

**Proposed *Aboriginal and Torres Strait Islander Health Workforce (Queensland Health) Certified Agreement (No. 2) 2023 (HWF EB2)***

# Frequently Asked Questions

## 1. Who will be covered by the proposed *Aboriginal and Torres Strait Islander Health Workforce (Queensland Health) Certified Agreement (No. 2) 2023 (HWF EB2)*?

If approved, HWF EB2 will cover:

- Aboriginal and Torres Strait Islander Health Practitioners
- Aboriginal and Torres Strait Islander Health Workers
- Aboriginal and Torres Strait Islander Mental Health, Alcohol and/or Other Drugs Health Workers
- Aboriginal and Torres Strait Islander Hospital Liaison Officers
- Executive Directors Aboriginal and Torres Strait Islander Health (single lead Aboriginal and Torres Strait Islander Health role within a Hospital and Health Service).

## 2. What are some of the key features of HWF EB2?

- The proposed agreement will operate from the date of certification and will have a nominal expiry date of 31 August 2025.
- Annual wage increases are:
  - 4% payable from 1 September 2023, and
  - 3% payable from 1 September 2024.
- A cost of living adjustment (COLA) payment will be paid at the end of each agreement year if the annual rate of inflation (March Quarter, Brisbane CPI) is greater than the annual wage increase. Payment will be up to a maximum of 3% above the wage increase and will be paid on base salary. Detailed information in relation to how the COLA payment will be calculated and who will be eligible is contained at clause 18 of the Agreement. Additional information is available on the following QHEPS page: [Cost of Living Adjustment \(COLA\) Payment | Queensland Health Intranet](#).
- Indexation of specified allowances contained in Schedule 2 in line with the wage increases.
- Inclusion of outcomes of the EB1 clause 26 Phase 2 review within the Agreement.
- The introduction of a paid Aboriginal and Torres Strait Islander Health Workforce cultural leave entitlement of 10 days leave per annum (non-accruing, and pro rata for part-time) to be used by employees to attend to various cultural activities and obligations such as attendance at Mabo Day, NAIDOC week, to participate in men's and women's business, to attend Sorry Business or support community that are grieving. This entitlement will be in addition to standard existing bereavement leave and unpaid cultural leave entitlements.



- A new Remote Incentive Scheme for employees at HWF2 and above, who are permanent or temporary with 12 months or more eligible service, working in Category D locations, which includes:
  - One additional week of recreation leave (to a maximum of six weeks annual leave)
  - For full-time employees, two return airfares per year to the nearest east coast provincial city in conjunction with leave (for part-time employees, one return airfare). Includes return airfares if applicable for a spouse and/or dependent children.
  - Appointment and transfer expenses as required.
  - Enhanced professional development package of a minimum 2 weeks' professional development leave per annum, plus travel as required and enrolment and conference costs for approved courses and conferences.
  - Annual isolation bonus:

Period of service	Bonus (full-time)
At the conclusion of one year of service	\$3,500
At the conclusion of two years of service	\$10,500
At the conclusion of three years of service and every subsequent year of service	\$7,000

RIS employees will be paid the annual isolation bonus, except where they are eligible for a greater locality allowance. An employee is not entitled to both the annual isolation bonus and a locality allowance. Transitional arrangement included to support the transition of eligible current employees to the new arrangements.

- Aboriginal and Torres Strait Islander Health Practitioner attraction incentive for eligible employees appointed to a Health Practitioner role. Employees will receive a \$2,500 payment on appointment and a second and final \$2,500 payment on completion of 12 months continuous service in an eligible role(s). The incentive applies to permanent employees, and fixed term temporary employees with an initial temporary contract of six months or more, or following six months continuous service. Payment is pro-rata.
- Recognition of cultural knowledge and expertise to enable new HWF3 Aboriginal and Torres Strait Islander Hospital Liaison Officers, appointed at paypoints HWF3.1 to HWF3.4 or to the no qualification paypoint, to be appointed to HWF3.5 subject to a panel assessment of their cultural knowledge and skills, against the assessment criteria.
- Introduction of a prison allowance for an employee who is required to work within the bounds of a facility operated by or on behalf of Queensland Corrective Services, with payment of an additional \$4.94 per day.
- A new priority on call provision to be introduced for circumstances where an employee is instructed to be on call outside ordinary or rostered working hours, and the employer requires the employee to attend to duties within 30 minutes of being called.
- Introduction of a fatigue break entitlement to a ten-hour break where an employee has worked less time on a recall to duty, than is currently required.
- Introduction of a student education allowance for employees who are designated to provide education to undergraduate students. Does not apply to employees employed as Educators, or who provide education for students/trainees of Queensland Health.
- Creation of 20 FTE of HWF1 Aboriginal and Torres Strait Islander Health Worker and Health Practitioner Trainee roles.
- Creation of 5 FTE of permanent HWF4 Educator roles.
- Where shifts commence at or after 11am, and finish after 6pm, such shifts shall be paid shift penalties for all hours past 12pm, as if those hours are an afternoon shift.



## Wages and entitlements

### 3. What is the wage offer under HWF EB2?

Annual wage increases of:

- 4% from 1 September 2023
- 3% from 1 September 2024.

### 4. Am I still eligible for back pay if I have terminated my employment with Queensland Health?

If you are an employee of Queensland Health on the date the agreement is certified, you will be eligible for any back pay arising from the new agreement.

If you resign between 1 September 2023, and the date the new agreement is certified, you will not receive back pay arising from the new agreement. Please note that temporary employees are not usually eligible for back pay if their employment contract ceases between 1 September 2023 and the date the new agreement is certified.

## Consultation and dispute mechanism

### 5. Does the proposed agreement provide a dispute resolution procedure?

Yes. In the event of any disagreement between the parties as to the interpretation, application or implementation of the proposed agreement, the dispute resolution procedure will apply.

### 6. Where are the consultative forums for HWF EB2?

The Aboriginal and Torres Strait Islander Health Workforce Consultative Group (HWFCG) is the peak consultative forum under this agreement. Other consultative forums include the Reform Consultative Group, Local Consultative Forums and Hospital and Health Service Consultative Forums.

## General information

### 7. Where can I access a copy of the proposed HWF EB2 agreement?

Hard copies of the proposed HWF EB2 agreement are on display in Queensland Health facilities. An electronic copy is available on the [HWFEB2 QHEPS page](#).

### 8. What information is available online?

Further information regarding HWF EB2 is available on QHEPS including:

- The proposed HWF EB2 agreement, including wage rates
- A summary document of key new and changed entitlements
- A PowerPoint explaining the proposed HWF EB2, with voiceover
- A list of Ballot Contact Officers
- An online copy of this FAQ document.

### 9. Where do I find more information?

- Attend an information session being held within your Hospital and Health Service/Division
- Speak to your Ballot Contact Officer
- Visit the [HWF EB2 Enterprise Bargaining QHEPS page](#).
- Email: [HWFEB2@health.qld.gov.au](mailto:HWFEB2@health.qld.gov.au)
- Speak to your local union representative.



#### 10. Who negotiated the proposed agreement?

HWF EB2 was negotiated by officers of Queensland Health, management representatives from the Hospital and Health Services, and by officials and delegates of the Together Queensland, Industrial Union of Employees (TQ) and the Australian Workers' Union, Industrial Union of Employees, Queensland (AWU) representing employees.

#### 11. Who are the parties to the agreement?

State of Queensland, represented through: Queensland Health, along with union parties of Together Queensland, Industrial Union of Employees (TQ) and the Australian Workers' Union, Industrial Union of Employees, Queensland (AWU).

#### 12. Does the proposed agreement cover both union members and non-union employees?

Yes. HWF EB2 will apply equally to both union members and employees who are not members of a union.

#### 13. What will be the operative date of the proposed agreement?

The proposed HWF EB2 will replace the EB1 agreement and will operate from the date of certification with a nominal expiry date of 31 August 2025.

By using the term 'nominal', an enterprise agreement can remain in place past the end date until a replacement agreement is negotiated and certified by the Queensland Industrial Relations Commission.

#### 14. What is the relationship between the proposed agreement and the *Hospital and Health Service General Employees (Queensland Health) Award – State 2015*?

Where there is any inconsistency between the proposed HWF EB2 and the *Hospital and Health Service General Employees (Queensland Health) Award – State 2015*, the provisions of the proposed agreement would apply to the extent of any inconsistency.

## Ballot process

#### 15. What is involved in the ballot process?

Following a consultation period from Thursday 9 May 2024 to Wednesday 22 May 2024 inclusive, during which relevant employees have an opportunity to access and receive an explanation of the terms of the proposed HWFEB2, employees will be able to vote on whether or not they accept the proposed agreement.

An electronic ballot will be conducted by GoVote, an independent service provider engaged for this purpose. GoVote will send ballot information to the email address associated with your myHR account. Employees without a myHR account will be mailed at the postal address registered in the payroll system. This information will include a unique personal identification number (PIN) and 'How to Vote' instructions.

#### 16. When is the ballot period?

The electronic ballot information will be emailed to all relevant employees' email addresses prior to the ballot opening, with voting to open on Thursday 23 May 2024 at 12:01am and closing on Sunday 2 June 2024 at 11:59pm.

#### 17. How can I lodge my vote?

You can vote via:

- Internet
- Telephone
- SMS





Electronic ballot information and 'How to Vote' instructions including your PIN will be sent to all relevant employees.

**18. Are temporary and casual employees eligible to vote?**

Yes. All temporary and casual employees are eligible to vote.

**19. Why is Queensland Health conducting a ballot?**

In accordance with the *Industrial Relations Act 2016*, the onus is on the employer to demonstrate to the Queensland Industrial Relations Commission that a valid majority of employees support the proposed agreement. This is determined by conducting a secret ballot.

**20. What does a valid majority mean?**

If a valid majority (that is 50% + one) of employees who vote, approve the proposed HWF EB2, the parties will make an application to the Queensland Industrial Relations Commission for certification of HWF EB2. This is why we encourage all employees to vote.

**21. What happens if the proposed HWF EB2 is not voted up?**

Should a valid majority not be achieved, Queensland Health and the relevant unions will meet and discuss options.