

**Australian Health Practitioner Regulation Agency
CPSU LOG OF CLAIMS – March 2016**

The Community and Public Sector Union serves the following claims on AHPRA in respect to its members employed in locations in all States and Territories across the country.

A reference to the predecessor agreement is a reference to the *Australian Health Practitioner Regulation Agency (ACT, NT, Vic and WA) Enterprise Agreement 2014-2016*. Clause numbers provided are those in the said agreement. Where terms or conditions in other agreements are referenced, these instruments are expressly named.

General

1. Where an inconsistency between locations currently exists, the most beneficial terms and conditions for employees be applied and consequently no employee of AHPRA is worse off due to the nationalization of the enterprise agreement. Examples of such inconsistencies include:
 - (a) consultation regarding rostering;
 - (b) time limits on the dispute resolution process;
 - (c) hours of work;
 - (d) flex leave accrual balances;
 - (e) salary increases;
 - (f) classification reviews;
 - (g) disciplinary records;
 - (h) cashing out time in lieu;
 - (i) higher duties allowance;
 - (j) annual leave;
 - (k) purchased leave;
 - (l) long service leave;
 - (m) leave without pay;
 - (n) withholding money upon resignation without notice, and;
 - (o) redundancies.

Part 1 – Application and Operation of Agreement

2. An agreement with a nominal expiry date no later than 30 June 2018 – clause 4.

Part 2 – Workplace Environment

3. A commitment from AHPRA to regularly and proactively review workloads, and to make staffing increases where these are excessive and unmanageable – clause 9.

Part 4 – Consultation and Dispute Resolution

4. The establishment of a consultative committee between AHPRA and unions at a national level in lieu of the local office arrangement – clause 15.

Part 5 – Terms of Employment

5. A commitment to fill permanent and temporary (backfill) vacancies within an agreed timeframe or from engagement – clause 18.

Part 6 – Hours, Salary and Related Matters

6. A concrete and detailed framework regarding the capacity for all employees to accumulate extra time worked as flex leave and to access this leave. This clause will be the comprehensive provision with respect to flex leave and not be supplemented or undermined by policy and procedure – clause 26.
7. In the alternative to (6) the introduction of a Rostered Day Off once per month for all employees, simply achieved by multiplying the agreed weekly hours by four and dividing by nineteen to calculate a number of daily hours to be worked. In addition, the amendment of time in lieu and overtime clauses to reflect the rigid arrangement of a fixed number of daily hours.
8. The abolition of AHPRA's Performance Appraisal scheme in its entirety and its replacement with the introduction of 3-4 incremental steps within each salary classification level. Employees will be annually assessed for incremental progression and will be presumed to have had satisfactory performance through their ongoing engagement and advanced accordingly unless otherwise demonstrated. Employees may be advanced two incremental steps in the case of outstanding performance – clause 30 and Appendix 4.
9. Recognition and resourcing of a working group to address the issue of credentialing and classification – clause 30.
10. Detail regarding the right to take, the amount available, appropriate circumstances and the resources provided with respect to working from home – clause 35
11. Improvements in both substance and detail to relocation expenses including the criteria, eligibility and amounts – clause 46

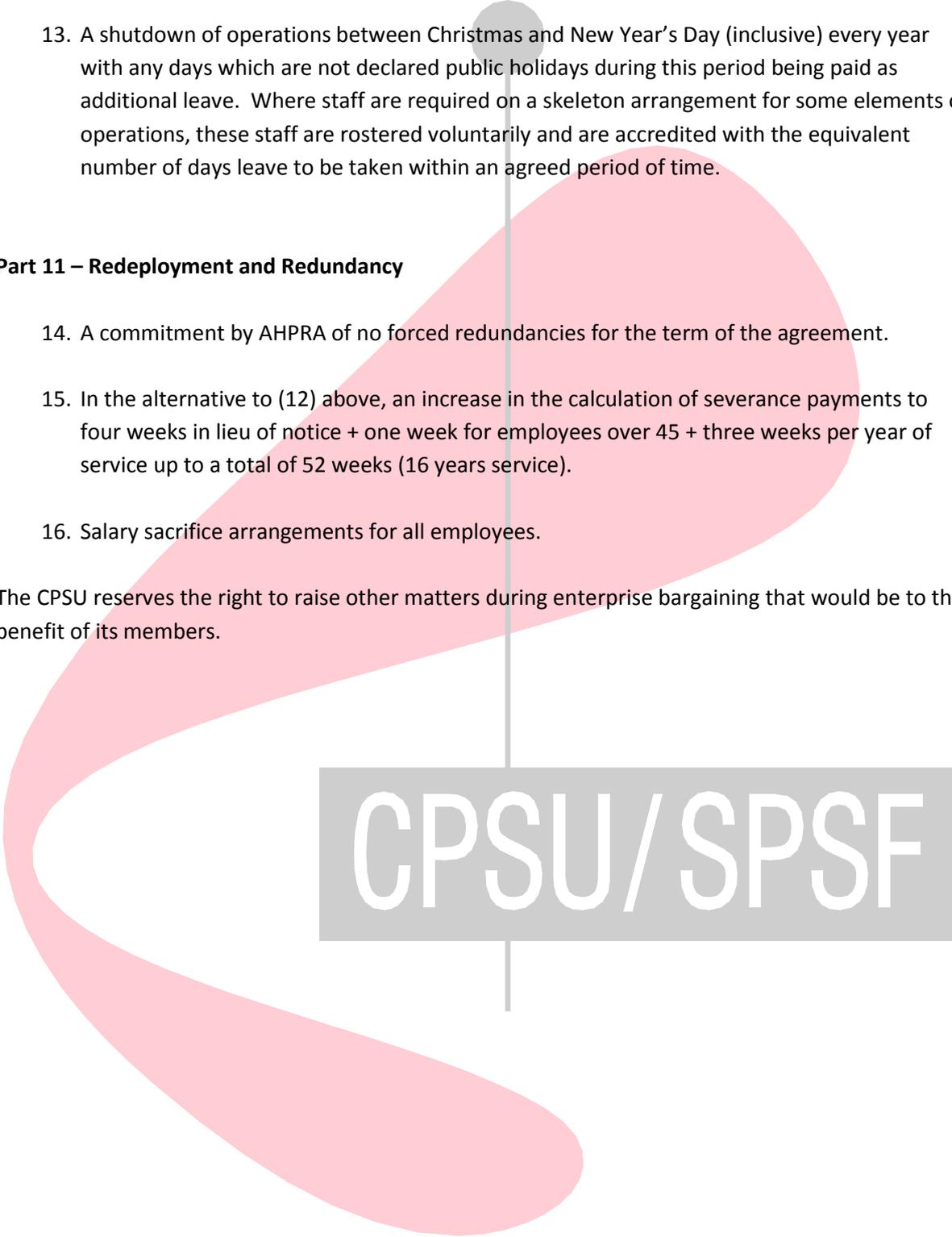
Part 9 - Leave

12. The introduction of gender neutral language in parental leave and other related clauses – clause 56.
13. A shutdown of operations between Christmas and New Year's Day (inclusive) every year with any days which are not declared public holidays during this period being paid as additional leave. Where staff are required on a skeleton arrangement for some elements of operations, these staff are rostered voluntarily and are accredited with the equivalent number of days leave to be taken within an agreed period of time.

Part 11 – Redeployment and Redundancy

14. A commitment by AHPRA of no forced redundancies for the term of the agreement.
15. In the alternative to (12) above, an increase in the calculation of severance payments to four weeks in lieu of notice + one week for employees over 45 + three weeks per year of service up to a total of 52 weeks (16 years service).
16. Salary sacrifice arrangements for all employees.

The CPSU reserves the right to raise other matters during enterprise bargaining that would be to the benefit of its members.



CPSU/SPSF