

Protect
Continuity
Growth

Summary of Victorian Government Offer



Job Security

8 years of protections (1 January 2018 – 31 December 2025) through two EBAs (EBA1 and EBA2):

- No changes to services until 1 January 2019
- Staff remain DHHS employees via secondment to non-government organisations from 1 January 2019 until 1 January 2021 (two years)

Wages

29% increase over 8 years (17% in EBA1 and 12% in EBA2) made up of:

- 3% increase upon member endorsement of offer
- 3.5% increase on 1 July 2018, 2019, 2020, 2021 (14% in total)
- 3% increase on 1 July 2022, 2023, 2024, 2025

Redundancy Packages

Redundancy packages will be available prior to the start of secondment period (1 January 2019). The number of redundancy packages will be capped at a number equivalent to 15% of the ongoing DHHS workforce (approximately, 550).

Sign-On Bonus

\$2,000 sign on payment (pro-rata for part-time and regular and systematic casuals), made up of:

- \$1,000 upon member endorsement of offer
- \$1,000 upon member approval of EBA1

Transfer Payments

\$15,000 for employees who transfer to non-government service providers (pro-rata for part-time and regular and systematic casuals), paid as:

- \$7,500 when seconded (from 1 Jan 2019)
- \$7,500 at point of transfer (1 January 2021)

Conditions, Leave and Superannuation

Terms and conditions protected through two EBAs. This includes things like rostering provisions, allowances, leave, 1:1 house supervisor model, qualification frameworks, advanced classification structure, etc.

Additionally, all accrued leave (annual, personal, long service leave, etc.) will be transferred and all prior service will be recognised. Employees who are members of defined benefits superannuation schemes will have their membership of these schemes maintained.

'One out, one in'

During the life of EBA1 (1 July 2018 – 30 June 2022) employees who cease employment will be replaced by new employees on the same terms.