencement of the first full pay period on or after 1 December 2025.

D7: Superannuation

Employer superannuation contributions to superannuation guarantee funds will increase:

- From 1 July 2022 to 30 June 2025, the ACTPS will contribute 11.5%.
- From 1 July 2025 to 31 December 2025, the ACTPS will contribute 12%.
- From 1 January 2026, the ACTPS will contribute 12.5%.

Employer contributions during unpaid parental leave will be increased from 52 weeks to 104 weeks.

SECTION A: SCOPE OF THE AGREEMENT



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A2: Main Purpose

New or updated ACT Government obligations/entitlements:

- Commitment to facilitate workforce participation at a level that meets the needs of each individual.
- New purpose statement regarding the use of casual employment to meet short term work demands or specialised skill requirements in a way which does not undermine job security.
- New purpose statement acknowledging the effect of a changing climate on ACT residents, ACT emission reductions targets, and the role of cooperation and education in the workplace to support these targets.

SECTION B: WORKING IN THE ACT PUBLIC SECTOR

B1: Achieving a better work-life balance

- Commitments to provide a healthy work-life balance that recognises the role of flexible and hybrid working in facilitating this.
- Statement that specific arrangements will differ across the Service according to operational and business requirements.



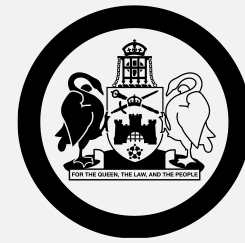
B17: Hours for non-shift workers (standard hours)

Additional clarity for working hours for non-shift workers:

- Operational service hours are between the span 7:00am and 7:00pm.
- When determining start and finish times within this span, management must consider the requirements of their business area.
- Major changes to operational service hours require reasonable notice and consultation with employees.
- Employees and managers are required to collaboratively discuss, design and reach a written agreement on an employees regular pattern of attendance at work.

B18: Flexitime

- Part-time employees will be eligible to automatically access flexitime.
- Access to flexitime is being extended to the HP6 and equivalent level.
- Maximum flexitime credits can be extended in exceptional circumstances. This must be managed through a flexitime usage plan.
- Flexitime credits up to an employee's normal weekly hours will be paid out on cessation of employment.
- In exceptional circumstances, the head of service may approve flexitime credits to be paid to employees up to their ordinary hours.
- Approval to utilise flexitime credits cannot be unreasonably withheld.



B28: Nursing employees

- Nursing employee provisions have expanded from breastfeeding employees to include those expressing milk for a young baby or child.
- Eligible employees will be provided with the facilities and support necessary to enable them to take one hour paid lactation break per day or shift.

B29: Transfer of medically unfit staff

- Improved clarity around the transfer of medically unfit staff:
 - Medically unfit employees may be transferred to a position either at their substantive classification or equivalent classification.
 - If an employee moves to an alternative classification stream, they may only be transferred to a classification with a maximum salary that does not vary from their substantive classification by more than 10% (at the top increment)
 - Penalties and allowances attached to the substantive position will not be taken into consideration when determining whether classifications are equivalent.

SECTION C: RATES OF PAY AND ALLOWANCES



C7: Higher duties allowance

- Employees will now be eligible for this allowance when they perform higher duties for more than 1 day.

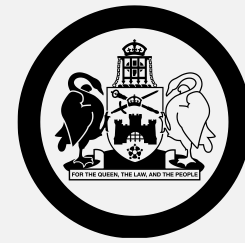
C9, C13, C14: Overtime, On-Call and Close-Call allowances

- Senior Officer overtime payment cap (ASO 6 classification pay point) has been removed and is now calculated on an employee's classification level.
- Similar changes reflected in on-call and close-call allowances.
- When overtime duty is cancelled within 1 hour of start time, a minimum overtime payment must be made to employees.
 - This does not apply when an employee is requested to perform overtime duty while they are already on-call, or close-call, and the overtime duty is subsequently cancelled.

C17: Emergency Management Provision

- Applies to employees who are directed to undertake shift work arrangements in response to an event or activities considered a significant emergency.
- Eligible employees will be entitled to various additional payments outlined in the provision.

RATES OF PAY AND ALLOWANCES



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Government

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C18: Health and Wellbeing Payment

- Payment introduced for the whole service.
- Employees will be reimbursed up to \$100 per annum for expenses related to health promotion activities undertaken in their own time.
- Details of what can be claimed will be released with a health and wellbeing payment policy.

C19: Directorate Liaison Officer (DLO) allowance

- Eligible employees will be paid a DLO allowance in addition to their salary (7% of their fortnightly rate of pay) in lieu of overtime
- The allowance will not be paid for any period of paid or unpaid leave and cannot be included for the purposes of purchased leave entitlements.
- Cannot be counted as salary for any purpose except for superannuation.



C20: Other Allowances (Corporate Citizens Allowance)

- Available for employees who hold a designated role as a trained First Aid Officer, Fire Warden or Health and Safety Representative (HSR).
- Paid as a daily rate, based on the regular pattern of days employees perform the full duties of the roles encompassed by the allowance.
- From the effective date of the agreement, those receiving a First Aid Officer or Fire Warden allowance will instead receive the Corporate Citizens allowance, which may mean that for some staff they will reduce from two allowances down to one. HSRs will also now be eligible for this allowance.
- First Aid Officers and Fire Wardens will only be eligible for payment on days they work from the workplace.
 - **Example:** A full time worker engaged as a Fire Warden who works from the workplace 3 days per week will receive an allowance for 3 days. They would not receive an allowance for the 2 days they might work flexibly from home.
- HSRs may be eligible for payment when working from home as their duties include desk-based work that can be full completed from various locations
- All employees in these roles must have received the appropriate training to be eligible for the allowance.

SECTION E: LEAVE

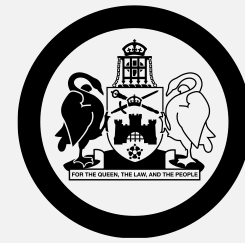


E4: Personal Leave

- Employees can use Personal Leave to attend medical appointments for themselves and members of their immediate family/household.
- Personal leave debits employees have at the time they cease employment with the ACTPS will be treated as debt.
- Employees may be eligible for additional periods of paid personal leave for personal illness/injury – or to provide care or support for an immediate family member who is ill/injured.
- Personal Leave will move from yearly to daily accrual as follows:
 - The transition will occur on the employee's accrual date from January 2024 or commencement of the Agreement which ever is later. On this date, they will receive 18 days personal leave credit (pro rata for part time employees), followed by daily accrual.
 - New permanent and long-term temporary employees will receive 18 days personal leave at the commencement of employment (pro rata for part-time employees), followed by daily accrual.
 - Short-term temporary employees will receive 9 days personal leave at the commencement of employment (pro-rata for part-time employees), followed by daily accrual.
 - Where short-term temporary employees work beyond 12 months or are appointed before 12 months, they will receive an additional 9 days of personal leave.

E5: Personal Leave in Special, Extraordinary and Unforeseen Circumstances

- Now includes special circumstances, which capture broader health and wellbeing conditions that necessitate time off work. For example, this may include menstruation and menopause symptoms.
- Increase in the number of days offered – from 4 days to 10 days.
 - These 10 days are in addition to the 7 days personal leave granted without documentary evidence.



E10: Public Holidays

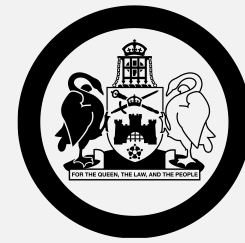
- Employees may request to substitute a public holiday for another day, subject to the operational requirements of a business unit.
- If this occurs, public holiday penalty rates will not be payable where the employee works the declared public holiday which they have substituted for a different day.

E14: Birth Leave

- Entitlement to paid birth leave has increased from 18 weeks to 24 weeks.
- Registered midwives can now provide medical evidence confirming a pregnant employee is fit for duty 6 weeks from the expected birth of a child.

E16: Primary care giver leave

- ACTPS employees applying for both paid birth leave and paid primary care giver leave in relation to the birth of a child no longer have to share 18 weeks maximum of paid leave.
- Eligible employees may access 18 weeks paid primary care giver leave regardless of birth leave taken by partner, as long as it is accessed non-concurrently. This leave must commence within 26 weeks from the birth of a child.
- Once this leave type has commenced, the employee may exhaust the available 18 weeks in a non-continuous manner within the first 72 weeks following the birth of a child.
- Changes to primary care giver leave must be read alongside changes to bonding leave.
 - Where an employee accesses bonding leave, any bonding leave taken will be deducted from their primary care giver leave entitlement.



E18: Bonding Leave

- Extended to 5 weeks, option of taking an additional week of personal leave for bonding purposes.
- Changes to bonding leave must be read alongside changes to primary care giver leave.
 - Where an employee accesses their paid bonding leave and later becomes entitled to paid primary care giver leave, any bonding leave taken will be considered part of their 18 weeks primary care giver leave.

E23: Family, domestic or sexual violence leave

- Sexual violence leave included under current domestic and family violence leave provisions. Employees entitled to 20 days paid leave.
- Eligible casual employees will be calculated on the full pay rate (base pay) and includes allowances, penalties and casual loadings they would be entitled to for leave taken on days they would be rostered or expected to be rostered.
- Reasonable adjustments are to be facilitated to ensure the employee's safety in the workplace.



E25: Long service leave

- Long service leave provisions have been revised to ensure consistency with legislation. Entitlements previously located in the *PSM Act 1994* and *PSM Standards 2016* have been moved across to the Agreement.
- Employees may request long service leave in blocks less than 7 days with the approval of the delegate.
- The minimum period of leave is 1 day. This can be taken at double, full or half pay, with credits deducted on the same basis.
- When long service leave is taken as 7 calendar consecutive days, this will include the weekend (as under the current agreement)
- To ensure consistency with this method and deduction rate, single days are deducted at a rate of 1.4 when taken in periods of less than 7 days

E26: Disability Leave

- Disability leave can now be taken as consecutive or single days, or as part days.
- Employees may request support through a flexible working arrangement and reasonable adjustments through an individual plan.

E28: Gender affirmation leave

- Leave can now be taken during the full course of employment, rather than in the first 52 weeks from the commencement of an employee's steps towards gender affirmation. Employees can now take leave to attend documentation amendment appointments.

E29: Assisted reproductive leave

- Employees may be absent from work to undergo assisted reproductive treatments and attend medical appointments in relation to these treatments. Eligible employees may be granted up to 5 days paid leave per calendar year which may be taken as part days.

SECTION G: VALUES AND BEHAVIOURS



G1: Introduction

- Public sector standards commissioner has the ability to discontinue misconduct processes where an employee's employment has ended.

G2: Preliminary assessment

- Preferred approach to workplace issues is for resolution to occur through a low-level approach that allows employees and employers to contribute to the outcome.

G3: Counselling

- Clarifies the use of formal and informal counselling when resolving workplace issues. Employees must be told whether they are receiving informal or formal counselling.
 - Informal counselling is a non-disciplinary way and supportive method used to resolve a workplace issue.
 - Formal counselling is available as remedial action following the outcome of a preliminary assessment process.

G5: Dealing with Allegations of Misconduct

- The employer may reassign employees to other duties in relation to allegations of misconduct. They must give preference to retaining the employee in the workplace (where possible) when considering appropriate action to take in response to misconduct.

VALUES AND BEHAVIOURS



G6: Reassignment, transfer, or suspension

- The head of service may reassign, transfer or suspend an employee with or without pay where they are satisfied the action taken is reasonable and in the public interest.
- Suspension with pay should only be considered where it is not appropriate for the employee to remain in their current position and the reassignment of duties is not appropriate.
- A period of suspension with or without pay should not exceed 30 calendar days unless exceptional circumstances apply. The suspension must be reviewed every 30 days unless the head of service considers that a longer period is appropriate.

G7: Investigations

- The delegate must provide relevant ACTPS information and communication technology (ICT) records so that the public sector standards commissioner can establish the facts of the allegations.

SECTION H: UNDERPERFORMANCE

H1: Introduction

- Underperformance dealt with under the current enterprise agreement that is not completed at the date of commencement of the new enterprise agreement will be completed under the new enterprise agreement.
- Any right of appeal from that process will also be set out in the current enterprise agreement.

SECTION J: APPEAL MECHANISM FOR MISCONDUCT, UNDERPERFORMANCE AND OTHER MATTERS



J3: Independent appeal members

- Appeals against misconduct, underperformance and other employment matters now only require a single independent appeal member from an approved list of independent appeal members kept by the public standards commissioner.

SECTION K: APPEAL AND PROCESS REVIEW OF CERTAIN RECRUITMENT DECISIONS

K2: Appeals about promotions and temporary transfer to higher office

- Appeals can only be made when the pay applicable is any classification with a maximum pay less than the minimum pay of a classification equivalent to SOG C.

SECTION L: REDEPLOYMENT AND REDUNDANCY

L6: Voluntary Redundancy

- Updated to clarify how voluntary redundancy payments are processed for part-time employees.



Attraction and Retention Incentives

- ARIns framework changes include:
 - Streamlining administrative inefficiencies
 - Greater clarity on what an ARIn may contain (e.g. pay rates, superannuation, and terms and conditions of employment)
 - Expansion of timeframes for unions to provide reviews to the director-general
 - Further information on ARIn requirements during the recruitment process, approval authority.

Annex D - Other leave

- Leave to attend Aboriginal and Torres Strait Islander ceremonies now 10 days in any 2 year period, at full pay and counting for service for all purposes.
- Definitional clarification on leave to accompany a domestic partner on a posting leave type.
- Clarification on leave to attend proceedings at the Fair Work Commission – may be with or without pay depending on the circumstances.



New Allowances and reimbursements

Advanced Skill Allowance

- Eligible employees at the HP2 and HP3 levels, including Pharmacy, can apply for this allowance if they have an advanced skill that is directly relevant to the work they do and used on a regular basis.
- The allowance replaces the current 3.5 personal upgrade, with current employees at 3.5 maintained at that point.
- 5% of the employee's salary.

Professional Lead Allowance

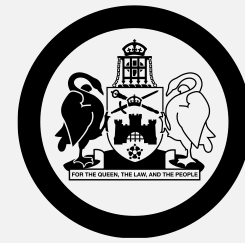
- This allowance recognises the additional work of employees at or below the HP 4 level who apply for and are selected to undertake the functions of a Professional Lead.
- The allowance is tiered depending on the number of employees in the profession group.

Radiation License Reimbursement

- This is a new entitlement for those that require a radiation licence.
- The reimbursement will cover the full amount of the radiation licence.

Magnetic Resonance Imaging (MRI) Allowance

- A new allowance is being introduced to recognise radiographers at the MI3 classification or below when conducting Medical Resonance Imaging.
- The allowance will be the difference between the employee's salary and the base level of the Medical Imaging 4 level, calculated on an hourly basis.



Reviews and other initiatives

Review of workloads and safe staffing levels

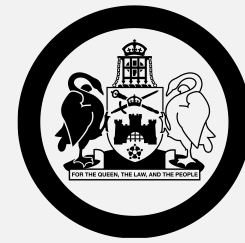
- A joint union-management committee will be established to consider strategies to assist with management of workloads, work life balance and health and safety.
- This includes considering whether there is evidence to support more formalised safe staffing levels.
- The committee will produce a set of recommendations within 12 months of the commencement of the review, or longer if the committee decides it needs more time.

Review of ACTGAL

- A Joint union-management Committee will be established to review classification structures and other matters relating to the employment of scientists in the ACT Government Analytical Laboratories.
- The Review Committee will make recommendations as relevant following the review.

Broadbanding

- A review of the HP professions and their suitability for broadbanding will be undertaken.
- The review will commence within 2 month of the agreement commencing and the order in which the professions will be reviewed will be agreed with the unions.
- Where it is found that broadbanding should be implemented for a profession, this can be done during the life of the agreement and clauses have been included to make that possible.



Professional Development Support

- A commitment has been included in the HPEA to ensure appropriate guidance material and support is available to employees and managers.

Appropriate workspaces

- A clause has been included to reflect the commitment to providing health professionals with sufficient and appropriate workspaces and to work together with unions and employees to ensure this happens.

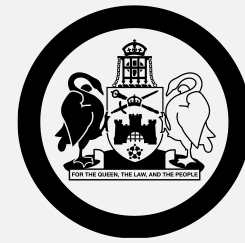
Work Level Standards

There will be further work done during the life of this agreement to create separate work level standards for medical imaging, radiation therapy and perfusion.



Classification Structures and Annex A

- This agreement introduces significant changes to the classification structures as a result of both the 2021 classification review and negotiations.
- A key principle is that no employee will be paid less as a result of any translation.
- Where new top of the range paypoints are being introduced employees will not automatically translate to those paypoints.
- However, an employee currently at a top of the range paypoint will be eligible for progression to the new top of the range paypoint when they have completed 12 months at their current paypoint or on commencement of this agreement, whichever comes later.
- Accelerated incremental advancement will be provided for some graduates to address translation issues.



Health Professional Classification

- Removal of the HP 1.1 pay point.
- A reduction in pay points at the HP 2 level from 9 to 5.
- The addition of a new HP 3.4 pay point.
- The HP3.5 paypoint is a retention paypoint only and not available to any new employees.
- Introduction of a new HP 4.1A, 4.2A and 5.1E classification which also applies to Psychologists and Medical Imaging.

Psychologist Classification

- This agreement establishes a separate classification for psychologists and provides for translation on commencement of psychologists employed in CHS and ACTHD.
- The new paypoints roll in the Mental Health Psychologist allowance as well as any Group ARIn covering psychologists that translate to the new classification.



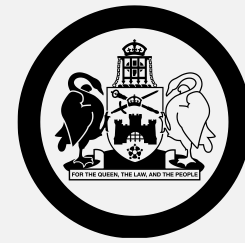
Medical Imaging

The changes to the medical imaging structure largely mirrors the changes to the HP structure as outlined at U2 above. It includes:

- Removal of the MI 1.1 pay point.
- A reduction in pay points at the MI 2 level from 9 to 5.
- The addition of a new MI 3.4 pay point.
- The MI3.5 paypoint is a retention paypoint only and not available to any new employees.
- Introduction of a new MI 4.1A, 4.2A and 5.1E classification.
- Only employees who are employed in MI 4 positions designated as Radiographer, Sonographer (Ultrasonographer), Cardiac Sonographer, Mammographer, Radiopharmacist or Nuclear Medicine Technologist, or who is occupying position number 28735 in Canberra Health Services or position number LP7902 at North Canberra Hospital, can access the new MI 4.3 and MI 4.4 pay points.

Medical Physics

- The payrates for Medical Physics are being adjusted at commencement of the agreement.
- This reflects the outcomes of bargaining that aim for greater parity with NSW and keeps in line with previous negotiated outcomes for medical physics.
- Additionally, new top of the range paypoints are being added for the MP2 and MP5 levels.



Perfusionists

- A new paypoint is being introduced at the top of the level 3 classification.
- There is also a new broadbanded structure for perfusionists.
- This allows employees at the top 3.4 paypoint to move to the 4.1 paypoint without any further merit process, if the following criteria are met:
 1. They have completed 12 months at the PERF 3.4 pay point since translation to the broadband classification; and
 2. They have successfully obtained the qualification of Certified Clinical Perfusionist from the Australian and New Zealand Board of Perfusion, and maintain ongoing Certification with the ANZCP; and
 3. They have completed at least three years of practical experience as a Clinical Perfusionist; and
 4. They have met the relevant competency requirements of a PERF 4; and
 5. There is funding and sufficient work and an approved business need at the PERF 4 level for them to undertake to support service delivery in the relevant service area.



Pharmacists

- The agreement establishes a new classification structure for pharmacists.
- The new structure better aligns career progression to the National Competency Standards Framework.

New classification levels

- This agreement established new HP4 Advanced and HP5 Extended classifications. The purpose of these classifications is to implement the outcomes of the HP classification review undertaken during previous enterprise agreements and to introduce options for career pathways not linked to managerial responsibilities.
- This agreement also introduces new HP7 and HP8 classifications in recognition of the complex and evolving roles in the health professions and to implement the outcomes of the HP classification review undertaken during previous enterprise agreements.
- The HP7 and HP8 roles will only be developed and new positions established after assessment by a panel evaluation process with final sign off by the ACT Health Minister.



Community Services Directorate Specific Matters

CSD Health Professional Officers/Community Services Professionals Overtime arrangements (formerly clause 02)

The clause from the current agreement has been removed as the salary barrier to overtime and on call/close call provisions in Section C has been removed.

Education Directorate Specific Matters

HP4 (or equivalent) Time in Lieu (formerly clause P3)

This clause has been removed as it is no longer in effect as a result of the extension of flex time.

P3: HP5 and 6 (or equivalent) Time in Lieu

This clause has been amended to reference the flextime provisions rather than the recovery leave provisions, as flextime has been extended to higher classifications.

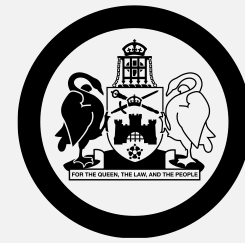
P6: Managing Employee Absences

The reference in P6.3 to the “Directorate’s Mandatory Procedures for Managing Employee Absences” has been removed.

P7: Travelling Entitlement – Certain Workplaces

P7.7 has been reworded to make the clause specific about the locations affected. Instead of referring to isolated establishments, the clause now refers directly to Jervis Bay Primary School.

HEALTH PROFESSIONAL SPECIFIC CHANGES



ACT
Government

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Justice and Community Safety Directorate Specific Matters

Health and Wellbeing Initiative (clause S3 in the previous Agreement)

This clause has been removed as the Health and Wellbeing reimbursement has been extended across the ACTPS and is now set out in the common core of the Agreement.

Performance Culture (clause S4 in the previous Agreement)

This clause has been removed as it is no longer relevant.



ACT Health Directorate and Canberra Health Services Specific Matters

- Throughout this section, references to Calvary Health care have been removed as Calvary is no longer covered by this agreement. Employees previously covered by the reference to Calvary, are now covered by reference to Canberra Health Services, subject to the transition provisions.
- A transition clause has been included to ensure former Calvary Employees will remain working at their Ordinary Place of Work unless they have volunteered to work at another site through standard operational mechanisms. In effect, a Former Calvary Employee who was employed by Calvary at North Canberra Hospital or Clare Holland House immediately prior to 3 July 2023 will not be required to change their place/location of work.
- The transition provisions also allow a Former Calvary Employee who is a member of the PSSAP to continue receiving employer superannuation contributions at a rate of 15.4% until clause equals or exceeds it.
- There are also transition provisions covering Canberra Hospital Employees, setting out consultation requirements if an employee is requested to assist at other locations. These provisions are in place until 2 July 2024.

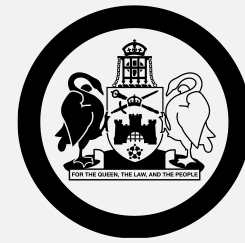


North Canberra Hospital

- This section has been updated to reflect that Calvary is no longer covered by the agreement.
- The particular workplace behaviour and misconduct clauses previously contained in this section have been removed because of the transition to the ACTPS.
- Legal support is still available for employees covered by this section.

‘Low Wage’ Salary Floor Increases and Classification Review

- T1 ‘Low Wage’ Salary Floor Increases to \$62,860 from December 2024 applies to Cadets and Trainees and other classifications as agreed.
- T2 ‘Low Wage’ Classification Review – Cadets and Trainees and other classifications as agreed.



ALLOWANCES – ANNEX C

- The new Professional Lead Allowances as described above has been included.
- Removed - Intermittent Driving Duties allowance
- Minor amendment - Motor Vehicle allowance
- Minor amendment - Travelling Entitlement allowance
- The Mental Health Psychologist allowance is being rolled into salary as reflected in the new Psychologist classification. Once translation to the new classification has occurred the allowance will cease to exist.

Questions?

Vote opens: Wednesday 17 April 2024

Contact for more information

- Relevant Directorate HR area
- Relevant Union
- eba@act.gov.au