

Canberra Health: Wardspersons Classification Offer Update

Dear Member,

As you are aware the Canberra Health Service made an offer, as part of our negotiations for a new classification structure, in correspondence dated 15 November 2018. This offer included a short-term offer to re-grade positions and a longer-term commitment to review the proposed Clinical Support Officer position. Attached is the offer.

The HSU met with members in the week beginning 19 November 2018 to discuss this offer and the response of members was to accept the offer, on the basis that they translated to the next grade at their equivalent increment. That is, to be recognised for the years of experience they have at their current grade.

The HSU put this position to the CHS immediately after these meetings and has been following up ever since for a response.

CHS has now responded and they advise that they are only able to offer translation in accordance with the standard rules – that is to the next increment. For example, an employee on HSO3 Year 4 would translate to HSO4 Year 2 and an employee on HSO4 who is at the top of the band would translate to HSO5 Year 1.

This is because Government is only permitted to pay employees what the Agreement prescribes and there is no mechanism in the *Public Sector Management Act* to enable deviation from this. In addition, there is significant concern in relation to precedent.

Accordingly, given that members' approval was conditional on movement on this issue the HSU will meet with members this week to discuss further.

In the meantime, if you have any questions please contact HSU Industrial Officer, Julie Gordon, on julie.gordon@hsu.asn.au or 1300 478 679.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD



ACT
Government

**Canberra Health
Services**

Mr Gerard Hayes
Secretary
Health Services Union
Level 2, 109 Pitt Street
SYDNEY NSW 2000

Dear Mr Hayes

Wardsperson Classification structure claim – without prejudice

Canberra Health Service recognises that the Health Services Union (HSU) has submitted a claim for a new wardsperson classification structure, separate to the HSO Structure and entitled 'Clinical Support Officers', to reflect the complexity of the work performed in this position.

In settlement of the HSU claim, in the short term the CHS offers the following:

1. Change the entry level from HSO2 to HSO3 for wardsperson in part S of the ACT Public Sector Support Services Enterprise Agreement (the Agreement), to recognise that this is now the entry point for new employees.
2. Employees can progress from HSO3 to HSO4 once they have achieved core competencies.
3. Review all current HSO4 positions and upgrade them to HSO5 (ie Theatres).
4. Upgrade Mental Health Wardsperson positions in the Adult Mental Health Unit and the Emergency Department De-Escalation Unit to HSO5. Other employees who are required to "special" a patient for more than 50 per cent of a shift will receive higher duties allowance for that shift.

In the longer term, after the approval of the Agreement, CHS commits to working with the HSU and other Unions to review the proposed Clinical Support officer classification structure, both in terms of its duties and grading levels as well as the proposed supervisory structure. CHS commits to establish a joint working party with the HSU to complete this work within six months of the approval of the Agreement. This commitment will be reflected in Part 5 of the Agreement.



Janine Hammat
Executive Director
People and Culture, Canberra Health Services

15 November 2018