

# HP implementation report back meetings

## HP “how to” campaign

### BRIEFING SHEET

This kit contains everything you need to run a report-back meeting on the implementation of the HP agreement.

Included in the kit you will find:

- a draft agenda for the meeting;
- speakers’ notes; and
- a poster, so you can advertise the meeting.

Once you’ve held your meeting, be sure to report back on the outcome by calling 1800 177 244 or emailing [hp@qpsu.org.au](mailto:hp@qpsu.org.au).

#### HR Policies

Several new Queensland Health policies had to be developed to frame the outcomes flowing from the HP Agreement.

After lengthy discussions between management and union representatives we have now reached the final stages of this process. Several new Queensland Health HR Policies have been finalised and in-principle agreement has been given by all parties. We have received correspondence from Queensland Health confirming this outcome.

The policies that will be finalised in a matter of days are:

- Higher Education Incentive
- Professional Development Allowance and Leave
- Emergency Clinical On Call

Still to be developed is the Policy on how to apply for Retention Payments.

At the same time Queensland Health’s Human Resources Policy Section is undertaking a process to simplify the existing 360+ IRMs. As a result all IRMs will soon be obsolete having been replaced by a simplified HR Policies. Queensland Health has promised that entitlements will not be diminished as a result of the IRM / HR Policy consolidation project.

To ensure that Queensland Health’s policies are attuned to the outcomes of the HP Agreement it is also necessary for the parties to undertake a review of existing IRMs and update these to reflect HP related outcomes. This will be the next step in the policy review process and will include a review of the following IRMs and updating them into revised HR Policies.

There will be a further update on this process once the review process has been undertaken.

For further inquiries please email [hp@qpsu.org.au](mailto:hp@qpsu.org.au)

#### **Support your colleagues – get behind the EB7 fair wages campaign**

Just as the HP agreement was reached by workers all standing together, with the support from their QPSU colleagues in other areas, so we need to get behind those workers who are campaigning for a new Health EB agreement.

The EB 7 agreement is important to HP staff for a number of reasons. Firstly, although the new HP agreement is being implemented now, the next one will be subject to the government’s newly announced 3.25% wage increase policy. Unless we can overturn this policy now, the next HP agreement, along with every other public sector agreement, will have a 3.25% wages offer – ie. below inflation. This would immediately undo the good work we have accomplished in getting HP workers remunerated fairly.

Secondly, if workers in other Health streams are not able to improve their conditions, the aims we have of building and consolidating on the gains of the HP agreement will be much harder to achieve. Queensland Health should not be able to offer anybody in Health a real wages cut!

There is plenty of activity happening in hospitals – from work bans to rallies and other events. If you have not already, please sign the petition at [www.qpsu.org.au/wages](http://www.qpsu.org.au/wages), and make sure you talk to your family, friends, and workmates about the need for fair wages!

