

EXPLANATION OF TERMS OF THE AGREEMENT

THIS SUMMARY OF CHANGES IS TO BE READ IN CONJUNCTION WITH A COPY OF THE PROPOSED AGREEMENT

DEFINITIONS:

BOOT – Better Off Overall Test (the test used by the Fair Work Commission to determine whether an employee is better off under the terms of an agreement or under the terms of the relevant Modern Award).

Current Agreement - Victorian Public Health Sector (Maintenance) Multi-Employer Enterprise Agreement 2017-2021.

Department – Victorian Department of Health.

FFPPOOA – First full pay period on or after.

Modern Award –

- For **Plumbing Industry Employees**: *The Plumbing and Fire Sprinklers Award 2020*.
- For **Metal Industry and Engine Drivers & Fireman Industry Employees**: *The Manufacturing and Associated Industries and Occupations Award 2020*.
- For **Joinery & Building Trades Product Industry Employees**: *The Joinery and Building Trades Award 2020*.

NES – National Employment Standards (the minimum employment standards that must be provided to all employees).

Proposed Agreement – Maintenance (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2023 - 2027.

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Maintenance (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2023 – 2027

OVERVIEW OF MAIN CHANGES

Below is an overview of the main changes made in the Proposed Agreement. See [next table](#) for a more detailed explanation of all terms.

Commencement Date and Period of Operation	The Agreement will operate for a period of four years with a nominal expiry date of 31 August 2027.
Classification Structure	<ul style="list-style-type: none"> • The current Agreement contains a redundant, occupation-based classification structure which has existed since before the Modern Award regime was introduced. • The proposed Agreement includes a new, industrially modern, and qualification / competency-based classification structure which provides greater career progression opportunities.
Salary Increases	<ul style="list-style-type: none"> • Increases to wages and allowances as follows: <ul style="list-style-type: none"> ○ Varied increases resulting from new classification structure FFPPOA 1 September 2023 (rates outlined in Appendix 2, from page 145 of the proposed Agreement) ○ 3.00% FFPPOA 1 September 2024 ○ 3.00% FFPPOA 1 September 2025 ○ 3.00% FFPPOA 1 September 2026 • In the transition of existing employees to the new classification structure, wage rates which are more than those prescribed by the current agreement ('over-agreement' wages) may be absorbed into the rates prescribed by the new structure. • Employees whose rate of pay is still above the Agreement after transferring to new classification structure will have increases applied to their contract rate of pay.
Incorporation of Allowances	<p>The rates of pay associated with the new classification structure absorb several separately identified allowances currently paid under the 2017 Agreement, including:</p> <ul style="list-style-type: none"> • Tool allowance • Licence allowance • Enterprise Flexibility Payment • SIPS payments • Certificate allowance, and • Increments based on years of service. <p>The payment of these allowances have been rolled into employee's base rates of pay.</p>
Lump Sum Payments	<ul style="list-style-type: none"> • Employees to receive two lump sum payments as follows: <ul style="list-style-type: none"> ○ \$2,000 payable FFPPOA commencement of the Agreement ○ \$2,000 payable FFPPOA 1 December 2026 • These payments will be paid pro rata for part time employees and are not payable to casual employees.

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Job Security	<ul style="list-style-type: none">• Employers will give preference to engaging people to perform Maintenance Work as Employees, rather than engaging Supplementary Labour.• Employers will give preference to engaging Employees rather than Supplementary Labour, especially where they have the requisite skill mix and availability to undertake such work.
Workforce Skills Development	<p>A Workforce Skills Committee will be established at each Employer which consists of representatives of the Employer and the Union. The purpose of Committee will be to:</p> <ul style="list-style-type: none">• monitor the use of Supplementary Labour,• identify current or future skills and capability gaps relevant to the Employer, within the existing workforce,• develop internal pathways within the Employer to improve the skills and capabilities of the existing workforce,• promote foreseeable employment opportunities that require vocational training, with the view to aligning interested Employees with vocational training providers to fulfil these foreseeable employment opportunities, and• regularly review position descriptions, rosters and/or policies to ensure that both employers and employees can identify job skill mix.
Study Leave	<p>New entitlement to Study Leave as follows:</p> <ul style="list-style-type: none">• Entitlement - 104 hours per annum• Purpose - to support training and development appropriate to the nature and particular needs of the Employer and recognised competency standards.• Employer will not withhold consent - where the course of study, training or units of competency are of relevance to the Employee's employment, having regard to the inherent requirements of the Employee's role and/or the duties required to be performed by the Employer.• Temporary change to contract - employee can request to undertake study or an employment opportunity outside the Employer that is of benefit to the career pathway of the Employee within the public health sector.
Supplementary Labour	<ul style="list-style-type: none">• Employers will report to the new Workforce Skills Committee whether there are any long-term vacancies, any work is proposed to be contracted out or if existing work has been contracted out for 12 months or more, with a view to exploring whether it would be more efficient and practical to either:<ul style="list-style-type: none">○ recruit Employees to perform the work; or○ increase the skills of the existing workforce to perform the task.• Additional education or training will be explored when a skill requirement is long term, and the work is of sufficient volume to justify the investment and retention of competence by Employees.

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Annual Leave	Increase in annual leave from 4 weeks to 5 weeks per year of service (6 weeks for shift workers).
Personal Leave	<ul style="list-style-type: none"> • An Employee may use up to five days' personal leave, in aggregate, in any year of service on account of a disability or where the Employee is required to attend a registered health practitioner. • Sick days without certificate increased to 3 per year.
Parental Leave	<ul style="list-style-type: none"> • Increases in paid parental leave for primary carers (from 10 to 14 weeks) and secondary carers (from 1 week to 2 weeks). • Superannuation to continue to be paid through all absences on parental leave, not only the paid component. • Full-time and part-time employees to have access to parental leave after 6 months of continuous service (reduced from 12 months).
Long Service Leave	<ul style="list-style-type: none"> • Amend Long Service Leave provision to provide comprehensive and consistent Long Service Leave entitlements, including access to LSL after 7 years continuous service. • Continuous service for the purposes of long service leave includes service with more than one Institution or Statutory Body (i.e. an employee can terminate from one hospital and get a job at another hospital and continuous service will not be broken).
Voluntary Emergency Management	Up to 2 weeks per year of paid leave to engage in Voluntary Emergency Management activities, subject to operational requirements.
Special Disaster Leave	Up to 3 days per calendar year of paid leave where an employee without leave is unable to attend work due to a disaster (and can't access personal / carer's leave).
Absence on Defence Leave	Wage 'top-up' for Defence Reservists for full time and part time employees.
Ceremonial Leave	An Employee who is legitimately required by Aboriginal and Torres Strait Islander tradition to be absent from work for ceremonial purposes entitled to up to ten working days' unpaid leave and can seek substitution of a public holiday for a day during NAIDOC week.
On-Call Allowance	On-call allowance increased from \$11.73 per 15-hour period to \$30.90 per day, or \$61.80 per day if on-call for more than 15 hours on a weekend.
Increase to Compensation for Stolen and Damaged Goods and Clothing	Entitlement to apply to all trade groups equally for damage to clothes, spectacles, hearing aids or tools, with an increase to the maximum compensation amount to \$2,500.
Increase to Living Away from Home / Distant Work	Entitlement to apply to all trade groups equally, with an increase to living away from home allowance rate to \$700.00 per week.
Modernise Procedural Entitlements	<p>Clauses amended to reflect Public Health Sector Industry standard including:</p> <ul style="list-style-type: none"> • Dispute Resolution Procedure

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	<ul style="list-style-type: none">• Consultation• Managing Conduct and Performance• Superannuation• Redundancy• Salary Packaging• Accident Pay• Fitness for Work
Employment Related Checks	All fees and costs associated with employees being subject to employment related checks (e.g. police check, working with children check) to be paid by the employer where such checks are not required by legislation.
Union Matters	Amend Union Matters clause to ensure employees have reasonable time release from duty to attend to industrial matters, including preparation for and attendance at bargaining meetings.

SEE NEXT PAGE FOR A DETAILED EXPLANATION OF THE TERMS OF THE PROPOSED AGREEMENT

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Maintenance (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2023 – 2027

DETAILED EXPLANATION OF TERMS

PROPOSED AGREEMENT CLAUSE	CURRENT AGREEMENT CLAUSE	SUMMARY OF PROPOSED CHANGE	RATIONALE
1 – Title	1 – Title	Title of Agreement changed from ‘Victorian Public Health Sector Maintenance Multi Employer Agreement 2017-2021’ to ‘Maintenance (Victorian Public Sector) (Single interest Employers) Enterprise Agreement 2023-2027’.	<p>Ensures:</p> <ul style="list-style-type: none"> • cohort of employees is at the beginning of title, • alignment with public health sector agreement naming conventions, and • Reflects new single interest employer status of Agreement
2 - Contents	2 - Arrangement	Table of contents updated to reflect new Agreement arrangement.	Administrative amendment only.
3 – Definitions	11 – Definitions	<p>Clause updated as follows:</p> <ul style="list-style-type: none"> (a) Agreement - amended (b) Department – new (c) FFPPOOA - new (d) Engine Drivers & Firemen Industry Employee – deleted (e) HSR - new (f) Heads of Agreement (HoA) – deleted (g) Maintenance Work – new (to clarify scope of Agreement) (h) Recognised Emergency Management Body - deleted (i) Supplementary Labour – new (j) VHIA – new (k) WIRC Act – new (l) 2017 Agreement - new 	<ul style="list-style-type: none"> (a) Updated to reference the new 2023 Agreement. (b) Referenced at various clauses in the Agreement. (c) Referenced at various clauses in the Agreement. (d) To give effect to merge with Metal Industry Employees. (e) Referenced at various clauses in the Agreement. (f) Removal of legacy provisions that no longer apply. (g) Referenced at various clauses in the Agreement. (h) Agreement simplification (se clause 61 of the <i>Fair Work Act 2009 (Cth)</i>). (i) Referenced at various clauses in the Agreement. (j) Referenced at various clauses in the Agreement. (k) Referenced at various clauses in the Agreement. (l) Referenced at various clauses in the Agreement.
4 – Parties and Coverage	3 – Incidence and Coverage	<ul style="list-style-type: none"> (a) Express Employer and Employee as defined terms. (b) Expressly mention the Plumbing and Pipe Trades Employees Union branch of the CEPU. (c) Subclause 3.2 deleted - separate ‘Parts’ of the Agreement have been removed and the relevant entitlements 	<ul style="list-style-type: none"> (a) Agreement simplification. (b) Modernisation. (c) Agreement simplification and where possible, parity across trade groups.

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		<p>contained within the body of the Agreement under corresponding clause heading.</p> <p>(d) Outline that Maintenance Work is covered by the Agreement and employees cannot be classified inappropriately as handypersons under the <i>Health and Allied Services, Managers and Administrative Workers (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2021-2025</i>.</p>	(d) To ensure employees are classified appropriately.
5 – Commencement and Period of Operation	4 – Commencement & Period of Operation	The agreement shall nominally expire on 31 August 2027.	The Agreement is to nominally operate for four years after the first wage increase.
N/A	6 – Intentionally Left Blank	Clause deleted.	Removal of legacy provisions that no longer apply.
6 – Relationship to Previous Industrial Instruments and the NES	5 – Relationship to Previous Industrial Instruments	<p>Replaced redundant terms which referenced old industrial instruments with:</p> <ul style="list-style-type: none"> • a statement about the Agreement being comprehensive, and • a NES precedence term. 	Removal of legacy provisions that no longer apply and Agreement modernisation.
N/A	7 – Benchmarking, Productivity & Flexibility	Clause deleted.	Removal of legacy provisions that no longer apply.
7 – Posting of Agreement	65 – Posting of Agreement	Moved from Part 7 which only applied to Plumbing Industry Employees. Clause has been modernised to allow for electronic posting and now applies to all trade groups.	Parity across trade groups and Agreement modernisation.
8 – No Disadvantage	8 – No Disadvantage	No changes.	

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9 – No Extra Claims	9 – No Further Claims	Updated entire clause to state no extra claims will be made by the parties and inserted provision around workplace change.	Agreement modernisation and ensures clause does not impede on Employer's right to introduce change at the workplace.
10 – Individual Flexibility Arrangements	10 – Individual Flexibility Arrangements	<ul style="list-style-type: none"> • Introduce model clause that provides for variation of the additional following terms: <ul style="list-style-type: none"> ○ arrangements for when work is performed; ○ overtime rates; ○ penalty rates; ○ allowances; and/or ○ leave loading. • If an employer wishes to initiate the making of an IFA, they must provide a written proposal (in an appropriate language if employee has limited understanding of written English). • 'Salary sacrifice arrangements' cannot be subject to an IFA. 	Agreement simplification and modernisation, and to provide more flexibility to employees / employers.
11 – Job Security, Workforce Skills Development and Supplementary Labour	N/A	<p>New clause which outlines:</p> <ul style="list-style-type: none"> • Employers will give preference to engaging Employees rather than Supplementary Labour, especially where they have the requisite skill mix and availability to undertake such work. • An Employer must not engage Supplementary Labour to replace vacancies unless it can be established by the Employer that they are making all reasonable attempts to fill the vacancy. • A Workforce Skills Committee will be established at each Employer which consists of representatives of the Employer and the Union. The purpose of the committee is to assist the Employer to: <ul style="list-style-type: none"> ○ monitor the use of Supplementary Labour, 	Maintenance and promotion of secure employment and alignment with Government Public Sector Priorities.

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		<ul style="list-style-type: none"> ○ identify current or future skills and capability gaps relevant to the Employer, within the existing workforce, ○ develop internal pathways within the Employer to improve the skills and capabilities of the existing workforce, ○ promote foreseeable employment opportunities that require vocational training, with the view to aligning interested Employees with vocational training providers to fulfil these foreseeable employment opportunities, and ○ regularly review position descriptions, rosters and/or policies to ensure that both employers and employees can identify job skill mix. <ul style="list-style-type: none"> ● Employers will report to the new Workforce Skills Committee whether any work is proposed to be contracted out or if existing work has been contracted out for more than 12 months, with a view to exploring whether it would be more efficient and practical to either: <ul style="list-style-type: none"> ○ recruit Employees to perform the work; or ○ increase the skills of the existing workforce to perform the task. ● Additional education or training will be explored when a skill requirement is long term, and the work is of sufficient volume to justify the investment and retention of competence by Employees. 	
12 – Capital Works Initiatives	23 – Capital Works Initiatives	Insert definition of capital works and align with definition of Maintenance Work.	To ensure clarity.

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13 - Consultation	13 - Consultation	<ul style="list-style-type: none"> (a) Outlines that relevant steps and indicative timeframes for consultation process can be amended where mutually agreed between the parties. (b) A Change Impact Statement will include the existing and proposed position descriptions, including new roles, and those of the Affected Employees or managers where reporting lines change if these are relevant to the proposed change. (c) If there are any concerns by an Affected Employee or their representative regarding whether the Change Impact Statement is compliant, they will be raised as soon as practicable and before step 2. 	<ul style="list-style-type: none"> (a) Where mutually agreed, the consultation process should be able to be amended / shortened depending on the change proposed / circumstances. (b) Ensures transparency in the consultation process. (c) Creates a mechanism to encourage compliance with the consultation procedure and resolve concerns in a timely manner.
13A - Consultation about changes to rosters or hours of work	13.10 – Consultation about changes to rosters or hours of work	<p>Separated out into stand-alone clause.</p> <p>Preceding statement added which outlines the clause applies where a change to regular rosters or ordinary hours of work does not constitute 'Major Change' in accordance with clause 13.</p>	Clarification to ensure no disputation occurs.
14 – Dispute Resolution Procedure	12 – Dispute Resolution Procedure	<ul style="list-style-type: none"> (a) Nothing in the clause will prevent the Parties from agreeing, at any time, to conducting their discussions in writing. (b) Where a party believes the requirements of the clause have not been complied with, they will notify the other of their concern in writing as soon as practicable. 	<ul style="list-style-type: none"> (a) Clarification that discussions may occur in person or in writing, if agreed (b) Creates a mechanism to encourage compliance with the dispute resolution procedure.
N/A	15 – Intentionally Left Blank	Clause deleted	Removal of legacy provisions that no longer apply.
15 – Managing Conduct and Performance	14 - Discipline	<ul style="list-style-type: none"> (a) An Employer must commence disciplinary discussions as soon as practicable after becoming aware of the alleged concerns. 	<ul style="list-style-type: none"> (a) To ensure disciplinary matters are dealt with as soon as they occur. (b) Provides an alternative, faster process. (c) Legislative update.

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		<p>(b) Outline a streamlined process for managing the conduct and performance of Employees who have not completed a minimum period of employment (currently 6 months) with their Employer.</p> <p>(c) Sexual harassment included as a form of serious misconduct.</p> <p>(d) As part of the investigative process, an Employer will 'provide the Employee with any material which forms the basis of the concerns before seeking a response'.</p> <p>(e) An employee can waive, in writing, the need for an interview where the concern is undisputed, while still raising matters in mitigation before a disciplinary sanction (if any) is decided.</p> <p>(f) New provisions regarding an Employee being stood down:</p> <ul style="list-style-type: none"> • An Employee shall only be stood down pending an investigation where it is alleged the behaviour, if substantiated, constitutes Serious Misconduct (as defined), and it would be unreasonable or unsafe in the circumstances to have the Employee present in the workplace. • Where the Employee is being stood down pending investigation, the Employee will receive ordinary pay for their rostered hours as if the Employee was not stood down by the Health Service. <p>(g) Where the performance or conduct of an employee does not constitute serious misconduct, the Employer may give the employee a first warning which will be in writing (previously Agreement said first warning is verbal).</p> <p>(h) Employers cannot rely on any preceding warning or counselling after a period of 12 (or where applicable 18</p>	<p>(d) Encourages procedural fairness.</p> <p>(e) Encourages procedural fairness and removes unnecessary steps in the investigation procedure.</p> <p>(f) Ensures employees are only stood down during an investigation in certain circumstances and are paid appropriately.</p> <p>(g) Employer is required to provide their decision and a summary of its reasons in writing anyway, so providing a verbal warning is redundant.</p> <p>(h) Ensures employers do not rely on outdated warnings or counselling reports to issue further warnings.</p> <p>(i) Ensures performance management is clearly defined and separate to disciplinary process.</p>

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		<p>months) has elapsed without the employee repeating the course of conduct.</p> <p>(i) New sub-clause which defines the supportive mechanism of performance management.</p>	
16 – Types of Employment	17 – Types of Employment	<p>Full-time Employees -</p> <p>(a) Removed references to ‘weekly hire’.</p> <p>(b) Inserted provisions that state full time employees are engaged to work 38 or an average of 38 hours a week and will be paid the weekly salary appropriate to their classification regardless of the hours worked.</p>	<p>(a) Removal of legacy provisions that no longer apply.</p> <p>(b) Parity across trade groups and Agreement modernisation.</p>
16 – Types of Employment	17 – Types of Employment	<p>Part-time employees -</p> <p>(a) consolidation of provisions relating to the different trade groups.</p> <p>(b) Minimum engagement is 4 hours (or 3 by agreement).</p> <p>(c) Inserted provisions that outline how a part-time employee picks up additional ordinary hours and when they will be paid as overtime.</p>	<p>(a) Agreement modernisation.</p> <p>(b) Parity across trade groups.</p> <p>(c) Clarification to reduce disputation.</p>
16 – Types of Employment	17 – Types of Employment	<p>Casual employees -</p> <p>(a) Definition of casual employee changed to:</p> <p style="padding-left: 40px;">A casual Employee:</p> <p style="padding-left: 80px;">(a) is an Employee who:</p> <p style="padding-left: 120px;">(i) is made an offer of employment on the basis that the Employer makes no firm advance commitment to continuing and indefinite work according to an agreed pattern of work (e.g. relief work such as replacing an employee on an unplanned absence); and</p>	<p>(a) Legislative update.</p> <p>(b) Agreement modernisation.</p> <p>(c) Parity across trade groups.</p> <p>(d) Legislative update – NES compliance.</p>

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		<p>(ii) accepts the offer of employment on that basis; and</p> <p>(iii) is an Employee as a result of that acceptance.</p> <p>(b) consolidation of provisions relating to the different trade groups.</p> <p>(c) Minimum engagement is 4 hours (or 3 by agreement).</p> <p>(d) Insert process for converting casual employees to full time or part time employment.</p>	
17 & Appendix 6 - Apprentices	18, 68, 73, 76 & 85 - Apprenticeships	Consolidation of provisions relating to the different trade groups, including apprentice rates of pay which have increased in line with Modern Award relativities.	Agreement modernisation, parity across trade groups and to ensure Agreement passes the BOOT.
18 – Unapprenticed Juniors	74 – Unapprenticed Juniors	Unapprenticed Juniors rates of pay increased in line with Modern Award relativities.	Agreement modernisation.
N/A	19 – Increased Utilisation of Trade Assistants	Clause deleted.	Removal of legacy provisions that no longer apply.
19 & Appendix 6 – Supported Wage System	29 – Supported Wage System	Provisions to apply to all trade groups and align with Modern Awards.	Agreement modernisation and parity across trade groups.
20 – Termination of Employment	20 – Termination of Employment	<p>(a) Apprentices may be terminated by giving notice of 2 weeks or as outlined for other employees, whichever is the greater.</p> <p>(b) If an apprentice is terminated at the end of their apprenticeship and re-engaged by the same employer within 6 months of such termination, the period of the</p>	<p>(a) Agreement modernisation and to ensure Agreement passes BOOT.</p> <p>(b) Parity across trade groups.</p> <p>(c) Agreement modernisation and to ensure Agreement passes BOOT.</p> <p>(d) Agreement modernisation .</p>

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		<p>apprenticeship shall count as service in determining any future termination.</p> <p>(c) If an Employee fails to give the required notice, the Employer has the right to withhold wages due to the Employee to a maximum amount of one week.</p> <p>(d) Continuous Service definitions removed.</p>	
21 – Redundancy and Associated Entitlements	21 - Redundancy	<p>Expansion of existing redundancy clause which outlines procedure to occur in redundancy situations as well as new entitlements to:</p> <ul style="list-style-type: none"> • Redeployment period of 13 weeks • Salary maintenance at pre-redundancy rate of pay for 52 weeks from date of redeployment • Support to employees facing redundancy (such as preparation for job interviews, retraining and time off to attend job interviews), and • Entitlement to a relocation allowance of up to \$1900 if an Employee is redeployed to a role requiring relocation which incurs additional travel cost. 	Encourages procedural fairness and commonality across public health sector agreements.
N/A	22 – Intentionally Left Blank	Clause deleted.	Removal of legacy provisions that no longer apply.
22 – Transition to Retirement	24 – Transition to Retirement	Where an Employee wishes to end a transition to retirement arrangement in a manner other than as provided in the written arrangement itself (such as reverting back to the Employee’s pre-transition position), this can occur by agreement between the Employee and the Employer, save that the Employer will not unreasonably withhold agreement.	Improve flexibility for employees if circumstances change.

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23 – Wages and Allowances	25 – Wages and Allowances	<p>(a) Application of following Wage and Allowance increases:</p> <ul style="list-style-type: none"> • From FFPPOOA 1 September 2023 - varied wage increases as a result of translation to the new classification structure, and • From FFPPOOA 1 September 2024, 2025, and 2026 - wage increases of 3%. <p>(b) In translation to the new classification structure, existing payments which are in excess of that prescribed by the Current Agreement may be absorbed into the rates in the Proposed Agreement (increases applied to contract rates if employees still receive above agreement rates after translation).</p>	Reflects settlement outcome.
23 – Wages and Allowances	25 – Wages and Allowances	<p>Employees to receive two lump sum payments as follows (part-time pro-rata, not payable to casuals):</p> <ul style="list-style-type: none"> • \$2,000 payable FPPOOA commencement of the Agreement • \$2,000 payable FPPOOA 1 December 2026 	Reflects settlement outcome.
24 – Payment of Wages	26 – Payment of Wages	<p>(a) Wages will be paid weekly or fortnightly into the Employee’s nominated bank account by electronic funds transfer at a recognised financial institution, or other method determined by mutual agreement.</p> <p>(b) Payslips must include the Employee’s name, classification and hourly rate of pay, the period the pay relates to and the date of payment. To the extent reasonably practicable, payslips will record an Employee’s accrued annual leave and personal leave.</p> <p>(c) Where an employee terminates their employment, outstanding payments made as soon as practicable but no later than the ordinary pay day following end of</p>	<p>(a) Provides flexibility for method of payment.</p> <p>(b) Legislative update and to provide employees with details of their accrued entitlements where reasonably practicable.</p> <p>(c) Agreement modernisation (to reflect current practice) and parity across trade groups.</p> <p>(d) Administrative amendment.</p> <p>(e) Agreement modernisation.</p>

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		<p>employment. Where employer terminates the employee's employment with notice, payment made on or before the final day of work of the Employee.</p> <p>(d) Triggers for penalty payments for Plumbing Industry Employees updated to reflect non-compliance with the above.</p> <p>(e) Separate provisions that apply to Metal Industry and Engine Drivers & Firemen Industry Employees have been removed.</p>	
25 – Superannuation	27 - Superannuation	<p>(a) Entire clause redrafted to supplement federal superannuation legislation.</p> <p>(b) Default fund name updated from 'HESTA' to 'Aware Super'. CBUS and Australian Super added to list of funds.</p> <p>(c) Provisions updated to ensure voluntary super contributions made by an Employee are in addition to the minimum super guarantee required to be paid by Employers.</p> <p>(d) From FFPPOOA 22 August 2023 - Superannuation will continue to be paid through all absences of Parental Leave, whether paid or unpaid.</p>	<p>(a) Legislative update.</p> <p>(b) Reflect common superannuation fund choices.</p> <p>(c) Clarification to reduce disputation.</p> <p>(d) Commonality across public health sector agreements.</p>
26 – Salary Packaging	28 – Salary Packaging	Clause expanded to outline the administration of salary packaging arrangements.	Clarity of entitlements in accordance with Employer policy.
27 – Accident Pay	36 – Accident Pay	<p>Expansion of existing accident pay clause which outlines:</p> <ul style="list-style-type: none"> • Provisions which outline when accident make-up pay will apply, including in circumstances of total or partial incapacity and qualifications for payment. • Provisions which outline what will occur on termination of employment or death of an employee. • Provisions which outline process regarding civil damage claims. 	To identify scope / application of entitlement and achieve commonality across public health sector agreements.

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28 – Allowances / Special Rates and Salary	30 – Allowances and Special Rates	<p>The following payments and allowances to form part of the employee’s base rate of pay:</p> <ul style="list-style-type: none"> • Tool allowance • Licence allowance • Enterprise Flexibility Payment • SIPS payments • Certificate allowance, and • Increments based on years of service. 	<p>Allowances have been absorbed into employees’ base rate of pay as a result of new classification structure.</p>
29 – Allowances Related to Overtime and On-call	41.5 – Employees on Stand-by, 41.9 - Rest periods and meal allowances during overtime, 44 – On Call Payments & 45 – Recall – Without Return to Work Place (Telephone Allowance only)	<p>Multiple entitlements consolidated under one heading and amended as follows:</p> <p>(a) Meal Allowance (Metal Industry) – amended to align with rest break provisions (eligible after 1.5 hours of overtime instead of 2) and to align with Modern Award.</p> <p>(b) On-call –</p> <ul style="list-style-type: none"> • On-call must be identified in the roster. • Separated into 3 types of on-call: <ul style="list-style-type: none"> ○ <i>General on-call</i> – when employees are required to hold themselves in readiness to undertake remote recall or recall to the workplace, ○ <i>Occasional on-call (Metal Industry)</i> – clarifies how the current ‘Stand-by’ provisions apply (where custom not prevailing at the workplace or Employees to regularly hold themselves in readiness to work after ordinary hours), and ○ <i>General availability</i> - where an Employee who was not rostered on General On-call or Occasional On-call is requested to fulfil the duties of General On-call or Occasional On-call (including Recall – Without Return to the Workplace), the Employee shall be paid the applicable allowance as if they 	<p>(a) To ensure Agreement passes BOOT.</p> <p>(b) Clarification to reduce disputation, discourage employers recalling employees who are not on-call and increasing compensation for being on-call.</p> <p>(c) Agreement modernisation.</p>

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		<p>were rostered on General On-call or Occasional On-call. An Employee who is not rostered on General On-call or Occasional On-call shall only take on the duties on a mutually agreed basis; an Employee cannot be coerced to undertake a recall to duty.</p> <ul style="list-style-type: none"> Amount of on-call allowance to increase from \$11.73 per 15-hour period to \$30.90 per day or \$61.80 per day if on-call for more than 15 hours on a weekend (to increase in line with wages). <p>(c) Telephone Allowance - modernised to address use of mobile phones.</p>	
30 – Leading Hand Allowance	<p>30.4 – Leading Hand Allowance, 63.3 – Definitions Specific to Plumbing Industry Employees & 83.10 - Definitions Specific to Joinery and Building Trades Products Industry Employees</p>	<p>Provisions for all trade groups that relate to payment of a leading hand allowance consolidated under one clause heading.</p>	Agreement simplification.

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31 – Travelling, Relocation & Distant Work	Plumbing Industry Employees 66 – Fares & Travelling Time	Clause redrafted to clearly outline a Plumbing Industry Employee’s travel entitlement, including the use of a table and definitions section.	Agreement simplification and modernisation.
31 – Travelling, Relocation & Distant Work	Metal Industry Employees 79 – Travelling & Board	Clause redrafted to clearly outline a Metal Industry Employee’s travel entitlement including a definitions section.	Agreement simplification and modernisation.
31.2 – Travelling, Relocation & Distant Work	34 – Tollway Fees	Clause has been relocated. Entitlement is unchanged.	Agreement simplification.
31 – Travelling, Relocation & Distant Work	Joinery & Building Trades Product Employees 88 – Living Away from Home – Distant Work	Entitlement to apply to all trade groups equally and increase to Living Away from Home Allowance – now \$700 per week.	Agreement modernisation and parity across trade groups.
N/A	32 – Enterprise Flexibility Payment	Clause deleted.	Payment has been absorbed into employees’ base rate of pay as a result of new classification structure.

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32 – Tool Allowance	30.1 – Tool Allowance	Allowance incorporated into Metal Industry Employee' base rate of pay.	As per new classification structure.
33 – Registration Allowance – Plumbing Industry Employees	30.2 – Registration Allowance	No changes.	
N/A	30.3 – Certificate Allowance (Metal Industry)	Clause deleted.	Incorporated into base rate of pay as per new classification structure.
34 – Disability Allowance - Joinery and Building Trades Products Industry Employees	30.5 – Disability Allowance	No changes.	
N/A	30.6 – Licence Allowance Electrical Tradesmen	Clause deleted.	Incorporated into base rate of pay as per new classification structure.
35 – Consolidation of Allowances	31 – Consolidation of Allowances	Current clause refers to a list at Schedule F – as most allowances have been incorporated into base rate, only	Administrative amendment only.

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		Leading Hand Allowance and On-call Allowance can be consolidated.	
36 – Higher Duties	33 – Mixed Functions	(a) Minor corrections and amendments for clarity. (b) Separate provisions that apply to Engine Drivers & Firemen Industry Employees have been removed. (c) Separate provisions relevant to Joinery & Building Trades Product Employees removed.	(a) Agreement modernisation and clarification to reduce disputation. (b) Agreement modernisation and Engine Drivers & Firemen Industry Employees terms and conditions now align with Metal Industry Employees. (c) Removal of legacy provisions that no longer apply.
37 - Licences	35 - Licences	No changes.	
38 – Employment Related Checks	N/A	New entitlement to have employment related checks (includes police checks, working with children’s checks) paid for by the employer if employee is not legally required to have these checks.	To reduce disputation.
39 – Compensation for Stolen or Damaged Goods	37 – Compensation for Stolen or Damaged Tools and Clothing	(a) Consolidate various provisions dealing with the same entitlement and broaden the scope of when compensation can be claimed for clothes, spectacles, hearing aids or tools spoilt or damaged in the course of performing the employee’s duties. (b) Maximum compensation amount for lost or stolen goods increased to \$2,500.	(a) Parity across trade groups. (b) Agreement modernisation.
40 – Hours of Work	38 – Hours of Work	(a) Employer is required to publish a written roster of at least 28 days duration and posted at least 28 days before it comes into operation. (b) Separate provisions that apply to Engine Drivers & Firemen Industry Employees have been removed. (c) Metal Industry Employees – by agreement,	(a) Ensures adequate notice of shifts/roster is provided. (b) Engine Drivers & Firemen Industry Employees terms and conditions now align with Metal Industry Employees.

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		<ul style="list-style-type: none"> employees can work an average of 38 ordinary hours a week but must not exceed 152 hours in 28 days. the span of hours may only be altered by either one hour forward or one hour back. 	(c) To ensure Agreement passes the BOOT.
40.6 – Daylight saving	71.11 – Daylight saving (Metal Industry) & 96.9 – Summer Time (Engine Drivers)	Daylight Savings provisions to apply to all trade groups equally.	Parity across trade groups.
41 – Revised Span of ‘Ordinary Hours of Work’	39 – Revised Span of ‘Ordinary Hours of Work’	Minor corrections to improve clarity.	Administrative amendment only.
N/A	42 – Reduction in the Use of Overtime	Clause deleted.	Removal of legacy provision.
42 – Shift Workers	Shiftwork 71 – Metal Industry Employees, 87 – Joinery and Building Trades Products Employees & 96 – Engine Drivers &	(a) Shift work provisions have been consolidated into the one clause. Entitlements are unchanged. (b) Shift work penalties have been inserted for Plumbing Industry Employees.	(a) Agreement simplification. (b) Ensure Agreement passes the BOOT.

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PROPOSED AGREEMENT CLAUSE	CURRENT AGREEMENT CLAUSE	SUMMARY OF PROPOSED CHANGE	RATIONALE
	Firemen Industry Employees		
43 - Breaks	40 – Work & Meal Breaks	<p>Consolidation of provisions across the trade groups and changes as follows:</p> <p>Meal Breaks –</p> <ul style="list-style-type: none"> • An Employee will be entitled to an unpaid meal break of not less than 30 minutes and not more than 60 minutes and will not be counted as time worked. • An Employee shall not be required to work for more than five hours without a break for a meal, or six hours if agreed by the majority of Employees. • Plumbing Industry Employees now entitled to penalty payments if meal break not taken on time (parity with Joinery & Building Trades Products Employees). <p>Tea / Rest Breaks –</p> <ul style="list-style-type: none"> • Every Employee will be entitled to a 10-minute paid tea/rest break in each four ordinary hours worked. If an employee works a shift of more than 4 hours, they will be entitled to a second paid 10-minute tea/rest break. • By agreement between the Employer and Employee, tea/rest breaks may be taken in one 20-minute interval. <p>Washing time breaks –</p> <ul style="list-style-type: none"> • An Employee will be entitled to take 5 minutes of paid time immediately before lunch and before finishing time to enable them to wash and put away gear. 	Agreement simplification and modernisation and to ensure Agreement passes the BOOT.

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		<ul style="list-style-type: none"> An Employee who is using Toxic substances immediately before lunch and before finishing time will be entitled to take 10 minutes of paid washing time. <p>Hot and Cold Work –</p> <ul style="list-style-type: none"> Where an Employee is engaged in Hot work or Cold work (as defined) and the work continues for more than 2 hours, an Employee will be entitled to a 20-minute rest after every 2 hours work which will count as time worked. 	
44 – Weekend Work	43 – Weekend and Holiday Work & 41.8 Minimum breaks between overtime and ordinary periods of work	<ul style="list-style-type: none"> Penalty payments for work performed on weekends contained in the clause or at the table at subclause 45.3 (Overtime). Public holiday penalties relocated to public holiday clause. Rest period after weekend work relocated from current overtime clause. 	Agreement simplification.
45 - Overtime	41 – Overtime	<p>(a) Define ‘overtime’ and insert a table which clearly outlines the penalties payable for each trade group.</p> <p>(b) Separate provisions that apply to Engine Drivers & Firemen Industry Employees have been removed (will now be the same penalties payable to Metal Industry Employees).</p> <p>(c) Transport for Employees - Consolidation of provisions across the trade groups and entitlement as follows: ‘Where an Employee finishes a period of overtime at a time when reasonable means of transport are not available for the Employee to return to their place of</p>	<p>(a) Agreement Simplification.</p> <p>(b) Engine Drivers & Firemen Industry Employees terms and conditions now align with Metal Industry Employees.</p> <p>(c) Agreement simplification and parity across trade groups.</p> <p>(d) Agreement simplification, parity across trade groups and to ensure Agreement passes the BOOT.</p> <p>(e) Agreement simplification.</p>

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		<p>residence the Employer will provide adequate transport free of cost to the Employee’.</p> <p>(d) Rest break during overtime - Consolidation of entitlements and changes as follows:</p> <ul style="list-style-type: none"> • An Employee working overtime will take a paid rest break of 20 minutes after each four (4) hours of overtime worked if required to continue work after the break (paid at overtime rates). • An Employee required to work overtime of one and a half (1.5) hours or more after the end of an ordinary shift will be entitled to a paid rest break of 20 minutes (paid at ordinary rates) before commencing such overtime. • The above rest breaks are a new entitlement for Plumbing Industry Employees. <p>(e) Rest Period after Overtime - Minor redrafting to ensure clarity.</p>	
45 - Overtime 45.7 – Recall – Without Return to Workplace	45 – Recall – Without Return to Workplace	Clause relocated. Entitlement unchanged.	Administrative amendment only.
N/A	46 – Flexible Rostering	Clause deleted. Contemplated at new BPECC clause.	Removal of legacy provision.
46 – Stand Down	47 – Stand Down	Clause redrafted to align with industrial standard provisions.	Legislative update.
47 – Public Holidays	54.2 – Public Holidays & 41.8 Minimum breaks	<p>(a) Inclusion of Easter Sunday and Grand Final Eve in list of public holidays to which clause applies.</p> <p>(b) Rest period after Public Holiday provisions relocated from overtime clause.</p>	<p>(a) Administrative amendment only.</p> <p>(b) Agreement simplification.</p>

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	between overtime and ordinary periods of work		
47.6 – Substitution by Agreement	54.6 – Substitution by Agreement	By agreement, an individual Employee (rather than needing the majority of Employees) and the Employer may substitute another day for a public holiday.	Increased flexibility for Employees.
48 – Easter Saturday or Easter Tuesday	55 – Easter Tuesday	Minor redrafting to ensure clarity.	Agreement simplification.
49 – Annual Leave	48 – Annual Leave	<p>(a) Redrafting throughout to align with NES.</p> <p>(b) Additional week (38 hours) of annual leave, increasing entitlement to:</p> <ul style="list-style-type: none"> • 5 weeks (190 hours) • 6 weeks (228 hours) for shift workers <p>(c) Additional criteria for Plumbing Industry Employees to access additional week of annual leave: ‘an Employee engaged to work in a system of consecutive shifts throughout the 24 hours of each of at least 6 consecutive days without interruption (except during breakdown or meal breaks or due to unavoidable causes beyond the control of the employer) and who is regularly rostered to work those shifts.’</p>	<p>(a) Legislative update – NES compliance.</p> <p>(b) Increase entitlement.</p> <p>(c) Ensure Agreement passes the BOOT.</p>
49.5 – Annual Close Down	48.6 – Annual Close Down	Clause redrafted and entitlements consolidated across trade groups as follows: ‘Where the Employer closes one or more of its operations over the Christmas/New Year period and provided not less than 2 months’ notice in writing to affected Employees, such Employees will be afforded the option of	Agreement simplification, modernisation, and parity across trade groups.

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		utilising Annual Leave, Time in Lieu and/or Accrued Days Off for the period of closure or, in the event of insufficient credits, leave without pay.'	
49.6 – Annual Leave in Advance	48.7 – Leave allowed before the due date	Minor redrafting to ensure clarity.	Agreement simplification.
N/A	48.14 – Continuity of Service, 48.15 – Broken Service	Clauses deleted.	Removal of legacy provisions – NES compliance.
50 – Purchased Leave (48/52 Week Rule)	56 – 48/52 Week Rule	(a) An Employer cannot unreasonably withhold approval of an employee's application to purchase additional leave. (b) Additional provisions and examples to explain how an employee's salary would be adjusted if they purchase additional leave.	(a) Increased flexibility for Employees. (b) Clarification to reduce disputation.
51 – Personal Leave	49 – Personal/Carer's Leave	(a) Clause redrafted to align with NES. (b) An Employee may use up to 5 days (38 hours) of personal leave (pro rata for part-time Employees), in aggregate, in any year of service for other reasons on account of a disability or where the Employee is required in the circumstances to attend a registered health practitioner. (c) An Employee may be absent for a single day or part thereof without evidence of personal illness or injury on not more than three (3) occasions per year of service. (c) Employees must give notice as soon as reasonably practicable if they intend to use their personal leave for a planned medical procedure.	(a) Legislative update – NES compliance, Agreement simplification and parity across trade groups. (b) Improve access to personal leave entitlement. (c) Increase entitlement where evidence could not be obtained. (c) Allow the Employer to take necessary steps to assess the impact the absence has on service delivery and workload.

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PROPOSED AGREEMENT CLAUSE	CURRENT AGREEMENT CLAUSE	SUMMARY OF PROPOSED CHANGE	RATIONALE
52 – Positive Attendance Programs	51 - Positive Attendance Programs	No changes.	
53 – Fitness for Work	61 – Fitness for Work	<p>Introduce model clause to address fitness for work with changes as follows:</p> <ul style="list-style-type: none"> • Employer can only put concerns to Employee which are subject of the reasonable belief that the Employee is not fit for work • Inclusion of reference to obligations under the Health Records Act 2001 (Vic) to make clear that clause does not create a distinct right to inspect an employee’s medical records. • Provisions that allow Employee to supplement information provided to the IME, • Clarification that clause does not apply to injuries subject to active Work Cover claims 	Align with sector standard
54 – Family Violence Leave	60 – Family Violence Leave	20 days paid leave to extend to casual Employees – available in full at the beginning of each year of employment.	Legislative update – NES compliance.
55 – Compassionate Leave	50 – Compassionate Leave	An Employee is entitled to compassionate leave when a child is stillborn or the employee or the employees’ spouse / de facto partner has a miscarriage.	Legislative update – NES compliance.
56 – Pre-Natal Leave	N/A	New entitlement for Employees to access their personal leave balance to attend pre-natal appointments or parenting classes.	Promote gender equity initiatives and align with health sector standard.
57 – Pre-Adoption Leave	52.13 - Unpaid Pre-Adoption Leave	Clause relocated. Entitlement unchanged.	Administrative amendment only.

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PROPOSED AGREEMENT CLAUSE	CURRENT AGREEMENT CLAUSE	SUMMARY OF PROPOSED CHANGE	RATIONALE
58 – Parental Leave	52 – Parental Leave	<p>Insert model clause and improve entitlements as follows:</p> <ul style="list-style-type: none"> • Increase to paid primary carer leave for birth or adoption – now 14 weeks. • Increase to paid secondary carer leave for birth or adoption– now 2 weeks. • Inclusion of NES updates regarding flexible unpaid parental leave, concurrent leave, stillbirths, and hospitalised children. • reduce current requirement for 12 months continuous service to 6 months continuous service prior to being eligible for parental leave. 	Align with health sector standard and legislative update – NES compliance.
59 - Breastfeeding	N/A	New entitlement for Employees to take paid breaks to express or breastfeed, a comfortable and private place to breastfeed and appropriate refrigeration for breast milk storage	Promote gender equity initiatives and align with health sector standard.
60 – Long Service Leave	53 – Long Service Leave	<p>Outline Employee’s Long Service Leave entitlement is as per the <i>Long Service Leave Act 2018 (Vic)</i> and improve supplementary entitlements as follows:</p> <ul style="list-style-type: none"> • Agreement to allow the taking of pro-rata long service leave from 7 years of continuous service. • Employees can transfer their continuous service to other Health Sector Employers for the purposes of accessing LSL (as per clause). 	Align with health sector standard and legislative update.
61 – Leave to Engage in Voluntary Emergency Management Activities	57 – Community Service Leave (Including Jury Service)	An Employee who engages in such activity with a recognised emergency management body (for example Country Fire Authority) that requires their attendance will be entitled to up to 2 weeks paid leave subject to operational requirements, in addition to their entitlement to be absent under the NES.	Align with health sector standard.

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62 – Ceremonial Leave	N/A	New entitlement for up to ten (10) days unpaid leave for Aboriginal and Torres Strait Islander ceremonial purposes, and no unreasonable refusal of requests to substitute a public holiday for a day during NAIDOC week.	Improved flexibility for Indigenous Employees.
63 – Jury Service	57.5 – Payment to Employees (other than casual employees) for Jury Service	(a) Moved to stand-alone clause and redrafted to ensure clarity. (b) Deleted ‘this clause does not apply to casual employees’.	(a) Administrative amendment only. (b) Casual employees are entitled to Jury Service top up in line with Victorian legislation.
64 – Absences on Defence Leave	N/A	An Employee absent on defence service will be entitled to reimbursement from the Employer an amount equal to the difference between their salary and the amount earned on defence service.	Align with health sector standard.
65 – Special Disaster Leave	N/A	A full time or part time employee is entitled to up to 3 days paid leave per calendar year where the employee cannot utilise paid personal leave but is unable to attend work due to a disaster resulting in: <ul style="list-style-type: none"> • their residence being damaged/under imminent threat of major damage, • the lives/safety of their immediate family or household members are threatened, or • formal road closure. 	Align with health sector standard
63 - Training of Safety Reps & Workplace Relations Training Leave	58 – Training of Safety Reps and 59 – Workplace	Clauses 58 & 59 merged into one clause. Entitlements unchanged.	Administrative amendments only.

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	Relations Training Leave		
67 – Study Leave	N/A	<ul style="list-style-type: none"> • New entitlement to paid study leave of 104 hours per annum to support training and development appropriate to the nature and particular needs of the Employer and recognised competency standards. • Employer will not withhold consent to take study leave where the course of study, training or units of competency are of relevance to the Employee’s employment, having regard to the inherent requirements of the Employee’s role and/or the duties required to be performed by the Employer. • An employee may also request temporary changes to their existing contract of employment for the purpose of undertaking study or an employment opportunity outside the Employer that is of benefit to the career pathway of the Employee within the public health sector. 	Align with Government policy to build skills and capability.
68 – Union Matters	N/A	<p>New entitlements as follows:</p> <ul style="list-style-type: none"> • Representatives (Union Delegate or HSR) entitled to reasonable time release to attend to industrial relations matters (including preparation and attendance at bargaining meetings) • Access to a Union noticeboard at each workplace 	Align with health sector standard
69 – Local Workplace Implementation Committee	16 – Implementation & Monitoring of Agreement	Minor changes to facilitate rescheduling meetings.	Agreement modernisation.

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70 – Best Practice Employment Commitment	98 – Service Delivery Partnership Plan	Establish a new committee for the Unions, VHIA and the Department to discuss matters over the life of the Agreement, including monitoring implementation of the Agreement, Supplementary Labour and Hours of Work.	Comply with Government Policy & Enterprise Bargaining Framework.
71 – Classifications Definitions and Wages	N/A	<ul style="list-style-type: none"> • Outline how employees are to be classified and reclassified, • Outline changes to the classification structure (including translation arrangements for existing employees), and • Consolidate ‘Employer & Employee Duties’ provisions to apply equally to all trades. 	Administrative amendment, Agreement simplification and parity across trade groups.
72 – Workload Management	N/A	New clause to address matters pertaining to workload management, fatigue, the assignment of work (including consideration of a requirement for orientation / induction of Supplementary Labour) and encouraging line-level resolution of workload management concerns.	Provide a framework for managing employee’s workload.
73 – Flexible Working Arrangements	52.15 – Request for Flexible Working Arrangements	<p>Clause updated in line with NES to provide an entitlement to request flexible working arrangements if an employee:</p> <ul style="list-style-type: none"> • Is pregnant, • Is the parent, or has responsibility for the care, of a child who is of school age or younger, • Is a carer caring for someone who has a disability, a medical condition, a mental illness or is frail or aged, • Has a disability, • Is 55 or older, • Is experiencing family and domestic violence, or • Provides care or support to a member of the employee’s immediate family who requires care or support because they are experiencing family and domestic violence. 	Legislative update – NES compliance.

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N/A	Part 7 – Conditions of Employment Specific to Plumbing Industry Employees	Part deleted - entitlements consolidated into singular clauses in body of the Agreement.	Agreement simplification.
N/A	Part 8 – Conditions of Employment Specific to Metal Industry Employees		
N/A	Part 9 – Conditions of Employment Specific to Joinery and Building Trades Products Industry Employees	Part deleted - entitlements consolidated into singular clauses in body of the Agreement.	Agreement simplification.
N/A	Part 10 – Conditions of Employment Specific to Engine Drivers & Firemen	Part deleted.	Agreement modernisation - Engine Drivers & Firemen Industry Employees terms and conditions now align with Metal Industry Employees.

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	Industry Employees		
Signatories	99 - Signatories	New Agreement to be signed by Unions and VHIA on behalf of Employers.	Administrative amendment only.
Appendix 1 – List of Employers	Schedule A - List of Employers	List has been updated to reflect recent mergers, amalgamations and/or name changes.	Administrative amendment only.
Appendix 2 – Wage Rates	Schedules B, C, D & E	Wage rates have been updated to reflect new classification structure and settlement outcome.	Administrative amendment only.
Appendix 3 - Allowances	Schedules B, C, D & E	Allowance rates have been updated to reflect new classification structure and settlement outcome.	Administrative amendment only.
Appendix 4 – Classification Structure	Part 7 – Part 10	<p>New Appendix to outline the amended classification structure:</p> <ul style="list-style-type: none"> • Section A – provides definitions of common terms referenced within the structure. • Section B – outlines the levels to which an employee can be classified. • Sections C – E – outlines the classification descriptors that apply to each level according to the respective trade group. 	To give effect to new classification structure.