

WHAT PSA MEMBERS ACHIEVED

AGREEMENT - South Australian Modern Public Sector Enterprise Agreement: Salaried 2017

- **Two year agreement** from date of approval (Jan 2018 - Jan 2020).
- More than **350** new or amended clauses.
- Another **100 clauses to go under review** during the life of the Agreement.
- Essential conditions protected by the Enterprise Agreement in light of an uncertain political and industrial environment.

SALARY INCREASES

- Almost **90%** of PSA members will receive annual increases of **2%** or more.
- **Increases** into the base salary of **\$1500 per annum** for salaries **up to \$75,000**.
- **Increases** into the base salary of **\$1800 per annum** which ever is greater, for salaries **above \$75,000**.
- Increases to be **backdated to the first full pay period** on or from 1 Oct 2017 and payable as soon as possible after the certification of the agreement.
- Subsequent increases Oct 2018 and Oct 2019.

JOB PROTECTION

- For the first time there is a clause in the Enterprise Agreement **confirming ongoing employment as the primary form of employment** in the Public Sector.
- A new clause provides **ongoing employment for graduates and trainees** subject to satisfactory completion of their program.
- **Redeployment, retraining and redundancy (RRR)** has a comprehensive new appendix with improved case management and accountability for redeployment.
- RRR now has a stand-alone appendix of clauses not reliant on a Commissioner's Determination.
- Those who accept a TVSP within the first three months of being declared excess will receive a **\$15,000 incentive payment**.
- The TVSP package will remain at 100% for the first 12 months and then will drop only to 75% after the 12 month redeployment period.

WAGES AND CONDITIONS

- A new separate clause for **Flexitime** which provides more clarity, protections against losing time accrued as approved, and provides for flexitime to be paid out in some instances.
- New separate clauses provide clarity around accruing and taking **Time Off in Lieu of Payment for Overtime**; protections against losing time accrued as approved, provides for TOIL to be paid out at overtime rates in some circumstances.
- A new clause for clarity about hours arrangements and the basis from which all employees' hours and time-based entitlements are derived will be developed for inclusion in this agreement within the first three months of the life of the agreement. Review will include Overtime, Shift Work Arrangements, Span of Hours, Ordinary Hours and part-time arrangements.

- An improved **Domestic and Family Violence Leave** clause provides for **15 days leave** and recognition of the impact on performance and conduct.
- Clarity and protections for members returning to work from **Maternity Leave** on a part-time basis. Access to part-time arrangements and requirement for agreement on arrangements until the child is of school age.
- Subsequent periods of Maternity Leave will be calculated at the FTE fraction prior to the first period of leave.
- **New breastfeeding clause** with entitlements for employees who are breastfeeding.
- **New transfer to safe job provisions for pregnant employees** including additional leave entitlement where a safe job cannot be found.
- **Enhanced paid partner leave** entitlements (access up to 10 days sick leave).
- New clause which requires provision of HSR information to the PSA.
- All time worked on public holidays will be paid at public holiday rates.

WORKLOADS

- Amended clauses provide **stronger protections against unreasonable workloads**.
- Introduction of a consultation mechanism specifically for addressing workload issues at a local level.
- Includes stronger workload specific Grievance and Dispute mechanisms.

CLASSIFICATION

- Reclassification to apply from date of application.
- Audit of all **ASO1** level employees with a view to **progression to ASO2** as appropriate to be completed by August 2018.
- Clauses providing for the review of OPS, PO, CFS, TGO/MeS, AHA, Legal Services Commission Administration, and classification structure of AYTC Secure Care during life of agreement.
- New increments for ASO4, AHP and new stream for Allied Health Assistants.

STANDARDISATION AND CONSISTENCY

- Confirmation of the primacy of the Enterprise Agreement in remuneration and employment conditions matters.
- Leave provisions of Commissioner's Determination 3.1 called up and given force by this agreement.
- **Worker's Compensation clauses** extends benefits beyond the current two year time limit in specific circumstances and are based on the clauses included in the Police and Nurses agreements.
- New clause establishes a program for **mental health first aid training** of employees.
- A new clause confirms **rights of members to be represented** and confirms the rights of **PSA Worksite Representatives**.

