

FAQs on the 2018-2022 Enterprise Bargaining Agreements (EBA) for General Dentists

Contact us:

Membership enquiries:

ADAVB Membership Team
ask@adavb.org or 03 8825 4600

EBA enquiries:

ADAVB Policy and Research Team
advocacy@adavb.org or 03 8825 4600

1 Who is covered by the agreements?

Agreement #1 – reference [AG2018/6038](#)

General dentists employed at any of the following public hospitals:

1. Alfred Health
2. Bairnsdale Regional Health Service
3. Barwon Health
4. Bass Coast Health
5. Bendigo Health Care Group
6. Boort District Health
7. Dental Health Services Victoria
8. Djerriwarrh Health Services
9. East Grampians Health Service
10. Echuca Regional Health
11. Goulburn Valley Health
12. Hepburn Health Service
13. Monash Health
14. Northeast Health Wangaratta
15. Orbost Regional Health
16. Peninsula Health
17. South West Health Care
18. West Wimmera Health Service

Agreement #2 – reference [AG2019/208](#)

General dentists employed at any of the following public hospitals:

1. Albury Wodonga Health
2. Ballarat Health Services
3. Seymour Health
4. Swan Hill District Health
5. Wimmera Health Care Group

Agreement #3 – reference [AG2019/222](#)

General dentists employed at any of the following community health centres:

1. Nillumbik Community Health Service
2. North Richmond Community Health
3. Sunraysia Community Health Services

Agreement #4 – reference [AG2019/553](#)

General dentists employed at any of the following community health centres:

1. Central Bayside Community Health Services
2. cohealth
3. Latrobe Community Health Service
4. LINK Health and Community

Agreement #5 – reference [AG2019/1946](#)

General dentists employed at Banyule Community Health

Agreement #6 – reference [AG2019/1748](#)

General dentists employed at any of the following community health centres:

1. Star Health
2. DPV Health
3. Connect Health & Community
4. Access Health and Community
5. Your Community Health
6. IPC Health
7. EACH
8. Inspiro
9. Merri Health

Agreement #7 – reference [AG2019/3246](#)

General dentists employed at Sunbury Community Health

2 When did the agreements become effective?

Implementation dates: Agreement #1 operates from 19 April 2019, Agreements #2, #3 and #4 operate from 25 April 2019, Agreement #5 operates from 1 July 2019, Agreement #6 operates from 7 August 2019, Agreement #7 operates from 23 September 2019. Employees can expect any back pay that is owed to them and to move to their new pay rate from the first pay period after these dates.

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 the ADAVB Policy and Research Team 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 \$2,000 sign-on bonus (pro-rated for part-time employees, not payable to casuals).

5 Who is eligible to receive the professional development reimbursement?

Employees, who were employed from 1 July 2018, are eligible for the \$2,000 professional development reimbursement (pro-rated for part-time employees, not payable to casuals). For example if you were a part-time employee between 1st July 2018 and 1st of March 2019 you will be eligible for the 2018 payment (pro-rata). However, if you are now a casual employee you will not be eligible for the 2019, 2020, or 2021 payments.

6 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 (increased from 10 weeks in the previous agreement)
- Uplift payments for all level 3 employees and employees at level 4a
- Introduction of two new hybrid (Clinical and Managerial) classifications of \$140,000 at level 4 and \$150,000 level 5 to acknowledge the additional responsibility and work these roles entail
- See Section 14 below for remuneration details
- Access a full copy of your EBA by clicking on the relevant hyperlink in Section 1, above.

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, advocacy@adavb.org or 03 8825 4600

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

The scheduled implementation date for each agreement is listed under Section 2, above. The first salary increase would be expected to be paid in the first pay period after that implementation date. If you think the relevant salary increase has not occurred 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.

8 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 from 1 July 2018 but resigned before the agreements were implemented. If this scenario applies to you, please contact ADAVB for a discussion.

9 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. If you require a receipt from ADAVB to claim reimbursement from your employer, please contact ADAVB on Tel, 03 8825 4600, or email ask@adavb.org.

10 I think my employee classification level should change under the new agreement, or I think I have been incorrectly classified – what should I do?

Details regarding Classification and Progression Criteria are discussed in Part J of the Agreement. If you think your classification should change under the new agreement, first discuss this with your employer. You can also contact ADAVB for more information.

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

The new agreement provides for automatic progression between Level 1 and Level 3e on an annual basis, provided that progression criteria have been met. This is discussed in the agreements (Clause 66 in Agreement #1 and #2, or Clause 68 in the other general dentist Agreements), and this section of the agreements has been copied in below for reference. If you think that you are entitled to progression between pay points or levels, and this has not been offered to you, please discuss this with your employer in the first instance. If this does not resolve your query, please contact ADAVB for a discussion.

66 Salary Progression Criteria

66.1 Subject to this Clause, an Employee shall be eligible to progress annually to the next available salary point of their classification, subject to the Employee demonstrating to the Employer that he or she has, over the preceding 12 months:

- (a) undertaken career development relevant to oral health and the services provided at the Employer's clinic or where this has not occurred, has entered into an arrangement where this will occur;
- (b) satisfied the Employer's requirements as to throughput of clinical services and associated administrative duties;
- (c) fully complied with the Employer's operational policies and protocols as to infection control, clinical standards and response to emergency presentations;
- (d) had minimal remedial interventions;
- (e) achieved an appropriate level of patient satisfaction;
- (f) satisfied a progression assessment based on the competencies and criteria listed in the classification structure of this Agreement;
- (g) complied with the duties and responsibilities specified in their personal position description.

66.2 Progression between levels

Progression for an Employee from a lower to a higher level shall be based on competencies and criteria listed in the Classification Structure of this Agreement. An Employee may be accorded a higher classification subsequent to a performance review by the Employer. An Employee may seek a reclassification at any given time following which the Employer is obliged to undertake a performance review, however an Employee may only seek a review of their classification once in any 12 month period.

66.3 Progression between salary points within a given level

An Employee will be assessed formally for progression to the next salary point, within the same level, annually. Assessment will be based on matching actual achievement for a given year against the competencies and criteria listed in the Classification Structure of this Agreement. Achievement of performance targets will result in progression to the next salary point.

12 How will hybrid clinical/managerial roles be allocated and implemented?

ADAVB and Professionals Australia are discussing this with the employers' bargaining representative. ADAVB understands that Dental Health Services Victoria is developing a process for implementing these new public dentist classifications and we will provide you with further information when this becomes available. If you are currently employed at Level 4 or Level 5 and think that you may be performing a hybrid clinical/managerial role, please contact ADAVB for a discussion.

13 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 general dentists, which included:

- A 40 per cent increase in rates of pay throughout the life of the agreement.
- A review of the classification structure and an uplift of all levels
- Removal of references to DWAUs and any link between DWAUs and salary increases
- Continuing professional development support
- 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. These proposed actions ranged from not inputting item codes to a mass 30-minute stop work and the application to take a 24-hour stoppage of all work on Monday September 17, 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 14-11-19

14 Remuneration

Employee Classification	Current at 30 June 2018	1 July 2018 (without annual wage increase but with change to structure)	1 July 2018 6%	1 July 2019 6%	1 July 2020 3%	1 July 2021 3%	Total salary increase (\$)	Total salary increase (%)
Level 1	\$65,094	\$65,094	\$69,000	\$73,140	\$75,334	\$77,594	\$12,500	19%
Level 2a	\$70,840	\$70,840	\$75,090	\$79,596	\$81,984	\$84,443	\$13,603	19%
Level 2b	\$75,436	\$75,436	\$79,962	\$84,760	\$87,303	\$89,922	\$14,486	19%
Level 2c	\$80,029	\$80,029	\$84,831	\$89,921	\$92,618	\$95,397	\$15,368	19%
Level 3a	\$85,389	\$89,601	\$94,977	\$100,676	\$103,696	\$106,807	\$21,418	25%
Level 3b	\$89,601	\$93,759	\$99,385	\$105,348	\$108,508	\$111,763	\$22,162	25%
Level 3c	\$93,759	\$97,914	\$103,789	\$110,016	\$113,317	\$116,716	\$22,957	24%
Level 3d	\$97,914	\$102,071	\$108,195	\$114,687	\$118,128	\$121,671	\$23,757	24%
Level 3e	\$102,071	\$106,940	\$113,356	\$120,158	\$123,763	\$127,475	\$25,404	25%
Level 4a clinical	\$106,940	\$110,000	\$116,600	\$123,596	\$127,304	\$131,123	\$24,183	23%
Level 4b clinical	\$114,538	\$114,538	\$121,410	\$128,695	\$132,556	\$136,532	\$21,994	19%
Level 4a managerial	\$106,940	\$110,000	\$116,600	\$123,596	\$127,304	\$131,123	\$24,183	23%
Level 4b managerial	\$114,538	\$114,538	\$121,410	\$128,695	\$132,556	\$136,532	\$21,994	19%
Level 4 hybrid		\$140,000	\$140,000	\$148,400	\$152,852	\$157,438		
Level 5a clinical	\$122,095	\$122,095	\$129,421	\$137,186	\$141,302	\$145,541	\$23,446	19%
Level 5b clinical	\$133,431	\$133,431	\$141,437	\$149,923	\$154,421	\$159,053	\$25,622	19%
Level 5a managerial	\$122,095	\$122,095	\$129,421	\$137,186	\$141,302	\$145,541	\$23,446	19%
Level 5b managerial	\$133,431	\$133,431	\$141,437	\$149,923	\$154,421	\$159,053	\$25,622	19%
Level 5 hybrid		\$150,000	\$150,000	\$159,000	\$163,770	\$168,683		