

What are the benefits to this Agreement?

Because of the delays caused by the COVID-19 pandemic, there has been no significant change to your agreements since 2018! This means there are some positive changes being introduced as part of this EA:

- Increasing birthing leave from 18 weeks to 24 weeks effective from 01 January 2023. This means if you are or were on birthing leave on or after 01 January you will be entitled to receive this.
- The government will introduce a salary floor of \$62,860 by December 2024.
- When the change to annual accrual to daily accrual of personal leave occurs staff will receive a credit of additional leave to ensure they are never worse off. This credit will either be 18 or 9 days and on a pro-rata basis if permanent part time.
- Higher grade duties will now be payable where an employee works the duties on one day rather than 5 in a row.
- Former Calvary Employees have some protections to the positions and conditions consistent with the commitments made by the Territory during the transition. We would suggest these members should read Section Q of the agreement.
- Team leader allowance has been introduced for Wardsperson classifications at or above HSO 4 level and directed to provide guidance, instruction, coordination, direction and leadership to a team of at least four other employees.

What are the downsides to the Agreement?

There are several downsides to this Agreement and they all relate to pay. This includes:

- The pay offer does not match CPI, so essentially you are getting a pay cut.
- The pay offer is not backdated to 2022, so this means you only received one pay increase in 2022 unlike the normally scheduled two increases.
- The salary floor that has been committed to does not match the Fair Go agreement the ACT Government entered into with mostly male dominated classifications.
- The flat increases mean most employees do not know what their actual pay increase will be and does not address cost of living pressures for members in higher classifications.