

SOUTH AUSTRALIA  
IN THE INDUSTRIAL RELATIONS COMMISSION

NO. 3479 of 2007

IN THE MATTER of a dispute between  
Department of Health and the Public Service  
Association Of South Australia Incorporated.

- and -

IN THE MATTER of a voluntary conference  
pursuant to Section 200 of the Fair Work Act  
1994.

**STATEMENT AND RECOMMENDATIONS**  
**COMMISSIONER M.DOYLE**  
**ADELAIDE 23 JULY 2007**

This statement should be read in conjunction with my earlier statement and recommendations (V.C.22/2007) issued on 5 July 2007, concerning the above matter.

At the outset it is appropriate that I note the efforts of the parties to comply with the recommendations arising out of the last voluntary conference on this matter. Importantly all bans imposed by public sector dentists were lifted in order to receive a response from DH in respect of their claim. DH's response is set out in correspondence to the PSA dated 18 July 2007, which provides;

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- A 10% attraction and retention allowance for all Dental Officers (on base salary)
- Management/leadership remuneration component of salary increased:
  - Clinical Leader (7%)
  - Regional Director/Evaluation Director (4%)
  - Director, Policy and Program (2%)
- Extension of existing administrative arrangements in relation to allowances for Dental Officers in Country location, up to 30% of base salary.

- Support for a separate SADS review of access to current Professional Development arrangements.”

The PSA response to DH’s proposal is that it falls well short of member’s expectations and that DH should reconsider their position with a view to improving the offer. In the meantime, a further meeting of public sector dentists will be held on the morning of Tuesday 24<sup>th</sup> July to consider DH’s proposal. Media reports clearly suggest that further industrial action may occur.

DH have expressed the view that in their opinion the offer to settle the PSA’s claim is fair and reasonable in the context of the current enterprise agreement. That is not a view supported by the PSA. Clearly there now exists a potential for a stand off to develop, which will not be helpful to either party or the Commission, in terms of resolving this dispute.

### **The Commission’s Approach**

In an endeavour to move this matter forward, the Commission is strongly of the view that each party commit to further negotiations on the following inssues;

- Attraction and retention allowances, including a date of operation;
- Salary sacrifice arrangements (allowance in lieu of transitional grants);
- Professional development; and
- Review of classification structure

The Commission is mindful that the purpose of the negotiations would be to improve the “bottom line” previously proposed by DH, which gives rise to an expectation that no further industrial will be initiated by the PSA pending the outcome of those negotiations. It is anticipated that those negotiations will occur as a matter of some urgency, prior to reporting back to the Commission early next week.

### **Recommendations**

In an endeavour to resolve this dispute, the Commission recommends the following measures to the parties;

1. The parties will meet as matter of urgency to consider the following issues;
  - The quantum of the attraction and retention allowances, including a date of operation;
  - Salary sacrifice arrangements;
  - Professional development arrangements; and

- Review of classification structure.
2. This voluntary conference will be reconvened on Tuesday 31 July 2007 at 9.15am for the purpose of receiving a report back on any developments that may have occurred as a result of the negotiations detailed in point number 1 above.
  3. The PSA and its members undertake not to engage in industrial action pending the report back to the Commission as detailed above.

Liberty to apply for further recommendations is hereby granted.

**BY THE COMMISSION:**



**M DOYLE**  
**COMMISSIONER**