

HP “how to” ... EIA Survival Kit

www.qpsu.org.au/hp • 1800 177 244



“EIA” stands for “Employee-Initiated Applications”. The EIA process allows workers who disagree with the proposed work level evaluations to pursue an alternative entry path into the evaluation process.

This kit contains material that will help everyone get through this period with a minimum of stress and anxiety.

Included with your materials for this phase of the HP kit are:

- A flyer that gives information about the EIA process: how it works and what to expect.
- A simple visual guide that details the steps that need to be taken during an EIA;
- A “Time Out” flyer to remind everyone to relax! This process, if it’s done properly, shouldn’t be something that causes a lot of hassle.
- This instruction sheet.

EIA guide

The EIA process is not for everyone – only where all other avenues of local consultation and discussion have been exhausted.

In most areas, hopefully adequate consultation and feedback will have produced a work unit proposal that satisfies everyone.

In situations where that hasn’t happened, however, and where all efforts at local consultation have been unsuccessful in getting a result that is good for all individuals, those individuals can apply to have their proposed classification/work level statement evaluated centrally and independently.

Remember, this process does not have to be cause for a major dispute within your work unit. Ultimately, the EIA allows workers and management to “agree to disagree” and put the whole question before the central body.

That being said, in order for an EIA to be evaluated fairly, the worker must make sure they follow the procedures carefully. There are many people who workers can contact if they need assistance when completing an EIA. The resources available on the HP website, www.qpsu.org.au/hp, should be a good place to start.

Take Time Out!

Some HP’s have found the implementation stressful and exhausting. It doesn’t have to be that way! There is a lot of hard work involved in creating a new career structure and new paycales for thousands of workers, but if workers and management adopt a positive attitude, are genuinely prepared to consult, negotiate and reach agreement, we will all be able to gain meaningful improvements for workers.

With this in mind, the “Time Out” flyer is meant as a bit of fun – an opportunity to get your workmates together and talk to them about something OTHER than HP implementation for a change. Everyone knows how healthy a break can be!

If you can think of fun “time out” activities that you are organising in your local area, why not share them with us? Take photos and email the detail to hp@qpsu.org.au

Remember, if you or if any of your workmates have any questions about the EIA process, you can visit the website – www.qpsu.org.au/hp - or call 1800 177 244.

Good luck with this stage in the HP implementation!

HP “how to” campaign