

# FAQs on the 2018-2022 Enterprise Bargaining Agreement (EBA) for Specialist Dentists employed at DHSV

## Contact us:

### Membership enquiries:

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### EBA enquiries:

ADAVB Policy and Research Team  
[advocacy@adavb.org](mailto:advocacy@adavb.org) or 03 8825 4600

## 1 Who is covered by the agreement?

Specialist dentists employed by Dental Health Services Victoria.

## 2 When will the agreement become effective?

The agreement was implemented from 2 April 2019. Employees should have received any back pay that was owed to them and moved to their new pay rate on the first pay period after 2 April 2019.

## 3 Who is eligible to receive back-pay?

Employees, who were employed from 1 July 2018 onwards, are eligible for back-pay to 1 July 2018 if they were employed under the previous enterprise agreement. This applies to full-time, part-time and casual employees. If, after discussing this with the relevant employer, you do not receive back pay, please contact ADAVB for a discussion.

## 4 Who is eligible to receive the sign on bonus?

Employees, who were employed from 1 July 2018, are eligible for the \$2000 sign-on bonus (pro-rated for part-time employees, not payable to casuals).

## 5 What are my new employment entitlements?

- A four-year agreement, which applies from 1 July 2018 to 30 June 2022
- Pay increases of six per cent per annum in the first two years and three per cent per annum in years three and four of the agreement
- Back-pay to 1 July 2018 based on salary increases provided in the agreement
- \$2000 for reimbursement of ADAVB membership and CPD training costs (pro-rata for part-time employees, not payable to casuals)
- \$2000 sign on bonus (pro rata for part-time employees, not payable to casuals)
- 12 weeks paid parental leave
- See Section 11 below for remuneration details
- Access a full copy of your EBA [here](#).

If you have any queries about your entitlements or think that you may not be receiving your correct entitlements, please discuss this with your employer in the first instance. If this does not resolve your query, please contact the ADAVB Policy and Research Team for information, 03 8825 4600  
[advocacy@adavb.org](mailto:advocacy@adavb.org)

## 6 I haven't yet received any salary increase – what should I do?

The agreement was implemented from 2 April 2019. The first salary increase would be expected to be paid in the first pay period after that. If you think the relevant salary increase did not occur at this pay period, please contact your HR Department in the first instance. If this does not resolve your query, please contact the ADAVB Policy and Research Team for a discussion.

## 7 How can I access reimbursement for ADAVB membership fees and CPD training costs from my employer?

Under the new agreement, employees are entitled to a \$2000 reimbursement per financial year from their employer for ADAVB membership and CPD training costs (pro rata for part-time employees, not payable to casuals). This includes the 1 July 2018 - 30 June 2019 financial year, so we encourage you to use your full entitlement for this financial year before 30 June 2019. If you require a receipt from ADAVB to claim reimbursement from your employer, please contact ADAVB, P: 03 8825 4600, E: [ask@adavb.org](mailto:ask@adavb.org).

## 8 Am I entitled to automatic progression between pay points or classification levels under the new agreement?

The new agreement provides for progression from Level 1-Specialist Dentist to Level 2-Specialist Dentist after one year, provided that progression criteria have been met. Within Level 2, annual progression between pay points should occur from year 1 to year 6, provided performance criteria have been met. If you think that you are entitled to progression between pay points or levels, and this has not been offered to you, please contact the ADAVB Policy and Research Team for a discussion.

## 9 I was employed in the public sector at or after 1 July 2018 but have since resigned my position. Am I eligible for pack pay?

This matter is under discussion with the employers' bargaining representative. ADAVB and Professionals Australia are advocating for former employees to receive back pay if they were employed on or after 1 July 2018 but resigned before the agreement was implemented.

## 10 How were the new enterprise agreements developed?

### History of negotiations and the development of enterprise agreement terms

Negotiations commenced in late 2017 with support from ADAVB public sector representatives from the hospital and community health sectors, who attended bargaining meetings and provided advice.

Our goal from the start of negotiations was to achieve a single outcome for all dentists and specialist dentists in the public sector regardless of where they work. A log of claims was developed for specialist dentists, which included:

- A 27 per cent increase in rates of pay throughout the life of the agreement
- A review of the classification structure
- Reimbursement of continuing professional development cost by the employer
- Reimbursement of professional membership and AHPRA registration
- 12 weeks paid parental leave for the primary carer and two weeks for the secondary carer
- Higher duties to be applicable after one day of acting in the role
- Back-pay to the expiration date of the agreement.

In May 2018, an initial offer was made after months of frustrating negotiations, which was rejected by ADAVB members across the hospital and community health sectors.

ADAVB members deemed this offer to be unacceptable and a vote was conducted to pursue protected industrial action across the state ('protected action ballot').

An initial protected action ballot was lodged at the Royal Dental Hospital of Melbourne and achieved a successful yes vote. This led to a secondary offer put forward for the hospitals but not for the community health centres. Therefore, protected action was lodged and taken by dentists in multiple clinics across the state. These actions ranged from not inputting DWAU codes to a mass 30-minute stop work and the application to take a 24-hour stoppage of all work on Monday 17 September 2018. A demonstration was planned to be held in front of Parliament House in support of the #RespectPublicDentistry campaign.

This was a huge step that demonstrated to government and employers that their staff were serious about achieving a fair outcome.

At 4pm on the Friday prior to the 24-hour stop-work, a revised offer was made based on the Victorian State Government providing additional funding to all public health services employing dentists and dental specialists to facilitate the final agreement. An explanation of the employee entitlements for the new agreement is provided above.

This is a huge achievement on behalf of all ADAVB members and a big step towards building the respect and recognition public dentistry deserves in Victoria.

*Last updated on 07-08-19*

## 11 Remuneration

		6%		6%		3%		3%			
		Date of Effect	1/06/2016	Date of Effect	1/07/2018	Date of Effect	1/07/2019	Date of Effect	1/07/2020	Date of Effect	1/07/2021
<b>Specialist Dentist in Training</b>											
<b>Year 1</b>	Per Hour	\$	36.49	\$	38.68	\$	41.00	\$	42.23	\$	43.50
<b>Year 2 and 3</b>	Per Hour	\$	41.23	\$	43.70	\$	46.33	\$	47.72	\$	49.15
<b>Year 4 and Over</b>	Per Hour	\$	48.32	\$	51.22	\$	54.29	\$	55.92	\$	57.60
<b>Specialist Dentist</b>		From	To	From	To	From	To	From	To	From	To
<b>Level 1</b>	Per Annum	\$ 109,420.00	\$ 117,236.00	\$ 115,985.20	\$ 124,270.16	\$ 122,944.31	\$ 131,726.37	\$ 126,632.64	\$ 135,678.16	\$ 130,431.62	\$ 139,748.51
	Per Hour	\$ 55.19	\$ 59.14	\$ 58.50	\$ 62.69	\$ 62.01	\$ 66.45	\$ 63.87	\$ 68.44	\$ 65.79	\$ 70.50
<b>Level 2</b>	Per Annum	\$ 125,164.00	\$ 140,155.00	\$ 132,673.84	\$ 148,564.30	\$ 140,634.27	\$ 157,478.16	\$ 144,853.30	\$ 162,202.50	\$ 149,198.90	\$ 167,068.58
	Per Hour	\$ 63.14	\$ 70.71	\$ 66.93	\$ 74.95	\$ 70.94	\$ 79.45	\$ 73.07	\$ 81.83	\$ 75.26	\$ 84.29
<b>Level 3</b>	Per Annum	\$ 144,587.00	\$ 149,025.00	\$ 153,262.22	\$ 157,966.50	\$ 162,457.95	\$ 167,444.49	\$ 167,331.69	\$ 172,467.82	\$ 172,351.64	\$ 177,641.86
	Per Hour	\$ 72.94	\$ 75.17	\$ 77.32	\$ 79.68	\$ 81.96	\$ 84.46	\$ 84.41	\$ 86.99	\$ 86.95	\$ 89.60
<b>Level 4</b>	Per Annum	\$ 156,421.00	\$ 163,082.00	\$ 165,806.26	\$ 172,866.92	\$ 175,754.64	\$ 183,238.94	\$ 181,027.27	\$ 188,736.10	\$ 186,458.09	\$ 194,398.19
	Per Hour	\$ 78.90	\$ 82.27	\$ 83.63	\$ 87.21	\$ 88.65	\$ 92.44	\$ 91.31	\$ 95.21	\$ 94.05	\$ 98.07

				6%		6%		3%		3%	
		Date of Effect	1/06/2016	Date of Effect	1/07/2018	Date of Effect	1/07/2019	Date of Effect	1/07/2020	Date of Effect	1/07/2021
Sessional Specialist Dentist		1-7 hours p/w	7.1 -35 hours p/w	1-7 hours p/w	7.1 -35 hours p/w	1-7 hours p/w	7.1 -35 hours p/w	1-7 hours p/w	7.1 -35 hours p/w	1-7 hours p/w	7.1 -35 hours p/w
Level 1		\$ 110.92	\$ 116.92	\$ 117.58	\$ 123.94	\$ 124.63	\$ 131.37	\$ 128.37	\$ 135.31	\$ 132.22	\$ 139.37
Level 2	Year 1	\$ 122.92	\$ 128.91	\$ 130.30	\$ 136.64	\$ 138.11	\$ 144.84	\$ 142.26	\$ 149.19	\$ 146.52	\$ 153.66
	Year 2	\$ 124.42	\$ 130.91	\$ 131.89	\$ 138.76	\$ 139.80	\$ 147.09	\$ 143.99	\$ 151.50	\$ 148.31	\$ 156.05
	Year 3	\$ 125.91	\$ 132.93	\$ 133.46	\$ 140.91	\$ 141.47	\$ 149.36	\$ 145.72	\$ 153.84	\$ 150.09	\$ 158.46
	Year 4	\$ 127.41	\$ 134.91	\$ 135.05	\$ 143.00	\$ 143.16	\$ 151.58	\$ 147.45	\$ 156.13	\$ 151.88	\$ 160.82
	Year 5	\$ 129.41	\$ 136.39	\$ 137.17	\$ 144.57	\$ 145.41	\$ 153.25	\$ 149.77	\$ 157.85	\$ 154.26	\$ 162.58
	Year 6	\$ 131.41	\$ 137.87	\$ 139.29	\$ 146.14	\$ 147.65	\$ 154.91	\$ 152.08	\$ 159.56	\$ 156.64	\$ 164.34
Level 3A	Year 1	\$ 133.42	\$ 139.37	\$ 141.43	\$ 147.73	\$ 149.91	\$ 156.60	\$ 154.41	\$ 161.29	\$ 159.04	\$ 166.13
	Year 2	\$ 136.76	\$ 142.67	\$ 144.97	\$ 151.23	\$ 153.66	\$ 160.30	\$ 158.27	\$ 165.11	\$ 163.02	\$ 170.07
Level 3B		\$ 140.09	\$ 145.99	\$ 148.50	\$ 154.75	\$ 157.41	\$ 164.03	\$ 162.13	\$ 168.96	\$ 166.99	\$ 174.02
Level 4		\$ 146.74	\$ 152.66	\$ 155.54	\$ 161.82	\$ 164.88	\$ 171.53	\$ 169.82	\$ 176.67	\$ 174.92	\$ 181.97