



Fix NSW Health

Value Professionals

Award Reform: Valuing Professionals

What is it we want to change?

- Pay rates for Health Professionals.
- Recognise the changing nature of work, including skills, qualifications, and regulatory requirements for Health professionals.
- Stop the under representation, recognition and ultimately, funding for Health Professionals comparative to Nurses and Doctors
- Stop the bleed of Health Professionals from the HSU and the NSW Health System to other sectors (disability), states (QLD / Vic) or private sector.
- Make NSW the employer of choice for Health Professionals.
- Stop the culture of unpaid overtime, over work and professional creep on to junior and senior staff.
- The outdated system of disparate professional groupings in Awards which divides collective power of Health professionals.
- Rebalance the health care system away from sinking money into acute services and into preventative health care which gets patients out of hospital and keeps them out of hospital.

Why do we want to change these things?

- The health system is in crises, with over 12,000 vacancies, many within Health Professional classifications.
- The current crises are resulting from a chronic bleed of staff out of the public system.
- This crises is not new; it's been developing rapidly for over a decade due to the wages cap.
- This means that patient care is compromised.
- Senior staff, who can manage complexity within caseloads and across disciplines are leaving. This place increasing professional pressure on junior staff who are unqualified for advanced clinical or managerial responsibilities.
- This places more on and more pressure downwards on junior staff who burn out earlier and leave the system.
- Without arresting this chronic crisis, the cost of health care will blow out increasingly within the budget as the healthcare system must deal with avoidable acute patient crises which Health professionals traditionally prevent from progression to acute admissions.

Objectives

Awards

1. Negotiate new Awards for Health Professionals, which result in increased real wages, improved career progression, safe staffing, and workloads, and improve conditions.
2. Improve the operation and effectiveness of Awards through amalgamation and use of plain English, consistent wording.

Health Professionals voice

- Build a collective voice of all professionals which enables genuine and sustainable recognition beyond Award reform, while recognizing and maintaining the core professional identities members have with their profession.
- Build sustainable workplace structures and union engagement to ensure that Health Professionals are no longer seen as an “Allied” part of the system but are fundamental to the health system.

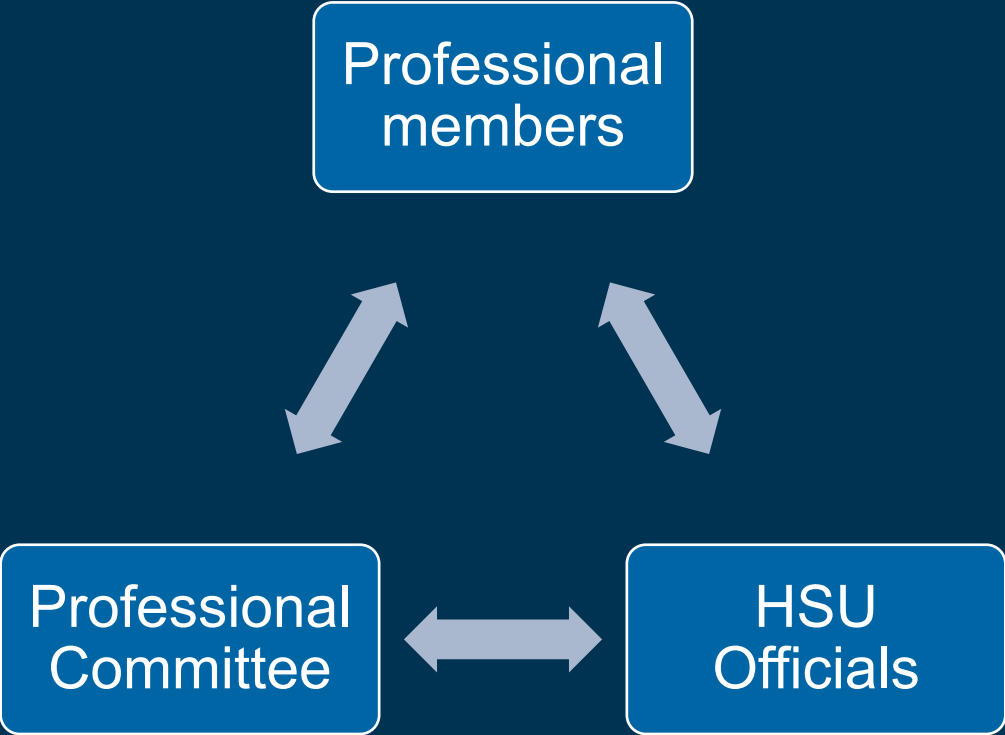
How will we know we've achieved our goals?

- **Specific:** New Awards for Health Professionals.
- **Measurable:** New Awards achieve the member claims developed through the Committees.
- **Agreed to:** Claims to be developed through Committee and endorsed through wider membership.
- **Reachable:** All claims are based in clear evidence and contained within interstate Awards.
- **Time-bound:** Awards can next change July 1 2024.

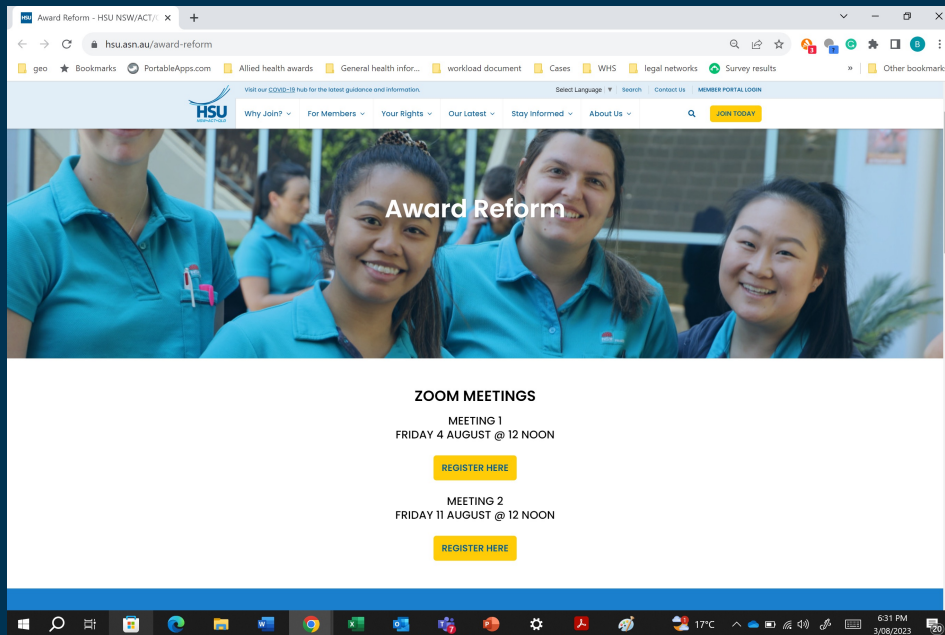
Campaign narrative

- 1. Health Professionals are in crises in NSW. Record numbers are leaving, and vacancies remain across the state as practitioners leave to greener pastures in other states and sectors.*
- 2. This exodus leaves a second-rate system in place, with burn-out, junior staff trying to paper over the cracks of a broken health care system. The Government cannot be re-elected unless they fix this situation.*
- 3. Through new and modern Awards which reflect the value of Health Professionals work we can stop the bleeding and make NSW Health the employer of choice again for Health Professionals.*

HSU Industrial Advisory Committees



HSU Award Reform Central



Award Reform

ZOOM MEETINGS

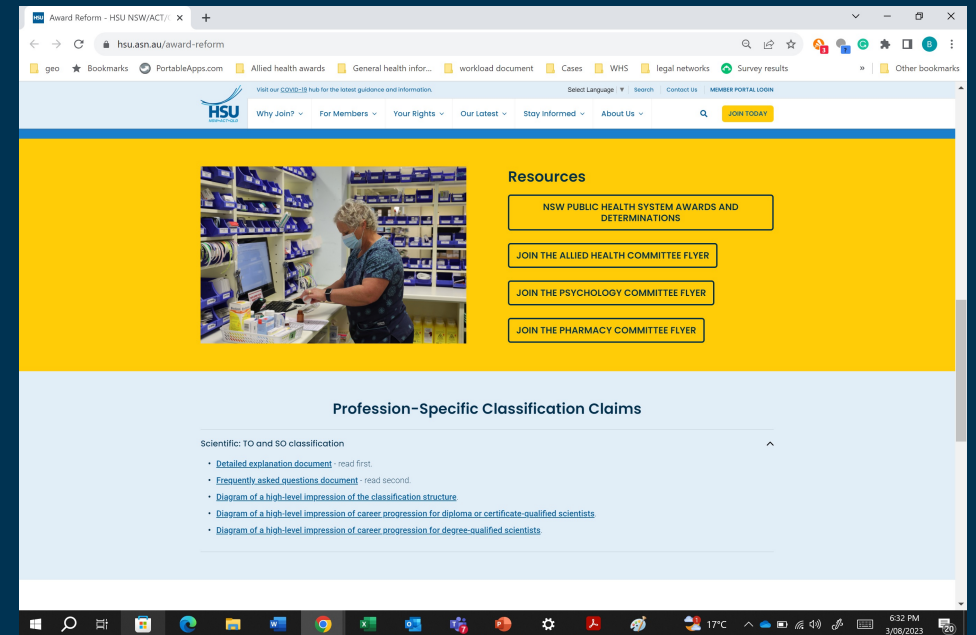
MEETING 1
FRIDAY 4 AUGUST @ 12 NOON

[REGISTER HERE](#)

MEETING 2
FRIDAY 11 AUGUST @ 12 NOON

[REGISTER HERE](#)

The screenshot shows a web browser window with the URL hsu.asn.au/award-reform. The page features a header with the HSU logo and navigation links. Below the header is a large image of three smiling women in blue polo shirts. The main content area is white and contains the 'ZOOM MEETINGS' section with two meeting details and 'REGISTER HERE' buttons. The Windows taskbar is visible at the bottom, showing the date as 3/08/2023 and the time as 6:31 PM.



Resources

- [NSW PUBLIC HEALTH SYSTEM AWARDS AND DETERMINATIONS](#)
- [JOIN THE ALLIED HEALTH COMMITTEE FLYER](#)
- [JOIN THE PSYCHOLOGY COMMITTEE FLYER](#)
- [JOIN THE PHARMACY COMMITTEE FLYER](#)

Profession-Specific Classification Claims

Scientific: TO and SO classification

- [Detailed explanation document](#) - read first.
- [Frequently asked questions document](#) - read second.
- [Diagram of a high-level impression of the classification structure](#)
- [Diagram of a high-level impression of career progression for diploma or certificate-qualified scientists](#)
- [Diagram of a high-level impression of career progression for degree-qualified scientists](#)

The screenshot shows a web browser window with the URL hsu.asn.au/award-reform. The page features a yellow header with the HSU logo and navigation links. Below the header is a large image of a pharmacist in a blue shirt working at a counter. The main content area is white and contains the 'Resources' section with four links and the 'Profession-Specific Classification Claims' section with a sub-section for 'Scientific: TO and SO classification' and a list of links. The Windows taskbar is visible at the bottom, showing the date as 3/08/2023 and the time as 6:32 PM.

DRAFT

Scientist career progression

<p style="text-align: center;">Scientist grading progression based on qualifications and duties</p> <div style="border: 1px solid black; padding: 5px; margin-bottom: 5px;"> <p>Scientist Grade 1 (TO Grade 1)</p> <ul style="list-style-type: none"> Certificate/diploma Supervised scientific duties </div> <div style="border: 1px solid black; padding: 5px; margin-bottom: 5px;"> <p>Scientist Grade 2 (TO Grade 2)</p> <ul style="list-style-type: none"> Certificate/diploma Unsupervised scientific duties in areas of competence </div> <div style="border: 1px solid black; padding: 5px; margin-bottom: 5px;"> <p>Scientist Grade 3 (new)</p> <ul style="list-style-type: none"> Cert/dip and 10 years of subdiscipline or discipline specific experience Relied on for trouble shooting and advice within the laboratory </div> <div style="border: 1px solid black; padding: 5px; margin-bottom: 5px;"> <p>Scientist Grade 4 (SO)</p> <ul style="list-style-type: none"> Degree Scientific duties Unsupervised scientific duties once competent </div> <div style="border: 1px solid black; padding: 5px; margin-bottom: 5px;"> <p>Scientist Grade 5 (new)</p> <ul style="list-style-type: none"> Degree and 10 years of discipline or subdiscipline specific experience and relied on for trouble shooting and advice within the laboratory <u>or</u> Degree and position requires professional accreditation </div>	<p style="text-align: center;">Scientist progression on personal merit—credentials committee or employer approval required</p> <div style="border: 1px solid black; padding: 5px; margin-bottom: 5px;"> <p>Senior Scientist (Technical) (new)</p> <ul style="list-style-type: none"> Certificate/diploma Professional standing, research, education, teaching, specialised higher level duties 7 years' exp </div> <div style="border: 1px solid black; padding: 5px; margin-bottom: 5px;"> <p>Senior Scientist</p> <ul style="list-style-type: none"> Degree Professional standing, research, publications, education, teaching, specialised high level duties 7 years' exp </div> <div style="border: 1px solid black; padding: 5px; margin-bottom: 5px;"> <p>Principal Scientist</p> <ul style="list-style-type: none"> Masters, fellowships or PhD Professional standing, research, publications, teaching, education, specialised high level duties 10 years' exp </div>
<p style="text-align: center;">Supervisory positions</p> <div style="border: 1px solid black; padding: 5px; margin-bottom: 5px;"> <p>Scientist Grade 7 (in charge of discipline)</p> <ul style="list-style-type: none"> Supervising work of other scientists—discipline Degree (preferred) or certificate/diploma (uncommon) </div> <div style="border: 1px solid black; padding: 5px; margin-bottom: 5px;"> <p>Scientist Grade 9 (new)</p> <ul style="list-style-type: none"> Degree Scientific duties covering a sector or region </div>	<div style="border: 1px solid black; padding: 5px; margin-bottom: 5px;"> <p>Scientist Grade 6 (in charge of subdiscipline)</p> <ul style="list-style-type: none"> Supervising work of other scientists—subdiscipline Degree (preferred) or certificate/diploma (uncommon) </div> <div style="border: 1px solid black; padding: 5px; margin-bottom: 5px;"> <p>Scientist Grade 8 (new)</p> <ul style="list-style-type: none"> Degree Scientific duties covering multiple sites </div> <div style="border: 1px solid black; padding: 5px; margin-bottom: 5px;"> <p>Scientist Grade 10 - Clinical Scientist) (new)</p> <ul style="list-style-type: none"> Clinical Scientist duties Qualified as per regulations (PhD or particular fellowships) </div>

Yellow = certificate/diploma; Orange = either; Red = degree; Green = Fellowship or PhD

DRAFT

Current Award Structure (BAU), Examples:

Profession	Salary Award	Classification Award	Conditions Award	Status of Employment Award
Physiotherapist	NSW HEALTH SERVICE HEALTH PROFESSIONALS (STATE) AWARD 2022	NSW HEALTH SERVICE HEALTH PROFESSIONALS (STATE) AWARD 2022	PUBLIC HOSPITALS (PROFESSIONAL AND ASSOCIATED STAFF) CONDITIONS OF EMPLOYMENT (STATE) AWARD 2023	HEALTH INDUSTRY STATUS OF EMPLOYMENT (STATE) AWARD 2023
Social Worker	NSW HEALTH SERVICE HEALTH PROFESSIONALS (STATE) AWARD 2022	NSW HEALTH SERVICE HEALTH PROFESSIONALS (STATE) AWARD 2022	PUBLIC HOSPITALS (PROFESSIONAL AND ASSOCIATED STAFF) CONDITIONS OF EMPLOYMENT (STATE) AWARD 2023	HEALTH INDUSTRY STATUS OF EMPLOYMENT (STATE) AWARD 2023
Psychologist	HEALTH AND COMMUNITY EMPLOYEES' PSYCHOLOGISTS (STATE) AWARD 2022	HEALTH AND COMMUNITY EMPLOYEES' PSYCHOLOGISTS (STATE) AWARD 2022	PUBLIC HOSPITALS (PROFESSIONAL AND ASSOCIATED STAFF) CONDITIONS OF EMPLOYMENT (STATE) AWARD 2023	HEALTH INDUSTRY STATUS OF EMPLOYMENT (STATE) AWARD 2023
Medical Radiation Science Professions	HEALTH EMPLOYEES' MEDICAL RADIATION SCIENTISTS (STATE) AWARD 2022	HEALTH EMPLOYEES' MEDICAL RADIATION SCIENTISTS (STATE) AWARD 2022	HEALTH EMPLOYEES' CONDITIONS OF EMPLOYMENT (STATE) AWARD 2023	HEALTH INDUSTRY STATUS OF EMPLOYMENT (STATE) AWARD 2023
Pharmacist	HEALTH EMPLOYEES' PHARMACISTS (STATE) AWARD 2022	HEALTH EMPLOYEES' PHARMACISTS (STATE) AWARD 2022	HEALTH EMPLOYEES' CONDITIONS OF EMPLOYMENT (STATE) AWARD 2023	HEALTH INDUSTRY STATUS OF EMPLOYMENT (STATE) AWARD 2023
Hospital Scientist	HEALTH PROFESSIONAL AND MEDICAL SALARIES (STATE) AWARD 2022	HOSPITAL SCIENTISTS (STATE) AWARD 2022	HOSPITAL SCIENTISTS (STATE) AWARD 2022	HEALTH INDUSTRY STATUS OF EMPLOYMENT (STATE) AWARD 2023
Dental Therapist	HEALTH PROFESSIONAL AND MEDICAL SALARIES (STATE)	HEALTH EMPLOYEES' ORAL HEALTH THERAPISTS (STATE) AWARD 2022	PUBLIC HOSPITALS (PROFESSIONAL AND ASSOCIATED STAFF) CONDITIONS OF EMPLOYMENT (STATE) AWARD 2023	HEALTH INDUSTRY STATUS OF EMPLOYMENT (STATE) AWARD 2023

Amalgamation - Partially integrated

Health Conditions Award (Universal baseline conditions)



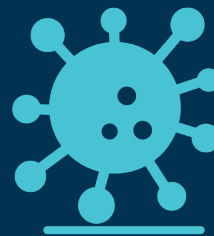
Clinical and Health Professionals Award

1. Professional specific conditions
2. Professional specific job descriptions and classifications
3. Profession specific pay rates



Dental Award

1. Dental specific conditions
2. Dental specific job descriptions and classifications
3. Dental specific pay rates



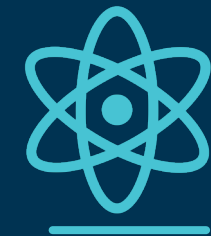
Scientific Award

1. Scientific specific conditions
2. Scientific specific job descriptions and classifications
3. Scientific specific pay rates



Health Services

1. Health Services specific conditions
2. Health Services job descriptions and classifications
3. Health Services pay rates



Medical Imaging and Radiation Award

1. Professional specific conditions
2. Professional specific job descriptions and classifications
3. Profession specific pay rates

Clinical and Non-Clinical Award - DRAFT

- Clinical Professions:
 - Physio, Social Work, Speech Pathology OT etc. (current HP classifications).
 - Psychology classifications.
 - Genetic Counsellors classifications.
 - Pharmacists' classifications.
 - Aboriginal Health Practitioners classifications.
- Non-Clinical Professions
 - Aboriginal Health Workers
 - Interpreters.
 - HEOs
 - Peer Workers.
 - Library staff.
 - Environmental Health Officers.

Scientific - DRAFT

- Scientists Classification
 - Hospital Scientists.
 - Technical Officers.
 - Medical Technologists.
 - Cytology.
 - Research Scientists.
 - Bioinformatics.
 - Etc.
- Biomedical Engineering classifications
 - Biomedical Engineers.
 - Technical Officers.

Medical Imaging and Radiation - DRAFT

- Medical Imaging
 - Radiography classification.
 - Nuclear Medicine classification.
 - Sonography classification.
- Radiation:
 - Radiation Therapists classification.
 - Medical Physicist classification.

Dental- DRAFT

- Dental staff
 - Dental Assistant classifications.
 - Dental Technician classifications.
 - Dental Therapist / Oral Health Therapist classifications.
 - Dental Prosthetist Classification.
- Dental Officers
 - Dental Officer classifications.
 - Dental Specialist classifications.

Phase 2 of model 1- Completed Amalgamated Award

Health Workers Conditions Award

- Contains the universal conditions for all Health workers.
- E.g., status of employment, LSL, hours of work.

Health Professionals Award

- Contains the conditions which are relevant and particular to Health Professionals. E.g.,
 - CPD allowances and leave.
 - TESL.
 - Safe workloads.
 - Workforce planning and student placements.
 - Higher education support and allowances.
 - Profession specific clauses – e.g., clinical supervision.

Health Professionals Award: Classification schedules

- Profession specific classifications and pay rates in one award

Consultation process

Consultation:

1. Mass-meetings.
2. Written briefings.

Member feedback

3. Committees collate feedback.

Survey

4. Member survey conducted.

Join your Committee or provide feedback from today? alliedhealth@hsu.asn.au