

## Application by NSW Health to vary senior scientist pay structures

### Summary of changes

The proposal made by NSW Health Pathology and the NSW Ministry of Health is for the following classifications from the Award to be deleted:

<b>Chief Hospital Scientist &lt;200 ADA</b>		<b>\$ Rate from 01/07/2019</b>
1st Year	(per week)	2,262.31
2nd Year	(per week)	2,325.25
3rd Year	(per week)	2,404.14
<b>Chief Hospital Scientist &gt;200 ADA</b>		
1st Year	(per week)	2,404.14
2nd Year (per week)	(per week)	2,477.27
3rd Year (per week)	(per week)	2,539.57
<b>Senior Hospital Scientist In-Charge of Section</b>		
1st Year	(per week)	1,919.60
2nd Year	(per week)	1,983.68
3rd Year	(per week)	2,038.96
<b>Senior Or Chief Hospital Scientist In-Charge Of Lab</b>		
<b>Less than 200 ADA</b>		
1st Year	(per week)	2,262.31
2nd Year	(per week)	2,325.25
3rd Year	(per week)	2,404.14
<b>More than 200 ADA</b>		
1st Year	(per week)	2,404.14
2nd Year	(per week)	2,477.27
3rd Year	(per week)	2,539.57

Under the proposal, these classifications would then be replaced with a new classification called *Medical Scientist Manager* with the following pay structure:

<b>Medical Scientist Manager</b>		
<b>Level 1</b>		
1 <sup>st</sup> Year	(per week)	1,919.60
2 <sup>nd</sup> Year	(per week)	1,983.68
3 <sup>rd</sup> Year	(per week)	2,038.96
<b>Level 2</b>		
1 <sup>st</sup> Year	(per week)	2,089.93
2 <sup>nd</sup> Year	(per week)	2,152.63
3 <sup>rd</sup> Year	(per week)	2,206.45
<b>Level 3</b>		
1 <sup>st</sup> Year	(per week)	2,404.14
2 <sup>nd</sup> Year	(per week)	2,477.27
3 <sup>rd</sup> Year	(per week)	2,539.57
<b>Level 4</b>		
1 <sup>st</sup> Year	(per week)	2,666.55
2 <sup>nd</sup> Year	(per week)	2,720.80
3 <sup>rd</sup> Year	(per week)	2,788.68

The proposal includes that Medical Scientist Manager Levels 1 to 3 would be operational roles, while Level 4 would be a strategic role operating statewide.

Importantly, the proposal includes that the employer would have “the right to assess and grade which level applies to each position”. We are concerned that this would defeat our ability to challenge the grading of positions on behalf of members and lead to less people reaching higher paid levels.

Send your feedback, or get involved in the fight for a better Award, by emailing [pathology@hsu.asn.au](mailto:pathology@hsu.asn.au).

If you have any questions, or you wish to discuss this matter, please contact Brendan Edghill at the HSU on 1300 478 679 or email [brendan.edghill@hsu.asn.au](mailto:brendan.edghill@hsu.asn.au).

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