

COMMUNITY HEALTH CENTRE MECA 2021 NEGOTIATIONS

The ASU has reviewed the VHIA employer log of claims for the CHC MECA 2021 negotiations. Whilst many of the points raised in the employer log of claims are uncontroversial, some more notable additions include-

New Clause on Pay Point Progression

“New clause Include a “pay point on employment” clause that outlines the process for recognizing relevant experience for the purposes of appointment to an increment within a classification level. Assessment will be done (on a case-by-case basis) having regard to: the employer’s assessment of the employee’s years of experience the roles and responsibilities of the Employee in their previous employment and the roles and responsibilities of the Employee in their new employment with their new employer.”

WHY THIS MATTERS

We want progression pay points to be as automatic as possible and to remove the capacity for the employer to use discretion in pay point progression. We want to avoid situations where employees find their progression linked to arbitrary performance or even disciplinary requirements. Increased opportunities for employer discretion make it more likely that employees will find their progress halted, in the interests of employer savings.

Revised ADO Clause

“That clarifies how ADOs work, limiting the number of deferred ADOs to two (2) and outlining a direction can be made to an Employee to take any ADOs in excess of two days (with 4 weeks’ notice).”

WHY THIS MATTERS- Need to ensure broad application of ADO policy, reduce capacity for employer to direct employee to take ADOs at such a limited number.

Long Service Leave

“Insert clarification regarding the interaction between LSL entitlements under the Agreement and the Portable Long Service Benefits Scheme to ensure employees are not able to “double dip” long service leave entitlements and payments. Reduce complexity Clarify the interaction between the Long Service Leave entitlements under the Agreement and Portable Long Service Benefits Scheme. “

WHY THIS MATTERS- Long Service Leave has been a distinct element of the CHC MECA for many years, improved clarity around the entitlement and the Act would be desirable, we see this as an opportunity to improve upon the clause and make sure that the entitlement remains favourable to our members.

Increase Commonality Dispute Resolution Procedure

“13.1 Ensure the dispute/grievance process is limited to matters contained within the Agreement, the National Employment Standards, disciplinary action or a request for flexible working arrangements.”

WHY THIS MATTERS- An excellent dispute resolution clause is highly desirable to union members and is something that the ASU seeks in every agreement. We would like to insert our standard clause to maximise your rights and ensure that the Agreement allows for matters to be easily referred through the dispute resolution process.

Your employers are also seeing amendments to Personal/Carers Leave, Annual Leave and Parental Leave. These claims appear to be innocuous and are likely to be areas of ASU members claims.

It is important that members utilize the ASU survey as a means to flush out issues and proposals for relevant claims for the work force. We encourage you to share the survey with all staff, so they learn what it means to be a member of a union and its value.