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QUEENSLAND HEALTH BARGAINING 2019

AWU UPDATE

During bargaining for a new EB10, AWU members were able to lock in major improvements in their conditions at work, including:

1. Proper backfilling for all operational staff.
2. An independent review into workplace bullying.
3. Real action to improve workplace health and safety.
4. A 2.5% per annum pay rise, and a \$1,250 sign-on bonus.
5. Including part-time employees in the closed merit selection process.
6. An increase to the foul linen allowance.
7. Improved access to training for operational staff.
8. No reduction in terms and conditions.

These wins never would have been possible without thousands of AWU members across the state taking protected action and demanding a better deal from Queensland Health.

To keep AWU members up-to-date with how the Agreement is currently progressing, we've prepared the following FAQ's so you can know exactly where you stand.

WHAT IS CURRENTLY HAPPENING WITH BARGAINING?

After a significant majority of AWU members voted in December to give their in-principle support to the latest offer made by Queensland Health, the AWU has immediately worked to finalise drafting and updating the Agreement to lock in our bargaining wins and put it to a vote of the entire workforce as soon as possible. Before the Agreement is voted on, all staff will have the opportunity to review the final copy. While this process happens, protected action will remain suspended.

WHAT HAPPENS AFTER THE AGREEMENT IS VOTED ON?

If the workforce votes to approve the Agreement, it will be certified by the Queensland Industrial Relations Commission, and new conditions won by AWU members like real action on backfilling and an independent review into bullying will come into force. Should the Agreement not be voted up, all EB10 bargaining parties will need to meet again to continue bargaining.

WHEN WILL THE WORKFORCE BALLOT HAPPEN?

While there are no guarantees on when Queensland Health will finalise the new agreement for a vote, the AWU is hopeful this process will be completed by March or April. The AWU will be doing everything we can to make sure this vote happens as soon as possible.

WHEN WILL WE RECEIVE OUR PAY RISE, BACKPAY, AND \$1250 SIGN ON BONUS?

The AWU has been fighting for the \$1250 payment to be paid as soon as possible. If the Agreement is voted up by the Queensland Health workforce, all other payments from the Agreement should come through soon after that. While the wait for a new pay increase can be frustrating, by securing full backpay, AWU members have guaranteed that nobody will be worse off.

WHY WAS PROTECTED INDUSTRIAL ACTION SO IMPORTANT?

When QLD Health made their first offer in September last year, it completely failed to take any real action on many of the issues affecting AWU members. It wasn't until thousands of AWU members across the state stood together, took action, and demanded a better deal, that QLD Health finally came to the table with a better offer that included action on backfilling, bullying and workplace health and safety.

WHEN WILL THE AGREEMENT COME INTO EFFECT?

Conditions of the new agreement, like proper backfilling, action on workplace health and safety and an independent review into bullying and harassment will only come into effect if a majority of staff vote to endorse it and it is certified by the Queensland Industrial Relations Commission.

JOIN NOW qld.awu.net.au/join | **1800 AWU QLD | 1800 298 753**
For any information please contact your AWU worksite Delegate