

17 October 2022

Joshua Howarth
Division Secretary, Private Health
Health Services Union

Via email: Josh.Howarth@hsu.asn.au

Dear Joshua

RE: GenesisCare Oncology NSW Patient Services and Radiation Therapist Enterprise Agreement 2022 – Revised package offer 17 September 2022

I am writing to you in relation to our current negotiations for the proposed NSW Patient Services and Radiation Therapist Enterprise Agreement 2022 (proposed Agreement) and GenesisCare's revised package offer for the proposed Agreement.

We provided the details of our previous package offer in our letter to you dated 3 August 2022. We received feedback from the Health Services Union (HSU) on 9 September 2022, which was then discussed in a meeting with the bargaining parties on the following day (10 September 2022).

GenesisCare also received feedback on the revised package offer from team members during sessions with employees held by the General Manger (Fergus Rourke).

GenesisCare has now considered all feedback that has been provided and is pleased to provide the details of GenesisCare's **best and final offer below**. The revised package offer provides further improvements to wages and conditions which we believe addresses key feedback provided by the HSU and our employees. With this offer, GenesisCare must advise that it has reached its limit regarding what can be offered.

For clarity, all other items in the previous offer dated 3 August 2022 not mentioned below remain unchanged. We have also attached a soft copy of the draft proposed Agreement with track changes from this offer for your review and feedback.

Next Steps

We look forward to hearing the HSU's feedback on the revised package offer by **28 October 2022**. Please let me know if you require any additional time.

Following the above, GenesisCare will consider the negotiations with a view of progressing this offer to **an access period and vote next month**, which we hope to do with the support of the HSU.

If there are any matters that you wish to discuss or clarify by phone, please do not hesitate to contact me on 0417 022 589.

Yours sincerely



Divya Stephen
Employee and Industrial Relations Manager

GenesisCare final offer – 17 October 2022

Outlined below is a summary of the changes to GenesisCare's previous offer dated 3 August 2022 for the GenesisCare Oncology NSW Patient Services and Radiation Therapist Enterprise Agreement 2022 (proposed Agreement). Please refer to the draft proposed Agreement dated 17 October 2022 for full details.

Wage increases:

GenesisCare is pleased to provide the following wage increases as part of the revised package offer:

- **Radiation Therapists classifications** - Commencing rates of pay for all Radiation Therapist classifications (including Assistant Unit Leader and Unit Leader levels) have increased by 1% effective the first full pay period on or after 1 July 2022. Increasing the commencing rates up front, in the first year is beneficial for employees, as it will result in a higher increase as future increases are applied.

Please see [Appendix 1](#) for the rates of pay.

- **Patient Services Officer and Patient Bookings Officer** – Following consideration of feedback from the patient services team and the HSU, GenesisCare has removed the "experienced" levels presented in the last offer and instead increased the rates of pay for the Patient Services Officer and Patient Bookings Officer roles.

The Patient Services Officer rates of pay will now be aligned with the Patient Bookings Officer rates effective from the full pay period on or after 1 September 2022.

We believe this significant increase provides an attractive and market competitive rate of pay to recognise our Patient Services team.

Please see [Appendix 1](#) for the rates of pay.

Commencement date of first increase:

The uplift to the wages and other improvements provided in this revised package offer are provided on the basis that the proposed Agreement commencing rates of pay now start on the first full pay period on or after **1 July 2022** instead of 1 May 2022. This 2-month adjustment to the commencing date of the new pay rates is necessary to offset some of the costs associated with the higher rates of pay.

Discretionary bonuses in contracts of employments:

As part of the wages offer, any discretionary bonuses contained in employee contracts (including secondment and variation letters) will no longer apply from 1 July 2022. The discretionary bonuses have now been built into the base rates contained in the agreement. For the avoidance of doubt, the discretionary bonus will still apply as per the contract conditions on a pro rata basis from 1 July 2021 to 30 June 2022.

Annual leave loading – Patient Services team

Following clear feedback from the HSU and our team that the annual leave loading is an important item for our patient services team, GenesisCare will now provide a 17.5% annual leave loading (which applies on annual leave that is taken) to full-time and part-time employees in the Patient Services classification.

Progression – Radiation Therapists (pay point 1 to 4)

We are aware that the current progression date of July has been problematic for Radiation Therapists in Pay Point 1 to 4, due to the majority of employees receiving their registration in January and being employed shortly after registration. This has meant that some employees have had to wait longer than 12 months from their employment commencement date to progress. To address this issue, the following changes to the proposed Agreement are proposed for employees in the Radiation Therapist classifications Pay Point 1 – 4:

- **For employees who commenced employment with GenesisCare on or after 1 January 2022** – progression will occur annually in January each year as long as the employee meets the progression criteria as outlined in the proposed Agreement.
- **For employees who commenced employment with GenesisCare prior to 1 January 2022** - as part of the implementation of the proposed Agreement, Radiation Therapists in Pay Points 1 to 4 employed prior to 1 January 2022 will be aligned with an annual progression date of **either**:
 - 1 January; or
 - 1 July

GenesisCare will make this determination having regard to the employees' years of experience and previous timeframes taken to progress at GenesisCare.

For example, this means a Radiation Therapist in pay point 1 - 4 who previously had to wait 1.5 years to progress may now be eligible to progress 6 months earlier in January 2023 (and not have to wait till July 2023).

We are currently conducting a review and will let all Radiation Therapists who are in pay points 1 to 4 know of their progression date as per this proposal.

Progression implementation – all classifications:

For clarity, once the Agreement has been approved by the Fair Work Commission all employees will receive a letter confirming their classification and pay point under the new Agreement.

Employee's experience/years of service at GenesisCare will be considered when determining the relevant pay point for the employee. For example:

- a Patient Services Officer/Patient Bookings Officer who has **more than** 1 year of service with GenesisCare as at 1 July 2022 will be placed on Patient Services Officer/Patient Bookings Officer, **Pay Point 2** classification.
- A treatment Unit Leader with more than 1 year experience as a Unit Leader with GenesisCare as at 1 July 2022 will be placed on Unit Leader Level 1, **Pay Point 2**.
- A pre-treatment Unit Leader with more than 1 year experience as a Pre-Treatment Unit Leader with GenesisCare as at 1 July 2022 will be placed on Unit Leader Level 2, **Pay Point 2**.

Overtime for part-time employees:

Over-time for part-time employees has been revised to the following:

Overtime will be paid when a part-time employee:

- Works in excess of their ordinary hours, except where agreement has been reached to vary their ordinary hours; and/or
- Works in excess of 10 hours per shift; and/or
- Works in excess of 76 hours in a fortnight.

Patient Services Officer classification definition:

To provide clarity in the Patient Services Officer classification definition, 'patient fee conversations' has been added to the definition. We currently have Patient Services Officers that perform this task and will only require staff to undertake this task when they are trained and competent.

Administrative changes

Some administrative changes have also been made in the proposed draft Agreement to ensure clarity and alignment with the National Employment Standards.

See following pages for the wage tables

Appendix 1

WAGES (RADIATION THERAPISTS)

Note: "FFPPOA" means the 'first full pay period on or after'.

Classification	Hourly rate effective FFPPOA 1 July 2022	Hourly rate effective FFPPOA 1 Sept 2022	Hourly rate effective FFPPOA 1 Sept 2023	Hourly rate effective FFPPOA 1 Sept 2024
		2.54%	2.54%	2.54%
Radiation Therapist				
Pay Point 1	\$38.12	\$39.09	\$40.08	\$41.10
Pay Point 2	\$43.24	\$44.34	\$45.47	\$46.62
Pay Point 3	\$49.16	\$50.41	\$51.69	\$53.00
Pay Point 4	\$51.56	\$52.87	\$54.21	\$55.59
Pay Point 5	\$53.22	\$54.57	\$55.96	\$57.38
Assistant Unit Leader				
Pay Point 1	\$57.25	\$58.70	\$60.19	\$61.72
Pay Point 2	\$59.17	\$60.67	\$62.21	\$63.79
Pre-Treatment Assistant Unit Leader				
Pay Point 1	\$60.82	\$62.36	\$63.94	\$65.56
Pay Point 2	\$69.35	\$71.11	\$72.92	\$74.77
Unit Leader Level 1				
Pay Point 1	\$60.81	\$62.35	\$63.93	\$65.55
Pay Point 2	\$69.35	\$71.11	\$72.92	\$74.77
Unit Leader Level 2				
Pay Point 1	\$71.71	\$73.53	\$75.40	\$77.32
Pay Point 2	\$73.88	\$75.76	\$77.68	\$79.65

WAGES (PATIENT SERVICES)

Note: "FFPPOA" means the 'first full pay period on or after'.

Classification	Hourly rate effective FFPPOA 1 July 2022	Hourly rate effective FFPPOA 1 September 2022	Hourly rate effective FFPPOA 1 September 2023	Hourly rate effective FFPPOA 1 September 2024
			2.54%	2.54%
Patient Services Administrative Assistant	\$26.00	\$26.66	\$27.34	\$28.03
Patient Services Officer, Pay Point 1	\$30.00	\$34.70	\$35.58	\$36.48
Patient Services Officer, Pay Point 2	\$33.00	\$35.83	\$36.74	\$37.67
Patient Bookings Officer, Pay Point 1	\$34.00	\$34.70	\$35.58	\$36.48
Patient Bookings Officer, Pay Point 2		\$35.83	\$36.74	\$37.67
Senior Patient Services Officer	\$40.00	\$41.02	\$42.06	\$43.13
Senior Patient Bookings Manager	\$40.00	\$41.02	\$42.06	\$43.13