

Summary of Changes
Victorian Public Health Sector Maintenance Multi-Employer Agreement 2017-2021

Clause	Title	Summary of change
25	Wages and Allowances increases	<p>The following increases will apply FFPOA the dates specified below to all wages and monetary based allowances amounts during the life of the Agreement. .</p> <ul style="list-style-type: none"> • 1 September 2017 - 4.25% . • 1 September 2018 – 3% . • 1 September 2019 – 3% . • 1 September 2020 – 3% <p>These increases will be applied to the remuneration currently paid to employers covered by this Agreement.</p>
45	Remote Recall Allowance	<p>The parties have agreed that evolving technologies have facilitated a greater incidence of work being performed via diverse electronic devices. It is agreed that the following new clause be inserted:</p> <p><i>“Where recall to duty can be managed without the Employee having to return to the workplace, such as by telephone or other electronic device, such Employee will be paid a minimum of one hour’s overtime, provided that multiple recalls within a discrete hour will not attract additional payment.”</i></p>
60	Family and Domestic Violence	<p>A common Family and Domestic Violence clause has been inserted into the Agreement.</p>

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		For those employees experiencing family or domestic violence, 20 days of special leave is available to be taken.
14	Discipline	A new disciplinary procedure clause has been inserted into the agreement. This clause is consistent with other public-sector agreements.
12	Dispute Resolution	A new common clause has been inserted into the Agreement which provides for a mechanism for Employees and Employers to deal with disputes under the Agreement, NES, a request for flexible working arrangements or a request for an additional 12 months parental leave.
13	Consultation and Organisational Change	A new consultation clause has been inserted into the agreement consistent with other public-sector Agreements. The clause sets out the employer's obligation to consult when changes are proposed. .
24	Transition to Retirement	This is a new clause which allows employees for reasons for transitioning to retirement, family responsibilities or personal health request to reduce their ordinary hours of work on a temporary or permanent basis, for a minimum of 12 months, unless a shorter period is agreed.
61	Fitness for Work	This is a new clause which deals with employer concerns regarding an employee's capacity to be fit for work.
50	Compassionate Leave	This is a new clause which allows employees who have an immediate family or household member that contracts or develops personal illness or sustains personal injury that poses a serious threat to their life or dies to take 2 days

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		of paid leave. Employees can also take unpaid leave by agreement with the Employer.