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16 December 2021

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WITHOUT PREJUDICE

**TERMS OF OFFER AND EMPLOYEE BALLOT PROCESS
SA HEALTH VISITING DENTAL SPECIALISTS ENTERPRISE AGREEMENT 2021**

I refer to various general enterprise bargaining and other meetings and discussions, and correspondence, concerning negotiations for a new enterprise agreement for SA Health Visiting Dental Specialists and Senior Visiting Dental Specialists engaged under the *Health Care Act 2008*.

Please find attached:

- Proposed *SA Health Visiting Dental Specialists Enterprise Agreement 2021*;
- Agreement Explained; and
- One-Off Payment Fact Sheet;

The proposed *SA Health Visiting Dental Specialists Enterprise Agreement 2021* is proposed as a total 'package offer' for a new enterprise agreement ("Offer"). It has regard to the various proposals made by employee bargaining representatives, and to the various discussions and negotiations concerning a new agreement.

The Offer is contingent on acceptance of the proposed enterprise agreement by a majority of employees who vote during a ballot process, and requisite approval by the South Australian Employment Tribunal (SAET) pursuant to the *Fair Work Act 1994*.

For convenience, the following are key aspects of the Offer:

- Three year agreement from date of approval by SAET;
- Negotiations for a new agreement to commence no earlier than 6 months prior to its nominal expiry;
- 4 x 1.5% p.a. increases to the "all-in" hourly rates of remuneration from the first full pay period commencing on or after 1 August 2021, 1 August 2022, 1 August 2023 and 1 August 2024;
- One-off payment of \$530 (subject to conditions and criteria) and pro rata for an employee working less than 20 hours per week or with a temporary/term contract of less than 12 months;
- Salary sacrifice arrangements consistent with the *South Australian Modern Public*

- Sector Enterprise Agreement: Salaried 2017* (Salaried Agreement 2017);
- Paid maternity, adoption and surrogacy arrangements consistent with the Salaried Agreement 2017 and in addition the sharing of the paid leave when both parents are employed within the SA public sector (subject to conditions); and
 - Maintenance of current provisions relating to appointment, hours of work, work flexibility and leave.

Employee Ballot Process

You are now asked to vote on the Offer. You can do this by:

- obtaining a ballot paper and confidential envelope from Ms Sharon Duncan, Executive Assistant to the General Manager of ADH or Ms Kelly Staker;
- completing the ballot paper and enclosing it in the confidential envelope;
- placing the confidential envelope in the ballot box located with Sharon Duncan or Kelly Staker.

The ballot will open:

- Between 9.00 am on Friday 17 December 2021 and 5.00 pm on Wednesday 22 December 2021;
- AND
- Between 9.00 am on Tuesday 4 January 2022 and 5pm on Tuesday 11 January 2022.

Should you require a ballot paper to be posted to you, please contact the Executive Assistant to the General Manager of ADH on 8222 8285 or email Sharon.duncan2@sa.gov.au

Only votes lodged within the above voting period will be counted. You can only vote once and once you have submitted your vote it cannot be changed.

If a majority of voting employees vote "Yes" an application will be made to the South Australian Employment Tribunal for approval of the agreement.

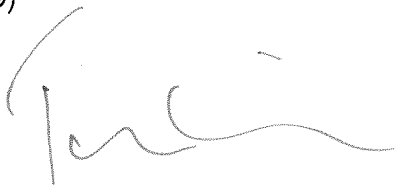
For clarification on any of the matters in this offer, please contact Tom Kidman, Director, Industrial Relations on 0435 968 331.

Yours sincerely

Chief Executive, Department of Treasury and Finance

(Declared employer of public employees pursuant to the *Fair Work (General) Regulations 2009*)

per:



Tom Kidman

**DIRECTOR, INDUSTRIAL RELATIONS
INDUSTRIAL RELATIONS AND POLICY BRANCH**

Attachments: Proposed SA Health Visiting Dental Specialists Enterprise Agreement 2021;
Agreement Explained;
One-Off Payment Fact Sheet.