

Meeting guide

Basic Agenda:

1. Welcome and Introductions
2. What's happened so far? What's the offer?
3. What are we here for?
4. Motions to accept or reject the offer from QHealth
5. Discussion and motions about taking action to demonstrate our concern
6. Close of Meeting

Below is an example of what you might say in your meeting – you can of course change the words to suit you. We have also included a Frequently Asked Questions sheet at the end of the Agenda to help you answer questions you may be asked at your meeting. For any other questions that you need assistance in answering contact our union office.

1. Welcome & Introduction

"Thanks for coming along today to our HP Stronger Together members meeting. I would like to extend a warm welcome to the new members we have here today.

This is an important meeting for us as Health Practitioners. This year our wages and conditions for the next 3 years are determined.

We know that 3 years ago when we got HPEB1, QPSU and LHMU members only won pay increases and a new classification structure because we stood together and took some action and that made a real difference.

I know that Collective Bargaining or EB is not just about money, its also about working for better lives. On that note however a 2.5% wage increase will mean we don't keep up with the rising cost of living as CPI is going to be over 3% each year for the next 3 years according to the Reserve Bank.

2. What's happened so far? What's the offer?

This meeting is to decide what we as HPs think of the offer that has been put to us, through our union delegates, by Queensland Health.

The offer that has a 2.5% wage increase and then:

- cuts to rural incentives
- cuts all student supervision allowances
- cuts the week of radiation leave for radiographers and physicists
- introduces a progression barrier at HP3.2

- Does not deal with any of the issues raised by members in our log of claims.

This offer is not one that is recommended by HP delegates. It is one that strips conditions as well as offering a below CPI wage increase.

3. What are we here for?

We now need to discuss and vote on whether we accept or reject the offer from Health.

We should also note that by rejecting the offer we should also then resolve to do something to demonstrate our rejection – we can all of course sign the postcards and many of you have already emailed the Treasurer however in this next step if we reject the offer we should consider doing more.

4. Motions to accept or reject the offer from QHealth

The suggested motion from our HP delegates is:

"This meeting of HP union members rejects the offer put by Queensland Health in HPEB2. Health Practitioners employed by Qld Health are disappointed with the response from Qld Health to our log of claims.

We call on Qld Health to treat with respect the issues contained in our log of claims to improve both the working conditions of HP's and the quality of Health service delivery to the public of Qld.

We call on Health not to strip away any existing conditions from Health Practitioners.

We call on Qld Health to offer a fair wage increase of 4.5% in year one, 4% for the second and third year.

That the operative date for the first wage increase be September 1, 2010.

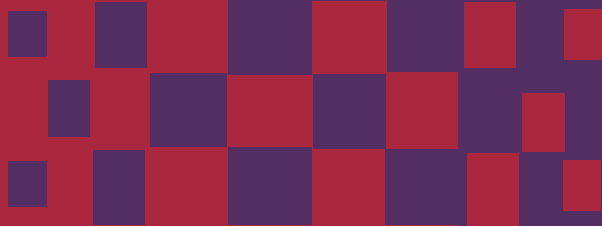
We call on Qld Health to respect and negotiate with our representatives in good faith to address our genuine issues."

Moved: _____

Seconded: _____

Vote Result (carried/ not carried) _____

If the vote was for the motion to reject the offer – now you move on to the next part.



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5. Discussion and motions about taking action to demonstrate our concern

Great! Now we are resolved to reject the offer we need to think about what we do next.

There are several options for us to add to the media campaign and other action being taken by members. Some groups like Oral Health have already voted to undertake industrial action like work bans on a statewide level.

It's our turn to consider what we would like to do.

It is so important that we let the government know we are serious.

We have a number of options to participate. What is recommended is that we vote to undertake a work ban or we elect to start with stickers, lunchtime protests or overtime bans.

(see below for a list of options)

Some activities that aren't industrial action you formally need to notify:

- Fax the DG, Minister Paul Lucas, or Premier Anna Bligh with a message from our members rejecting the offer
- Postcards (there are some in this kit) get them signed and ready for delivery to Minister Paul Lucas
- Stickers – wear stickers at work or coloured t-shirts, pick a certain day
- Lunch-time protests or rallies outside the worksite with signs
- Visit your local MP and let them know how you feel
- Calling your MP's office to let them know you're not happy about the offer
- Work to rule (only do the work that is in your role description in your designated hours)

> Take your breaks! Both rest and lunch breaks

> Start and finish on time

> If working overtime, claim the overtime-not TOIL

Other industrial action (that requires official notification)

> Put a 'Work Ban' on:

- ◆ Data entry
- ◆ Parliament Briefing notes
- ◆ Financial data entry
- ◆ Quality activities
- ◆ PBS Pharmacy
- ◆ Accreditation documentation
- ◆ Private Patients documentations
- ◆ Oral Health ISOH documentation

Have a discussion about what you'd like to do as a work-group. It's ok if different sections would like to do different things. It is important to have a group of you doing the same thing on the same day if possible. Check out the FAQ for questions and answers or give your union organizer a call if you need assistance.

So here's the motion for voting:

The [Insert group / area name] votes to [insert type of activity]. We will [put a work ban on xxxxxx]. We call on Queensland Health to recognise the vital work we do as HPs and that cutting our wages and conditions is not good enough.

Moved: _____

Seconded: _____

Vote Result: _____

Any Questions?

Remember you need to fill in your notification form and send it back to the union office. The union office will let you know when they have let Queensland Health and the Industrial Relations Commission know about your action and when you can start to perform it.

Also, they will give us an extra guide on what we should be saying to managers and clients.

We already have a form letter that we can fill in and give to managers – some managers have been planning for us to take action for some months.

6. Close of Meeting

That's great that a majority of us have voted to do our part and make sure we get a decent agreement – the offer from Health is just not good enough!

'Thanks again to everyone for coming along – a reminder to sign the attendance sheet – I've got to send that and the result of our vote back to the Union office now. Also, if you are not yet in the union you should join today – we've got forms here.

Thanks again– I'll send out more updates when I get them and confirm we've notified of our action!'

