

# DRAFT – WITHOUT PREJUDICE

The HSU Allied Health Committee endorses the below claims for member feedback prior to negotiations.

*Pay Increases to properly value the work, qualifications, skills of Allied Health Professionals and address the attraction and retention crises:*

1. Pay increases which recognise the increased registration, qualification, maintenance of registration and CPD requirements.
2. Pay which reflects the extended and advanced scope of practice for Allied Health Professionals.
3. Pay which at a minimum makes salaries competitive with other states and private practice.

*Greater career progression through a modern classification structure (not all examples listed):*

1. Career pathways for clinical, educational, research roles through all levels.
2. Classifications which all Allied Health Professionals to perform full scope of practice.
3. Career progression which remunerates advanced scope of practice, extended scope of practice and consultancy roles.
4. Managerial remuneration which is tied to organisational and role complexity not just operational FTE.

*Modern regrade processes which enable fair and consistent progression based on merit and work.*

1. Progression must be based on duties, skills, qualifications, and competencies, not funding.
2. The Committee believes that if an LHD requires someone to work at a higher level, they must be remunerated for this.
3. Allied Health Professionals should be involved with personal regrades and positional grading directly.

## STATES PAY SCORECARD

PAY				
Pay Rate	NSW	Victoria	Queensland	Tasmania
Entry level graduate	\$70,944	\$67,849	\$80,851	\$70,787
Maximum earning for Level 2 or equivalent	\$101,211	\$105,046*	\$113,889*	\$106,682
Maximum earning for level 3 or equivalent	\$112,114	\$120,056*	\$134,174*	\$123,103*
Maximum earning for level 4 or equivalent	\$120,393	\$140,660*	\$141,234	\$128,988
Maximum earning for level 5 or 6 equivalent	\$135,398	\$140,660*	\$162,346	\$142,214
Maximum earning for level 7 or equivalent	\$160,241	\$179,592	\$162,346	
Maximum earning for level 8 or equivalent	\$176,309	\$211,697	\$242,656	

\*includes higher qualification allowance

# CONDITIONS FOR ALLIED HEALTH PROFESSIONALS

## Safe staffing, workloads, and clinical care:

1. Protection of clinical time through implementation of safe staffing clinical care ratios.
2. Workload management clauses.
3. Workforce planning clauses to ensure Allied Health Professionals have a say in the sustainability of the workforce.
4. Payment for all work beyond contracted hours where workloads are too high, including administrative work.

## Supervision and professional clauses

1. Enshrined rights to supervision and clauses which remunerate and support supervisors.

## Allowances:

1. Regional, rural, and remote incentive allowance.
2. Top of band retention allowances.
3. Higher qualification allowances.
4. CPD allowances.
5. Hazardous work allowances.

## Workplace rights

1. Union delegate rights.
2. Paid time for members to attend Award education meetings.
3. Consultation with the workforce over organisational and professional changes.

# STATES CONDITIONS SCORECARD

CONDITIONS	NSW	Victoria	Queensland
Cost of Living adjustment if pay falls below inflation	No	No	Yes
Retention allowance	No	Yes	Yes
100% Salary packaging	No	Yes	Yes
Skills and incentive allowance	No	Yes	No
Professional Development Allowance	No	No	Yes, up to \$3,395
Safe staffing and workload clauses	No	Yes	Yes
Consultation, workforce planning and organisational change clauses	No	Yes	Yes
Higher qualifications allowance	No	Yes, up to 10%	Yes, up to 10%
Professional Supervision clauses	No	Yes	No
Study and continuing professional development leave	No	Yes – 7 days	No
Flexible working clauses	No	Yes	Yes

Unfortunately we could not include all of Queensland and Victoria's better conditions on one page.

Information correct as of 18/8/2023