



**Canberra Health
Services**



ACT Health

Gerard Hayes
C/O HSU State Office
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Sent to: secretary@hsu.asn.au
Cc: Ed Yap – Ed.Yap@hsu.asn.au

Dear Mr Hayes

Proposal for endorsement – Cancellation of the HP3 Upgrade Process for 2021

We write to you with a proposal from Canberra Health Services (CHS) and ACT Health Directorate (ACTHD), on behalf of the Territory, to propose cancellation of the Health Professional (HP) level 3 Upgrade process for 2021. As you will be aware, the ACT Public Service (ACTPS), under leadership of CHS, is currently undertaking a Review of the Health Professional Classification Structure (the Review). The Review was agreed to as part of the Health Professional Enterprise Agreement Bargaining process in 2018.

The feedback received through the Review project has unanimously concluded that the current HP3 Upgrade process is not fit for purpose, or relevant to all HP3s.

As part of the Review process a Joint Working Party (JWP) was established consisting of representatives from ACTHD, CHS, Calvary Public Hospital and all major unions including - HSU, CPSU and PA. The JWP Terms of Reference are set out in **Attachment A**. As identified in the Role & Function section of the JWP Terms of Reference, the JWP is to *'Make recommendations to the head of service, which may include interim arrangements where appropriate.'*

The Review has undertaken significant engagement and feedback processes across ACTPS Directorates where HPs are employed to seek their views on a range of employment related issues specific to the classification structure. Feedback processes included: the establishment of HP Reference groups consisting of HPs from all allied health professions totaling around 70 employees from all ACTPS Directorates.

In addition, we have conducted an HP staff survey and the Senior Project Officer has met with various teams to seek feedback on the workforce issues experienced. Unanimous feedback has been received throughout to indicate that the current HP3 Upgrade process is cumbersome, too rigorous, and not relevant to all allied HP3s.

The HP staff survey respondents identified that 'removing the HP3 Upgrade scheme and expanding the HP3 level through competency-based progression' was their third highest priority area.

Below is a summary of the data relating to the HP3 Upgrade process across ACTHD, CHS, CSD, EDU and JACS Directorates over the past 4 years including the number of successful and unsuccessful applications. Note that confirmed data from Calvary Public Hospital was not available at this time but is reported anecdotally as having low application and success rates.

Year	Number of applications	Number successful	Number unsuccessful
2020	10	6 (60%)	4 (40%)
2019	11	4 (36%)	7 (64%)
2018	13	7 (54%)	6 (46%)
2017	13	8 (61.5%)	5 (38.5%)
4-year total	47	25 (53%)	22 (47%)

With the above details in mind, we are seeking your endorsement for the interim arrangement to cancel the HP3 Upgrade process for 2021. The current HP3 Upgrade process is time consuming for both applicants and the administrators of the process. It is proposed that the resources allocated to coordinating the HP3 Upgrade process can be redirected to assist with the finalisation of the HP Classification Review.

In summary it is proposed that the HP3 Upgrade process for 2021 be cancelled.

We are keen to implement these arrangements as soon as possible. Can you please provide any feedback you may have by 8 March 2021? We are happy to meet with you to discuss further and contact may be made through either:

Jo.Morris@act.gov.au or (02) 5124 4776 or,
helen.matthews@act.gov.au or 0481913581

Yours sincerely



Jo Morris
Executive Director Allied Health
Canberra Health Services
23 February 2021



Helen Matthews
Chief Allied Health Officer
ACT Health Directorate
23 February 2021