



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 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- The outdated system of disparate professional groupings in Awards which divides collective power of Health professionals.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

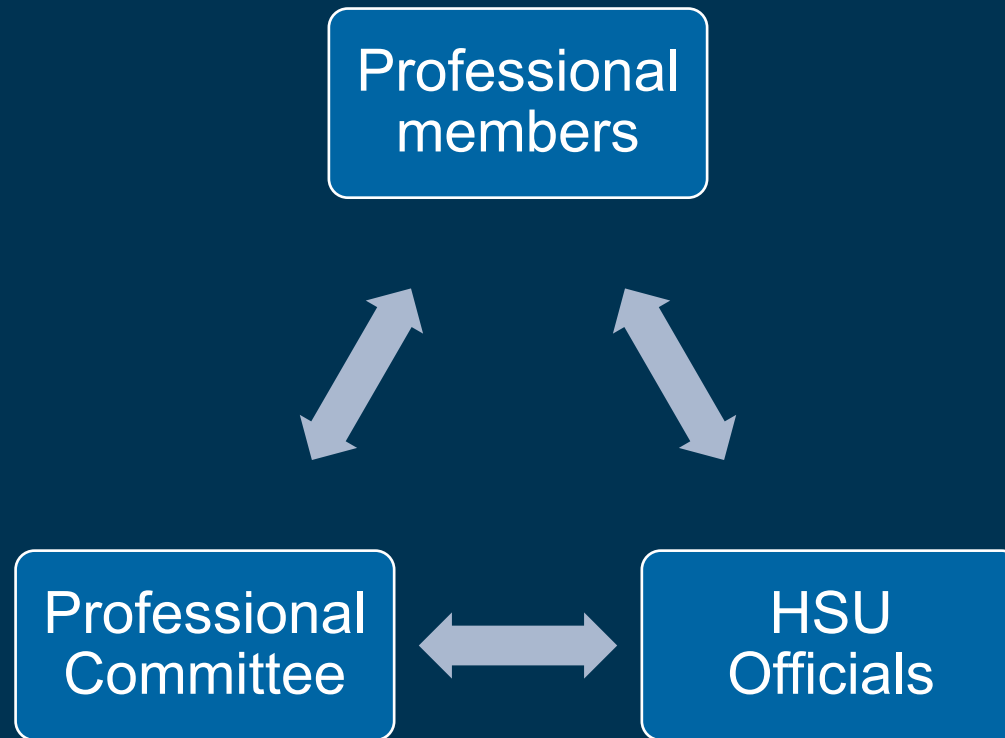
Awards

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.

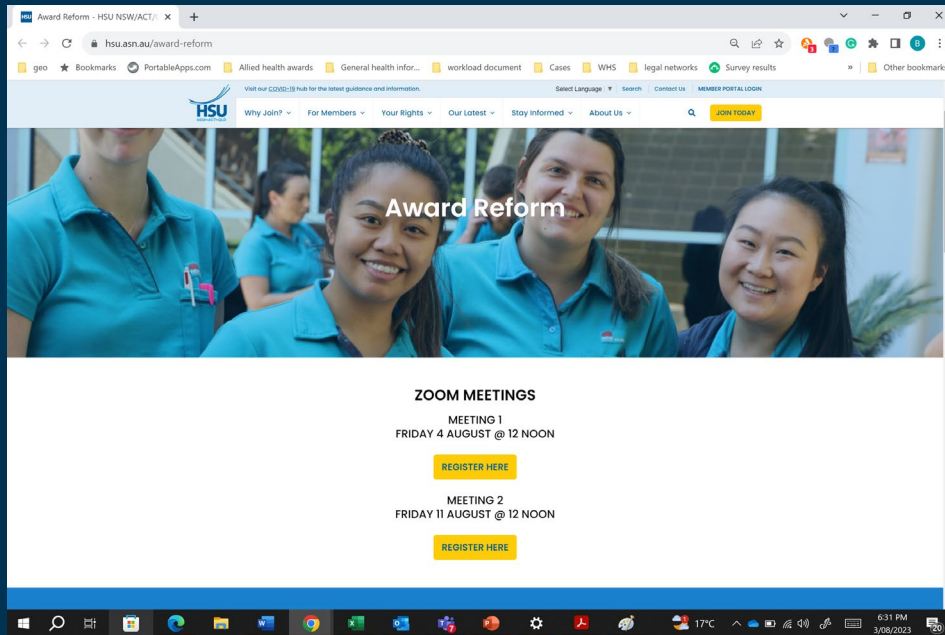
Health Professionals voice

- 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.

HSU Industrial Advisory Committees



HSU Award Reform Central



A screenshot of a web browser displaying the HSU Award Reform Central website. 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, with the text "Award Reform" overlaid. Underneath the image, there is a section titled "ZOOM MEETINGS" with two entries: "MEETING 1 FRIDAY 4 AUGUST @ 12 NOON" and "MEETING 2 FRIDAY 11 AUGUST @ 12 NOON". Each entry has a yellow "REGISTER HERE" button. The browser's address bar shows "hsu.asn.au/award-reform".

hsu.asn.au/award-reform

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MEMBER PORTAL LOGIN

Award Reform

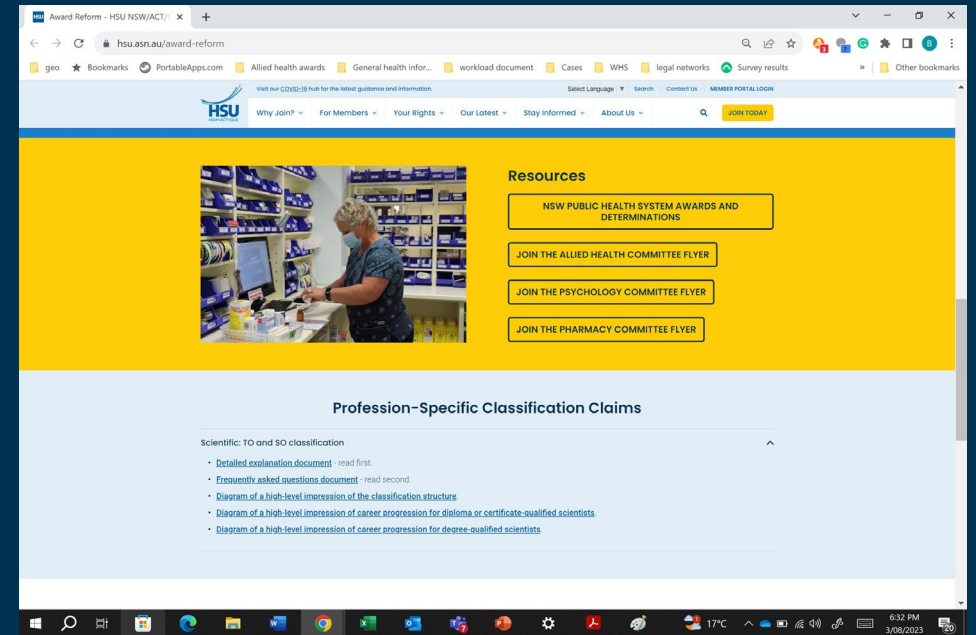
ZOOM MEETINGS

MEETING 1
FRIDAY 4 AUGUST @ 12 NOON

REGISTER HERE

MEETING 2
FRIDAY 11 AUGUST @ 12 NOON

REGISTER HERE



A screenshot of the HSU Award Reform Central website showing the "Resources" and "Profession-Specific Classification Claims" sections. The "Resources" section includes a photograph of a pharmacist and four yellow buttons: "NSW PUBLIC HEALTH SYSTEM AWARDS AND DETERMINATIONS", "JOIN THE ALLIED HEALTH COMMITTEE FLYER", "JOIN THE PSYCHOLOGY COMMITTEE FLYER", and "JOIN THE PHARMACY COMMITTEE FLYER". The "Profession-Specific Classification Claims" section is titled "Scientific: TO and SO classification" and lists four links: "Detailed explanation document", "Frequently asked questions document", "Diagram of a high-level impression of the classification structure", and "Diagram of a high-level impression of career progression for diploma or certificate-qualified scientists". The browser's address bar shows "hsu.asn.au/award-reform".

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MEMBER PORTAL LOGIN

Resources

NSW PUBLIC HEALTH SYSTEM AWARDS AND DETERMINATIONS

JOIN THE ALLIED HEALTH COMMITTEE FLYER

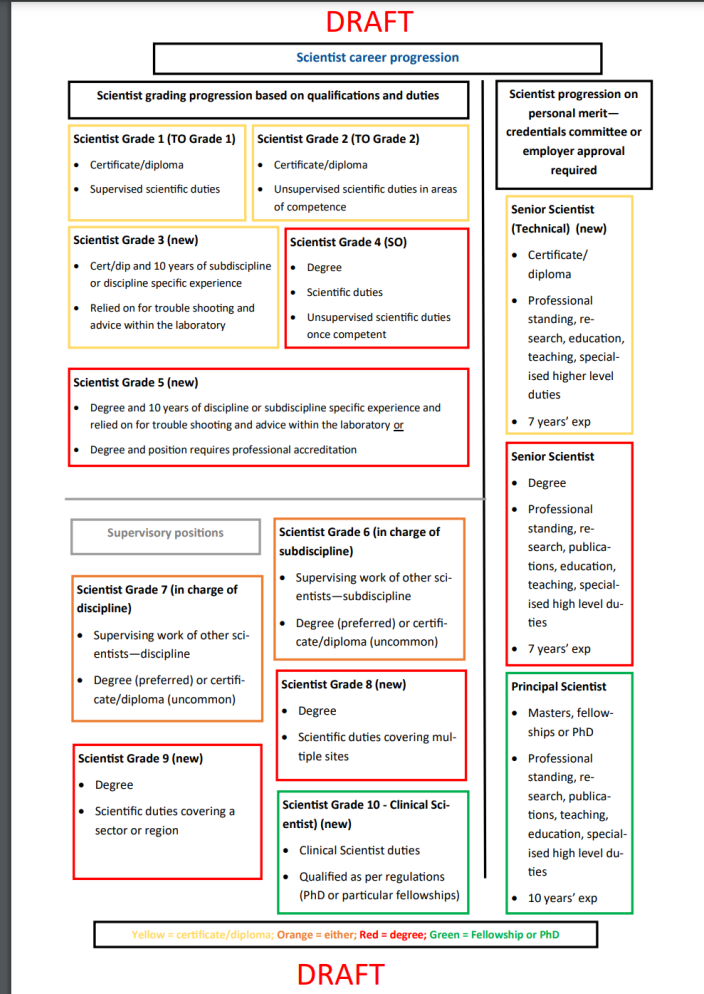
JOIN THE PSYCHOLOGY COMMITTEE FLYER

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



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 - Committee developed model

Health Conditions Award (Universal baseline conditions)



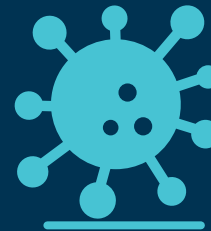
Clinical and Non-Clinical Health Professionals Award

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



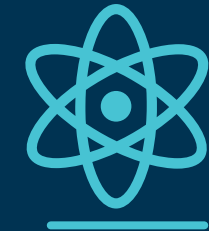
Scientific Award

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

Scientific - DRAFT

- Scientists Classification
- This classification will cover:
 - Hospital Scientists.
 - Technical Officers.
 - Medical Technologists.
 - Cytology.
 - Research Scientists.
 - Bioinformatics.
 - Etc.
- Biomedical Engineering classifications
- This classification will cover:
 - Biomedical Engineers.
 - Technical Officers.

Medical Imaging and Radiation - DRAFT

- Medical Imaging schedule
- The below would be separate classifications:
 - Radiography classification.
 - Nuclear Medicine classification.
 - Sonography classification.
- Radiation schedule:
- The below would be separate classifications:
 - Radiation Therapists classification.
 - Medical Physicist classification.

Dental- DRAFT

- Dental staff
- The below would be separate classifications:
 - Dental Assistant classifications.
 - Dental Technician classifications.
 - Dental Therapist / Oral Health Therapist classifications.
 - Dental Prosthetist Classification.
- Dental Officers schedule:
 - Dental Officer classifications.
 - Dental Specialist classifications.

Consultation process

Member Committees endorse investigation into Award amalgamation:

- July-August.

Member briefing period:

- Mass-meetings:
 - 4 August.
 - 11 August

Member feedback period

- 18 August-1 September.
- Committees review member feedback.

Survey launched after changes based on member feedback

- Week starting 4 September – running for 7 days.

Award Negotiations with Government / Ministry:

- Week commencing 18 September

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