



Ms Toni Walkington
General Secretary
Civil Service Association of WA Inc.
Level 5, 445 Hay Street
PERTH WA 6000

Without Prejudice

By email: toni.walkington@cpsucsa.org

Dear Ms Walkington

NEGOTIATIONS FOR THE REPLACEMENT DENTAL OFFICERS INDUSTRIAL AGREEMENT 2014 AND RESPONSE TO REVISED LOG OF CLAIMS

I refer to your letter dated 26 September 2017, regarding a revised log of claims for the replacement Dental Officers Industrial Agreement 2014 (**Agreement**).

I write to provide the Civil Service Association of WA Inc (**CSA**) with a revised and final offer for a replacement Agreement:

1. A term of two years commencing on 1 July 2017 and expiring on 30 June 2019.
2. \$1,000 per annum salary increase on and from 1 July 2017.
3. \$1,000 per annum salary increase on and from 1 July 2018.
4. The salary increases are set out in **Attachment A**.
5. The above salary increases will be pro rata for part time and casual employees.
6. The salary increases will not be provided to dental officers who leave their employment prior to the replacement Agreement being registered in the Western Australian Industrial Relations Commission (**Commission**).
7. Agreement to the amendments at **Attachment B** which will take effect on and from the date the Agreement is registered by the Commission.
8. Any technical construction that arises from the amendments to clauses at Attachment B.
9. Allowances adjusted in accordance with existing methodologies.

10. Inclusion of a new Continuing Professional Development Leave clause in accordance with the leave and reimbursement processes currently contained in Information Circular 0237/16 Dental Officers Continuing Professional Development Leave and Expenses.
11. Amendments to Clause 4 – Application and Parties Bound to reflect the change in Employer arising from the enactment of the *Health Services Act 2016* (WA).
12. Amendment to the title of the Agreement to Dental Health Services – Dental Officers – CSA Industrial Agreement 2017.
13. Registration of the replacement Agreement in the Commission as soon as possible after an in-principle agreement is reached.

This offer is conditional on an in-principle agreement being reached by **close of business 3 November 2017**. If an in-principle agreement is not reached by 3 November 2017, the offer will lapse.

Should you require any further information or wish to meet and discuss, please do not hesitate to contact me on (08) 9222 6442 or karen.callaghan2@health.wa.gov.au.

Yours sincerely



Karen Callaghan
A/DIRECTOR

19 October 2017

Attachment A

Classification	\$1,000 on and from 1 July 2017	\$1,000 on and from 1 July 2018
Level 1 Dentist Year 1	\$100,845	\$101,845
Level 1 Dentist Year 2	\$107,334	\$108,334
Level 1 Dentist Year 3	\$112,163	\$113,163
Level 1 Dentist Year 4	\$122,528	\$123,528
Level 1 Dentist Year 5	\$126,705	\$127,705
Level 1 Dentist Year 6	\$131,287	\$132,287
Level 2 Dentist Year 1	\$138,888	\$139,888
Level 2 Dentist Year 2	\$144,774	\$145,774
Level 2 Dentist Year 3	\$150,766	\$151,766
Level 3 Dentist	\$165,934	\$166,934
Head of Unit, Area Dental Officer	\$171,438	\$172,438
Regional Dental officer	\$190,645	\$191,645
Manager Central Clinical and Support Services, Manager Community Dental Services	\$200,244	\$201,244

Attachment B

ATTACHMENT	CLAUSE
Attachment B1	Clause 3 – Definitions
Attachment B2	Clause 4 – Application and Parties Bound
Attachment B3	Clause 5 - Terms of Agreement
Attachment B4	Clause 14 – Part-time Employment
Attachment B5	Clause 16 – Fixed Term Contract Employment
Attachment B6	Clause 21 – Annual Leave
Attachment B7	Clause 23 – Personal Leave
Attachment B8	Clause 27 – Maternity Leave
Attachment B9	Clause 29 – Other Parent Leave
Attachment B10	Clause 30 – Partner Leave
Attachment B11	Clause 54 – Workload Management
Attachment B12	Clause 61 – Joint Consultative Committee
Attachment B13	New – Redeployment and Redundancy
Attachment B14	New – Family and Domestic Violence Leave
Attachment B15	New – Continuing Professional Development
Attachment B16	New – Employer Preference
Attachment B17	Schedule 2 - Salaries