

Alfred Health Support Services (Downer Staff)

Transition of Enterprise Agreements: Enhancing Your Employment Terms and Conditions

Overview

- **Transfer of Employment:** Effective on 1 May 2024, your employment will transition from Downer (Spotless) to Alfred Health. Your last day of employment and last working day with Downer (Spotless) will be 30 April 2024.
- **Current Enterprise Agreement:** Generally, your existing Enterprise Agreement follows you when changing employers. Currently, you are employed under the *Spotless Public Hospitals (Victoria) Enterprise Agreement 2023*.
- **Proposed New Agreement:** Alfred Support Services staff are covered by the *Health & Allied Services, Managers and Administrative Workers (Victorian Public Sector) Enterprise Agreement 2021 – 2025* (“*The VPS Agreement*”). This agreement includes all Support Services roles, including managerial positions, and extends to other administrative functions like HR and Finance.
- **Intention to Transition to New Agreement:** We plan to request approval from the Fair Work to bring you under the Victorian Public Sector (VPS) Agreement.

Rationale for the Transition

- **Benefits of VPS EA:** The VPS Enterprise Agreement offers superior benefits for employees.
- **Uniformity in Terms:** Our goal is to ensure uniformity in payment and conditions for all Support Services employees.
- **Simplification:** This change aims to simplify administrative and payroll processes.
- **Future of Spotless Agreement:** The future of the Spotless Agreement post-expiration is uncertain, while the VPS EA is due for renegotiation next year.

Comparing Enterprise Agreements: Similarities and Differences

Similarities:

- The Spotless Agreement shares many features with the VPS Agreement, including many identical clauses.
- **Parties to the Agreement:** Both Agreements have been negotiated with the Health Workers Union (HWU).
- **Consistency in Pay:** Both agreements currently offer identical pay rates.
- **Classification Translation:** Classifications under the Spotless Agreement directly correspond to those in the VPS Agreement.
- **Scheduled Pay Increase:** Both agreements include a pay increase on July 1, 2024.

Differences:

- Annual Leave: 5 weeks (VPS) vs. 4 weeks (Spotless).
- Long Service Leave: Pro-rata after 7 years (VPS) vs. after 10 years (Spotless).
- Parental Leave: 14 weeks for primary carer, 2 weeks for non-primary (VPS) vs. 12 weeks and 1 week, respectively (Spotless).
- Accident Make Up Pay: 39 weeks (VPS) vs. 26 weeks (Spotless).
- Jury and Defence Leave: Unlimited top-up pay (VPS).
- Emergency Services Leave: 2 weeks paid leave (VPS).
- Special Disaster Leave: 3 days (where no personal leave is available) (VPS).
- Family Violence Leave: up to 20 days paid (VPS).
- Managerial Employee Coverage: Included in the VPS Agreement.

Our Commitment

- **Ensuring No Disadvantage:** Alfred Health commits to ensuring that no employee is disadvantaged by this transition.
- **Addressing Individual Concerns:** We are committed to working with any employee facing unique issues, alongside their representative (if they chose), to achieve a fair outcome.
- **Commitment to Fairness:** Our focus remains on maintaining equitable and consistent compensation for all.

Next Steps

- **Access to Information:** You can review both Enterprise Agreements at www.alfredhealth.org.au/supportservices or request copies via email at SSHR@alfred.org.au.
- **Feedback Opportunity:** A ballot has been included with your transfer letter, to gather your opinions on adopting the VPS Enterprise Agreement. **Please return this no later than 5pm on 8 March 2024.**
- **Questions and Concerns:** For any inquiries or concerns regarding this transition, please email SSHR@alfred.org.au or call the HR Advice Line on 03 9076-6947 (ext. 6 MYHR) for a prompt response.
- **Potential Union Meeting:** Please indicate if there is interest in a union meeting to discuss these changes.