

HP implementation report back meetings

SPEAKERS NOTES

Welcome

Hello everyone. Welcome and thanks for coming along to today's update meeting.

Today I'm going to give you a quick update on HP implementation and the current campaign for fair wages that members involved in EB7 negotiations are running.

Update on HP Implementation

There are two parts to the HP implementation update.

The first update is around the Phase 2 evaluations and the second update is about the new HR Policies.

1) Phase 2 evaluations

The evaluations are being done by Work Level Evaluation Panels or discipline specific panels. A comprehensive expression of interest process was undertaken with several hundred applications received.

The deadline for expressions of interest applications was actually extended for one week and closed finally on Monday 15th September 2008. The extension was granted in order to allow several disciplines from which there were insufficient applicants and any other interested people to ensure they had the opportunity to apply to participate in this very important phase of the implementation process.

The panels have now been finalised and everyone who submitted an application through the EOI process should have been notified if they were successful or unsuccessful. All the people who were successful will be spend three days in training before commencing the evaluation process. The training will run from October 6th to 15th, 2008. The evaluation panels will be convened and the evaluations will commence shortly after the training is completed.

2) New HR Policies

Through the HP agreement we won

many improvements in our conditions of work. In some cases though the agreement didn't provide enough detail about how these conditions would be implemented, so several new HR Policies had to be developed to frame these outcomes from the HP Agreement.

There have been lengthy discussions between management and union representatives. The first two to be finalised and published are the Higher Education Incentive policy and the Emergency Clinical On Call policy. They have been published and are now available from Qld Health's website or the HP section of our QPSU website www.qpsu.org.au.

Higher Education Incentive

The higher education qualification must be relevant to the health practitioner's discipline or their current position and must be additional to the minimum required qualification for registration purposes or entry level equivalent.

For approved applications received within twelve months of the date of certification (3 January 2007) of this agreement, employees are entitled to have the Higher Education Incentive retrospectively recognised to:

- a) 1 September 2007, for qualifications obtained on or before 1 September 2007; or
- b) The date that the qualification was obtained, for qualification obtained between 1 September 2007 and the date of certification of this Agreement

Once an application for recognition of qualifications is approved, the employee will receive the Higher Education Incentive from the date the application is received by the supervisor.

Emergency Clinical On-Call

Emergency Clinical On-Call is described as being required for essential direct emergency clinical interventions

where patient health will likely be compromised without the timely intervention of the Health Practitioner. Also, after being contacted, you will generally have to be able to present at the health facility within approximately 30 minutes.

The policy is fairly easy to read and understand and I'd recommend anyone who believes the on call services they provide might be covered by this policy should read the policy.

It's also important to note that the application of the Emergency Clinical On Call policy will be determined by the District or Service Area Management.

EB7 Update and Solidarity

As well as all this our colleagues and fellow union members not covered by the Health Practitioners Agreement have been campaigning for a fair wage rise through EB7.

HP was a great achievement for us and we fought long and hard, over many years to win these improvements. We are an example of just what can happen when union members demonstrate their strength in numbers and move the employer to recognising the important we do. We need to be using our story to inspire our colleagues and other QPSU members to understand their power comes from sticking together.

Questions?

Does anyone have any questions?

(If anyone has questions that you don't know the answer to then please take a note of the question and then email them to hp@qpsu.org.au.)

Wrap-Up

Thanks for coming along. We'll update you more as the implementation process continues.

