



*Industrial Relations Act 1984*  
s 55 Industrial Agreement

# **RADIATION THERAPISTS AGREEMENT 2022**

Between the

Minister administering the *State Service Act 2000*

and the

The Community and Public Sector Union (State Public Services  
Federation Tasmania) Inc

Health Services Union, Tasmania Branch



## 1 TITLE

This Agreement shall be known as the Radiation Therapists Agreement 2022.

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### 3 APPLICATION

- 3.1 This Agreement covers employees working as Radiation Therapists and covered by the *Health and Human Services (Tasmanian State Service) Award (HAHSA)*.

### 4 DATE AND PERIOD OF OPERATION

- 4.1 This Agreement cancels and replaces the *Radiation Therapists Agreement 2019* which was registered on 23 March 2020.
- 4.2 This Agreement applies with effect from 1 July 2022 and will remain in force until 30 June 2025.

### 5 PARTIES BOUND

This Agreement is between the Minister administering the *State Service Act 2000* and the Community and Public Sector Union (State Public Services Federation Tasmania) Inc; and the Health Services Union, Tasmania Branch.

### 6 RELATIONSHIP TO AWARDS AND AGREEMENTS

This Agreement prevails to the extent of any inconsistency that occurs between this Agreement and the *Health and Human Services (Tasmanian State Service) Award*, or any registered Agreement with the Minister administering the *State Service Act 2000*.

### 7 SALARY INCREASES

- 7.1 Salaries will increase as follows:
- (i) 3.5 percent per annum with effect from the first full pay period commencing on or after (ffppcoa) 1 December 2022
  - (ii) 3 percent per annum with effect from the ffppcoa 1 December 2023
  - (iii) 3 percent per annum with effect from the ffppcoa 1 December 2024





- 7.2 All employees covered by this Agreement receive a flat rate \$1,000 cost of living increase to the base salaries in Schedule 2 of this Agreement effective ffpccoaa 1 December 2022, to apply prior to the percentage increase outlined in 7.1(i).
- 7.3 Schedule 2 of this Agreement sets out the annual rates of pay effective ffpccoaa 1 December 2022, ffpccoaa 1 December 2023, and ffpccoaa 1 December 2024 and include the structural adjustments to base salaries for certain levels to implement the new RT career structure
- 7.4 Schedule 3 of this Agreement sets out the annual rate of pay effective ffpccoaa 1 December 2022, ffpccoaa 1 December 2023, and ffpccoaa 1 December 2024 for employees participating in the Purchased Leave Scheme.

## 8 QUALIFICATIONS RECOGNITION

- 8.1 Employees at Level 2 who hold a relevant Graduate Certificate qualification (or equivalent) and who work in an area relevant to that qualification will be entitled to a one off advancement of two increment levels and access to the post graduate increment, and thereafter be entitled to progress, by annual increments, to the Level 2-5 qualified increment point.
- 8.2 Employees at Level 3 who hold a relevant Graduate Diploma qualification (or equivalent) and who work in an area relevant to that qualification will be entitled to a one off advancement of two increment levels and access to the post graduate increment, and thereafter be entitled to progress, by annual increments, to the Level 3-1.4 qualified increment point.
- 8.3 Employees at Level 4-1 or 4-2 who hold a relevant Masters or Doctoral qualification (or equivalent) and who work in an area relevant to that qualification will be entitled to a one off advancement of two increment levels and access to post graduate increments, and thereafter be entitled to progress, by annual increments, to either the Level 4-1-4 or 4-2-4 qualified increment point.
- 8.4 Employees who do not hold a relevant Graduate Certificate qualification, Graduate Diploma qualification or a relevant Masters degree as prescribed in sub clauses (1), (2) and (3) of this Clause are not entitled to progress to qualified increment Levels 2-5, 3-1.4, or 4-1-4 or 4-2-4 respectively.
- 8.5 For the purpose of this Clause the post graduate qualification cannot be the employee's entry to practice qualification

## 9 CLASSIFICATION

Employees subject to this Agreement are to be classified in accordance with the classifications in Schedule 1.

## 10 ON CALL ALLOWANCE





An employee who is rostered to remain on call (that is, on call for duty at short notice and allowed to leave his/her place of employment) shall be paid an allowance of \$4.82 per hour for each hour the employee is required to be available, with a minimum payment of \$38.56 per day.

## 11 AVAILABILITY ALLOWANCE

- 11.1 The employer may require an employee to perform work on an after hours basis, where they are not recalled to work but rather provide a telephone or PC service from their home.
- 11.2 An employee shall be paid an allowance of \$3.78 per hour each hour the employee is required to be available.
- 11.3 If an employee is required to undertake work from their home during this period of availability, the employee shall be remunerated time for time at the rate payable to that particular employee and rounded to the nearest hour with a minimum payment of one (1) hour.

## 12 ADJUSTMENT OF WAGE RELATED ALLOWANCES

Unless specified separately in this Agreement, all the monetary allowances in this Agreement will be automatically adjusted upward from 1 July each year by the same percentage as the salary rate for the lowest level of the RT Level 3 classification increases between 1 July in the preceding year and 30 June of that year.

## 13 PROFESSIONAL PRACTICE FUNCTIONS ALLOWANCE

- 13.1 A professional practice functions allowance will be paid to Radiation Therapists who are directed to perform higher level professional practice functions and where essential professional practice intervention is required beyond the scope of the employee's classification level.
- 13.2 The professional practice functions allowance is payable where a Radiation Therapist accepts responsibility for higher level professional practice functions normally performed by another Radiation Therapist and for which they are professionally trained and qualified.
- 13.3 This could include functions arising from a statutory obligation or delegated requirements. This allowance is payable after performing these higher/extra professional practice functions for two days or more.
- 13.4 The professional practice functions allowance is not payable for undertaking higher level supervisory or management functions except where supervisory functions include prioritising workload on the basis of professional practice need or involves referrals to other professionals.
- 13.5 The allowance quantum will be the difference between the employee's current salary and the next higher salary rate of the next higher classification level.
- 13.6 If the undertaking of these functions continues for 5 days or more the higher duties allowance provisions in the relevant award will apply.



## 14 PROFESSIONAL DEVELOPMENT

- 14.1 The parties recognise that continuous development of skills and knowledge is critical to both the provision of professional services to the Tasmanian community and pursuit of excellence in Radiation Therapy.
- 14.2 Professional Development support will be available to provide Radiation Therapists with assistance to develop professional knowledge and skills and for the imparting of the knowledge and skills to others. Access to the entitlement contained in this clause will be by way of employee application.
- 14.3 Professional Development includes opportunities sometimes referred to as training or professional learning. For the purposes of this section Professional Development includes but is not limited to:
- (i) Professional practice and recognition requirements;
  - (ii) Specific training courses relevant to the operational needs of the Agency;
  - (iii) Exchange programs and other training initiatives; and
  - (iv) Training and development requirements of the Health Professionals National Registration and Accreditation Scheme.
- 14.4 For the purpose of this clause Professional Development does not include in-house, employer initiatives or opportunities that employees participate in during the normal course of their work.

### Professional Development Fund

- 14.5 A Professional Development Fund is to be created within each Agency for each employee to access funds. The fund will allow each employee to access their entitlement as outlined at subclause 14.7.
- 14.6 The Professional Development entitlement for each employee will be available from the first full pay period on or after 1 December 2022.

### Access to Professional Development Fund

- 14.7 An employee is entitled to \$1000 per annum for professional development.
- 14.8 An employee may accumulate any unspent annual entitlements for a maximum period of five years. An employee may accumulate unspent funds from the preceding five years.
- 14.9 The amount available to an employee is dependent upon the years of accumulation.
- 14.10 Costs associated with professional development will be paid by the employer when access to professional development is approved. This will include costs for attendance at conferences and reasonable travel, accommodation and meals.





- 14.11 An employee's attendance at approved professional development will be counted as being on duty.
- 14.12 Where an employee is absent from their normal duties due to Professional Development, their workload will be managed as appropriate to the duration of absence and the workload, and may include replacement staffing. The parties acknowledge that workload should not be an impediment to undertaking Professional Development and that adverse impact on other employees should be avoided.
- 14.13 Nothing in this section precludes the ability of either the employee to apply for or the employer to grant any funding or other support for Professional Development/Training in excess of the entitlement at subclause 14.7 above.
- 14.14 Management of funds and approvals are to be undertaken at appropriate radiation therapist level with the delegated authority for budgets. This will occur in consultation with the Clinical Senior within the Agency that encourages equitable access, maximises relevance and efficiencies and enables approvals by an appropriate health professional.
- 14.15 A decision on any application for access to funding for Professional Development made under this section will be communicated to the applicant within 14 days of the submission to the relevant delegate.
- 14.16 In the event of a dispute, the Grievance and Dispute Procedure in the relevant Award applies.

## 15 NOVATED LEASE

- 15.1 Employees may elect to salary sacrifice a proportion of their salary for the novated lease of a motor vehicle subject to compliance with any Tasmanian or Australian Government directive and legislation.
- 15.2 Salary sacrifice arrangements are to be administered by one or more organisations nominated by the employer following consultation with the unions.
- (i) All fringe benefits tax, other liabilities, and/or direct administrative costs incurred by a salary sacrifice arrangement under this clause is the employee's responsibility and does not create any employer liability.
  - (ii) The salary payable to an employee who enters into a salary sacrifice arrangement is the salary payable under that arrangement.
  - (iii) Payment of an accrued leave entitlement, or in lieu of notice, made to an employee who ceases employment and employer and employee superannuation contributions and overtime and penalty rates are based on the salary that would have been payable had the salary sacrifice agreement not existed.
  - (iv) An employee who withdraws from a salary sacrifice arrangement is required to comply with the requirements of the administrator of that arrangement.





## 16 SAFE WORKING AND FATIGUE MANAGEMENT

- 16.1 The THS Leave Management policy provides the framework for managing the leave for Radiation Therapists. This ensures that all Radiation Therapists are able to take their annual leave entitlements at appropriate intervals throughout the year, by mutual agreement with the relevant manager, and there is a fair and equitable distribution for the timing of leave among the staff at each particular workplace.
- 16.2 Any requirement for a Radiation Therapist to work a double shift must be treated as a serious clinical incident and recorded on the Safety Reporting and Learning System (SRLS).
- 16.3 Disruption to an employee's normal sleep routines by being available, according to Part VII Clause 6 of the Health and Human Services Award, may result in a loss of adequate, high quality, restorative sleep. Fatigue is tiredness that results from physical or mental exertion. Undertaking radiation therapist duties in a hospital environment over a sustained period of time may cause fatigue. Both lack of sleep and fatigue, individually and in combination can affect performance, individual health and safety and the safety of others.
- 16.4 The employer is to ensure that the working arrangements of employees who are to remain available to return to work are integral to normal business planning and is reviewed regularly.
- 16.5 When an employee works extended hours by being recalled to work, prior to the next shift, a sufficient break should be taken, without loss of pay, for the employee to recover before commencing a further period of intense concentration.
- 16.6 When recall to duty occurs particular attention should be given to an employee's current and recent work pattern to minimise sleep disruption and fatigue, and any consequential reduction of work performance, to address any individual health and safety concerns.
- 16.7 The employee has a responsibility to meet health and safety obligations and to take reasonable care not to put themselves or others at risk.

## 17 APPOINTMENT SALARIES

- 17.1 The minimum salary on appointment for the following roles is as follows:
  - (i) Bachelor degree or graduate entry Masters leading to general registration with AHPRA – RT Level 1-2 Level 2.
- 17.2 This clause does not restrict the ability of the employer to appoint employees to salary points higher than this minimum salary.

## 18 MARKET ALLOWANCE

- 18.1 On receipt of an application, the employer may determine to pay a market allowance of up to 20 per cent of the maximum salary level specified in each grade of the classification structures



detailed in Schedule 1 of this agreement where it can be demonstrated to the satisfaction of the employer the following applies to a specific group or role:

- (i) Highly specialist skills at the respective work value level and/or;
- (ii) Scarcity of skills compared to other similar roles at the work value level and/or;
- (iii) High paying market rates for the particular role at the work value level.

18.2 In exceptional circumstances involving attraction and retention issues for a specialised group or role, the employer may determine a total package of conditions in excess of 20 per cent of the maximum salary level in each grade of the classification structure detailed in Schedule 1 of this agreement.

The details of the market allowance are to be expressed in the employee's instrument of appointment.

## 19 OVERTIME

Notwithstanding Part VII 3(b) of the Health and Human Services Award an RT subject to this Agreement is eligible for payment for overtime worked, if the Head of Agency or person authorised by the Head of Agency has approved overtime to be worked.

## 20 RT LEVEL 2 PERSONAL PROGRESSION PATHWAY

An RT Level 2 Personal Progression Pathway is available to RT level 2 employees covered by this Agreement, as set out in Schedule 4 of this Agreement.

## 21 COMPETENCY PROGRESSION BARRIER (LEVEL 1-2)

21.1 Salary Progression from Level 1 to Level 2 is subject to meeting normal performance management criteria, which includes advancement and accelerated assessment and does not require promotion.

21.2 Competency Progression

- (i) A Radiation Therapist may, after reaching the classification Level 1-2 Year 6, apply to the Chief Radiation Therapist for progression to RT Level 2 Year 1. This application must address the criteria as stipulated in Clause 21.4.
- (ii) This application must be supported in writing by a senior member of staff (Level 3 or 4).
- (iii) The application will be assessed by a panel consisting of the Chief Radiation Therapist and two RT level 4s (or above) located at sites other than the applicant. This panel will make a recommendation to the delegate who may approve this competency progression.
- (iv) If the RT demonstrates they meet the requirements specified at Clause 21.4, they will be progressed to Level 2 Year 1 on their next anniversary.





- (v) An RT who is unsuccessful for competency progression may re-apply prior to their next anniversary date.

#### 21.3 Accelerated Competency Progression

- (i) An RT Level 1 may, after reaching classification Level 1-2 Year 5, apply to the Chief Radiation Therapist for accelerated competency progression to RT Level 2 Year 1. This application must address the criteria as stipulated in Clause 21.4.
- (ii) This application must be supported in writing by a senior member of staff (Level 3 or 4).
- (iii) The application must be submitted before the employee increments to Level 1 Year 6 but may be assessed after the employee has incremented to Level 1 Year 6
- (iv) The application will be assessed by a panel consisting of the Chief Radiation Therapist and two RT level 4s (or above) located at sites other than the applicant. This panel will make a recommendation to the delegate who may approve this accelerated progression. If the RT demonstrates they meet the requirements specified at Clause 21.4, they will be progressed to Level 2 Year 1, with effect from the date of their application.

#### 21.4 Competency Progression / Accelerated Competency Progression Criteria

RTs seeking appointment at Level 2 Year 1 are required to demonstrate a high level of knowledge and proficiency in treatment planning or delivery in at least two of the following:

- (i) Whole Central Nervous System
- (ii) Multifield junctional techniques (three fields or more)
- (iii) Complex conformal Radiation Therapy techniques
- (iv) Brachytherapy (both treatment and planning)
- (v) Radiosurgery/Stereotactic
- (vi) Modulated Radiation Therapy techniques (IMRT/VMAT/Hybrid)
- (vii) Complex radiation therapy techniques related to specific trials and protocols and the development of techniques and commissioning of new pieces of equipment or significant contribution to quality improvement activities of the department
- (viii) Complex mould room procedures
- (ix) Patient care (through completion of relevant educational activities)

Any new technologies or procedures may be included in the above listed criteria by agreement as they are incorporated into practice.

In addition, RTs at this level are expected to be able to demonstrate active participation/involvement in research and development through associated reports, presentations, conferences, publications or workplace in-services.





## 22 TRANSITION OF RADIATION THERAPIST AGREEMENT TO ALLIED HEALTH PROFESSIONAL AGREEMENT

The parties commit to continuing discussions to facilitate the transition of Radiation Therapists into the Allied Health Professional Agreement within 12 months of the registration of this Agreement.

## 23 REVIEW OF CAREER STRUCTURE AND CLASSIFICATION STANDARDS

The parties agree to review the Radiation Therapists' career structure and classification standards over the life of the agreement.

## 24 DAY WORKERS – CHRISTMAS CLOSE DOWN DAYS

- 24.1 Notwithstanding Part IX Clause 5(a)(iv) of the Health and Human Services Award, where a Head of Agency determines to close an Agency or part of an Agency for the period commencing from Christmas Day and ending on New Year's Day including days that are not State Service Holidays with Pay, day workers who work in that Agency or parts of that Agency that are closed will be entitled to three (3) Christmas close down days with pay to cover those usual working days without deduction from recreation leave.
- 24.2 Where a day worker entitled to the Christmas close down days is directed to attend work on any of those three (3) Christmas close down days, they will have access to the Christmas close down days worked up until 30 June of that same year. Any Christmas close down day/s not taken before 30 June of that year will be forfeited.
- 24.3 Where a day worker is entitled to Christmas close down days in accordance with 24.2 the day/s are to be taken at a time or times mutually agreed between the employee and the employer. The employer will not unreasonably deny an employee an opportunity to access these days.
- 24.4 The rate of salary paid to an employee directed to work on a Christmas close down day will be the normal rate of salary the employee would have received for the ordinary hours of work during the relevant period.



- 24.5 For those employees covered by the Health and Human Services Award who are entitled to leave loading on recreation leave, no recreation leave loading is payable on the Christmas close down days.
- 24.6 Part-time employees entitled to Christmas close down day/s will only be paid for the days they would normally work during the period from Christmas Day and ending on New Year's Day.
- 24.7 Employees eligible for Christmas close down days who are on a period of unpaid or paid leave (other than recreation leave) and who would not otherwise be at work will not be eligible for Christmas close down days.
- 24.8 Christmas close down days do not accrue and any days not accessed in accordance with 24.2 are not eligible to be paid out on cessation of employment.
- 24.9 Heads of Agency are to determine by 1 November of the relevant year whether the Agency or parts of the Agency are to be closed for the for the period commencing from Christmas Day and ending on New Year's Day. This determination will be communicated to employees by 1 November each year. Where the determination by the Head of Agency for an Agency or part of an Agency is different from the determination made in the previous year, the Head of Agency will provide reasons why the determination has changed.
- 24.10 This clause is subject to review over the life of the Agreement.

## 25 GRIEVANCES AND DISPUTE SETTLING PROCEDURE

- 25.1 The parties are committed to avoiding industrial disputation about the application of this Agreement.
- 25.2 If a grievance or dispute arise about the application of this Agreement:
- (i) In the first instance, it is to be dealt with at the workplace by appropriate employer and employee representatives;
  - (ii) In circumstances where discussions at that level fail to resolve the grievance or dispute, the issue will be referred to appropriate union and management representatives; and
  - (iii) If still unresolved, the matter will be referred to the Tasmanian Industrial Commission.
- 25.3 Where a grievance or dispute is being dealt with under this process, normal work will continue.
- 25.4 This grievance and dispute procedure does not take away an employee's rights to seek redress of a grievance either under the *State Service Act 2000* or the *Industrial Relations Act 1984*, or any other relevant legislation.

## 26 NO EXTRA CLAIMS



The parties to this Agreement undertake that, for the life of this Agreement, they will not initiate any additional claims regarding salary or conditions of employment.






## SIGNATORIES

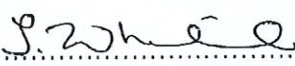
SIGNED FOR AND ON BEHALF OF

The Minister administering the *State Service Act 2000*

Signed:   
Name: Jane Fittor  
Date: 19.6.23

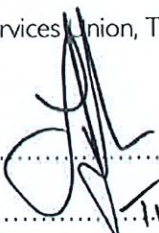
SIGNED FOR AND ON BEHALF OF

The Community and Public Sector Union (State Public Services Federation Tasmania) Inc

Signed:   
Name: Thirza White  
Date: 19.6.23

SIGNED FOR AND ON BEHALF OF

Health Services Union, Tasmania Branch

Signed:   
Name: Tim Jacobson  
Date: 19/6/23



## SCHEDULE I – CLASSIFICATION STANDARDS AND STRUCTURE – RADIATION THERAPY

### Preamble

All RTs must complete a tertiary entry to practice qualification accredited by the Medical Radiation Practice Board of Australia (MRPBA).

The RT Classification Standards determine the classification level for RTs employed in the Department of Health. The RT Classification Standards align to the RT career structure and are based around seven domains, each containing a number of descriptors.

- **Focus:** the primary purpose of the work
- **Context and Framework:** the operating environment and decision-making framework
- **Knowledge, Skills and Expertise:** includes qualifications and experience
- **Interpersonal Skills:** oral and written communication skills and the ability to lead people and manage relationships.
- **Judgement:** critical thinking, problem solving and decision-making requirements
- **Influence:** the impact of the work
- **Leadership, Accountability and Responsibility:** the principal responsibilities of the work

The RT Classification Standards provide an objective guide to assess statements of duties against and determine classification levels that are consistent across regions. Positions are classified according to assessment against the domains, not just by position title.

A 'best fit' approach applies to classifying RT roles against the RT Classification Standards. The domains have equal weight or effect and no classification standards (descriptors) within a domain has more importance than another. Some classification standards (descriptors), however, are more relevant in describing different types of work than others, and therefore will have more influence in classifying that work. Naturally, not each and every classification standard (descriptor) applies to any individual job. The RT Classification Standards are appropriately used when particular domains and the overall theme or "feel" of a particular classification level, provides the "best fit" to an employee's duties. In using the RT Classification Standards it is important to consider particular organisational arrangements, such as the reporting relationships above and below specifically assigned duties.

The RT Classification Standards will be reviewed when the Agreement is renegotiated, generally every three years, to ensure that they remain contemporary.

### Definitions

Term	Definition
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Accreditation	Accreditation is a recognised evaluation process to assess quality and safety. In these classification standards (descriptors), the term may refer to accreditation in the context of education and training programs and/or profession specific requirements to practice, and/or accreditation of facilities and/or services against various national standards.
Advanced	A very high level of competency, skill and expertise gained through extensive experience, continuing professional development and/or post graduate education and training.
Broad supervision and direction	Means an employee possesses advanced knowledge, skills and expertise, and is considered highly competent in their profession, exercises advanced professional judgement and requires little guidance. An employee receives instruction in the form of broadly stated objectives. They have a delegated level of authority and discretion to plan and otherwise achieve results and are expected to plan and complete work independently, can suggest and initiate improvements and can deal competently with highly complex matters.
Clinical/professional leadership	<p>Leadership is the capacity to guide the development of individuals, teams, services, functions and/or programs, especially as related to influencing strategic direction and the setting of standards of practice.</p> <p><i>Clinical leadership</i> is the application of leadership in a clinical context and relating to clinical services and clinical outcomes.</p> <p><i>Professional leadership</i> is the application of leadership in a professional context including in relation to professional knowledge and professional governance.</p> <p>The term is further defined at different classification levels as 'proficient', 'advanced' and 'expert'.</p>
Clinical/professional supervision	<p>Supervision relates to the ongoing development of skills and knowledge required by the RT under the guidance of a more senior RT. It ensures the RT achieves and maintains the expected professional standards of work. The supervisor may not necessarily be the RT's day-to-day manager.</p> <p><i>Clinical supervision</i> is the component of supervision which specifically focuses on developing clinical skills and furthering clinical abilities through facilitated reflection on clinical scenarios, multidisciplinary approaches or profession-specific development.</p> <p><i>Professional supervision</i> is the component of supervision dedicated to facilitating in-depth reflection on non-clinical specific tasks or duties, that still fall within the duties of the RT. This could include project management skills, general communication and prioritisation skills, general career discussions or teamwork issues.</p>





	<p>The level of supervision may be direct, close, routine, limited or broad for RT levels A to 4. RT levels 5 and 6 operate with considerable autonomy or autonomously with varying levels of direction in the context of professional supervision.</p> <p><i>Please Note: It is recognised that all RTs require supervision and support in the execution of their roles regardless of level and that this is an expectation in relation to complying with professional standards and governance arrangements.</i></p>
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Close supervision and direction	Requires that the supervisor is readily available for direct supervision on an agreed frequent basis and closely supervises the work, providing clear, detailed and specific instructions. The RT works as directed and consults with the supervisor as needed on all matters not covered in the original instruction.
Complex	Complicated, involved, intricate and involving many different influences. Complex clinical/professional work denotes work in which the range of options is imprecise, requires high-level application of general principles, and may require some adaptation of accepted practices and procedures. The work commonly involves elements or interrelationships between tasks.  The extensions of complex are 'highly complex' and 'exceptionally complex'.
Competent	Achieving an agreed level of capability that allows adequate performance at a given classification level.
Comprehensive cancer service	A service that includes radiation therapy, chemotherapy and haematology
Corporate impact	Means a measure of the effect of decisions made or advice required in a position on Agency policies and operations and the achievement of objectives.  Corporate impact is direct in the case of decisions taken, e.g. in determining policy or committing resources or indirect where advice or recommendations are involved. The effect of advice or recommendations is a measure of the influence of the advice and recommendations upon the decision-maker and the consequences for the organisation of the decision made. Recommendations of a highly technical or specialised nature, for example may influence the work of a major function or area of the Agency's operations or have an effect beyond the Agency.
Critical	May be used in the sense commonly accepted in relation to critical issues or critical decision making.  Critical radiation therapy work requires independent professional judgement and judicious evaluation to inform decision making and where the effects of decision-making impact the work area and outcomes for the radiation therapy team and/or radiation therapy service.
Demonstrates	An appointee to a role exhibits a given characteristic required of the role in either an easily observable or readily quantifiable way.
Direct supervision	Requires that the supervisor is proximate and available to supervise the work. The supervisor provides clear, detailed and specific instructions. The RT works as directed and consults with the supervisor on all matters not covered in the original instruction.



Expert	Means extraordinary proficiency and connotes high level knowledge, skill and expertise in radiation therapy and/or sub-specialty gained through extensive experience and post-graduate education and training.
FTE	Full Time Equivalent includes all professional, technical or support employees under management of a given individual or in a radiation therapy service or team. May include those FTE for which both operational and professional responsibility is held.
Generalist	A RT who works to the full scope of practice of the profession. This may include working to extended or advanced scope of practice.
Governance	<p>Governance encompasses the system by which an organisation is controlled and operates, and the mechanisms by which it, and its people, are held to account. Ethics, risk management, compliance and administration are all elements of governance. Includes corporate governance, professional governance and clinical governance</p> <p><i>Corporate governance</i> refers to the framework of rules, relationships, systems and processes within and by which authority is exercised and controlled in organisations.</p> <p><i>Professional governance</i> pertains to a specific profession and includes the roles and responsibilities that are attributed to maintaining and being accountable for professional standards and quality. Elements of professional governance may include but are not limited to;</p> <ul style="list-style-type: none"> <li>(a) Profession-specific supervision framework;</li> <li>(b) Competency assessment and review;</li> <li>(c) Performance and development;</li> <li>(d) Professional development and training; and</li> <li>(e) Clinical audit processes.</li> </ul> <p><i>Clinical governance</i> is the set of relationships and responsibilities established by a health service organisation between its state or territory department of health (for the public sector), governing body, executive, clinicians, patients, consumers and other stakeholders to ensure good clinical outcomes.</p> <p>This includes activities at the individual and professional level and may include but are not limited to;</p> <ul style="list-style-type: none"> <li>(a) Endorsement (clear standards e.g. credentialing, competency assessment);</li> <li>(b) Development (e.g. professional support); and</li> </ul>

	(c) Monitoring/reporting processes (e.g. registration checks, clinical audit).
Guidance	Informal professional advice about what to do and how to do it and given without close supervision.
Limited supervision and direction	<p>Means that an occupant possesses proficient knowledge, skills and expertise and demonstrate proficiency in their profession, exercise initiative and judgement, require limited guidance and are expected to plan and complete work with considerable independence. Supervision is provided on an agreed basis and / or as required for novel, complex or critical situations for which there are no documented precedents.</p> <p>Work may be subject to progress checks but where these checks are made, they are usually confined to ensuring that in general terms, satisfactory progress is being made. In a small number of cases, where the work is novel or critical, checks may include an assessment of the integrity of tasks/activities as they are completed.</p>
Managerial responsibilities	Includes responsibilities related to the management of radiation therapy teams and/or services, including but not limited to accountability for human, financial and information resources and assets under the control of the position. May include managerial responsibility for related professions such as radiation oncology medical physics and/or those operating within the scope of a comprehensive cancer service. Managerial responsibilities also include implementation of strategies and processes, achievement of objectives and to ensure that professional standards and governance arrangements are complied with.
Mentoring	Informal professional development activity designed to enhance the knowledge, skills and abilities of others by actions such as role modelling, advocacy and support to other health professionals.
MRPBA	Medical Radiation Practice Board of Australia
Multi-disciplinary	The combination of several health professions. This could include different professions e.g. medical physicist, psychologist, social worker, medical practitioner or nurse as well as technicians, assistants and/or administrative staff.
Novel	Encompasses work requiring a degree of creativity, originality, ingenuity and initiative, and of a type of work not normally undertaken. The term may refer to the introduction of a new technology or process used elsewhere.
Operational management	Relates to roles and responsibilities that support the day-to-day management of radiation therapy teams and/or services including recruitment, service planning and development, staff management, service reporting budget management etc.



	It may or may not include human resource, financial and/or information management delegations.
Professional judgement	Critical thinking, problem solving and decision-making requirements in the context of professional knowledge, skills and expertise.
Proficient	A high level of competency and skill gained through experience and advancing the employee's level of professional knowledge. This may be achieved through continuing professional development and/or post graduate education and training.
Quality assurance	A program for the systematic monitoring and evaluation of the various aspects of a project, service, or facility to ensure that standards of quality are being met. May be a regulatory and/or accreditation requirement.
Radiation therapy knowledge	<p>The knowledge of principles, techniques and skills applicable to the radiation therapy or a sub-specialty. Radiation therapy knowledge is obtained from completing a tertiary entry to practice qualification accredited by the MRPBA, as well as experience, continuing professional development and/or formal post entry level tertiary education and training.</p> <p>The term is further defined at different classification levels by terms such as 'routine', 'proficient', 'advanced' and 'expert'.</p>
radiation oncology multidisciplinary team.	Includes radiation therapists, radiation oncology medical physicists, other allied health professionals, medical and nursing staff.
Reference point	Responsibility of a role to provide advice, guidance, and support.
Routine	Refers to the type of tasks and duties that align with the threshold professional capabilities/competencies relevant to radiation therapy and/or other conventional established practices, methods and professional standards.
Routine supervision and direction	<p>Means that an employee has good position knowledge, skills and abilities and can deal with most routine tasks/duties. Instruction is provided regarding what is required, including the method of approach and any unusual or difficult features, except where they are familiar with the work. Normally, the immediate supervisor provides the instruction.</p> <p>Routine supervision requires that the supervisor is available for direct supervision on an agreed and regular basis, with additional supervision provided as required or as requested, particularly where guidance is sought for more complex matters, but in general the employee can perform their duties without close supervision.</p>
RT	Radiation therapist



Service	A service is defined by the context in which it is operated within the Agency. The contextual information regarding the customers and the nature of the service provided is what needs to be provided to determine the classification of the position. Contributing factors can include but are not limited to size, scope, complexity and influence. Use of the term "service" is a conceptual statement and overrides any use of the term within the organisational nomenclature of the time.
Specialised	Means the combination of expert level knowledge, skills and experience within a given profession that is obtained through post-graduate education and training, experience and continuing professional development, and may include  (a) specialised area of practice within a profession and/or  (b) specialised methods, procedures, and/or techniques within the scope of practice of a profession
Specialist	Refers to the definition under the <i>Health Practitioner Regulation National Law</i> (as in force in each state and territory) Act 2010. Use of the term is restricted by the National Law and recognition by any profession needs approval by the ministerial council. Scope of practice determined by recognised boundaries of specialist practice. Is registered as a specialist by AHPRA. For the purpose of evaluation "specialist" describes a health practitioner recognised for their breadth of knowledge and skill within their specialised area of practice.
Statewide	The impact of the role that may influence services, professional groups, or clinical practice across the whole of Tasmania. Statewide is the scope of practice required of the role, not the person.
Sub-specialty	Describes a more focused scope of practice within that of a profession. May include where the RT works with a discrete patient/client group in a defined setting or where the RT's work is focused on particular methods, procedures, and/or techniques. A new graduate may work in a sub-specialty area of practice. Does not determine the level of practice.
Team	A sub-set of employees within a service.
Treatment, planning or peripheral sub-section	
Work area	The area in which an employee works. May be part of a radiation therapy team and/or service.

RT level A

FOCUS





<ul style="list-style-type: none"> <li>▪ RT level A is designed to facilitate employment of RT students, generally during the period encompassing completion of pre-entry tertiary program requirements until their qualification is conferred and essential requirements for employment as an RT level 1-2 are met (i.e. general registration with the MRPBA).</li> <li>▪ Consideration may be given to employing RT students over the course of their final year. However, RT level A must not be used to employ an RT student undertaking a professional experience placement or work integrated learning that is a requirement of their pre-entry tertiary qualification.</li> <li>▪ An RT level A is not an autonomous practitioner and must work under direct supervision of an experienced RT and receive close direction to undertake a limited range of routine professional work for which they have been assessed as competent by the Employer.</li> <li>▪ Actively participates within the radiation therapy service and collects required data and other information.</li> <li>▪ May participate in other activities related to education and training, research, quality improvement, projects, policy and/or regulation.</li> <li>▪ May work alongside other RT students but must not have supervisory responsibilities.</li> <li>▪ RT level A is reserved for fixed term and casual employment. Employees must not be permanently appointed to RT level A positions.</li> </ul>
<b>CONTEXT AND FRAMEWORK</b>
<ul style="list-style-type: none"> <li>▪ Operates within legislation, regulations, professional standards and operational guidelines, systems, and processes under direct supervision.</li> </ul>
<b>KNOWLEDGE, SKILLS AND EXPERTISE</b>
<ul style="list-style-type: none"> <li>▪ RT level A employees must be currently enrolled in the final year of a pre-entry tertiary program accredited by the MRPBA and hold student registration with the MRPBA.</li> <li>▪ Demonstrate a limited range of knowledge, skills, and experience within the scope of practice of a RT for which they have been assessed as competent by the Employer with the ability to apply established methods and procedures toward the completion of required tasks.</li> <li>▪ Demonstrates competent knowledge and skill to provide information to clients, colleagues and stakeholders.</li> <li>▪ Demonstrates the ability to participate in quality or service improvement activities under direct supervision.</li> </ul>
<b>INTERPERSONAL SKILLS</b>
<ul style="list-style-type: none"> <li>▪ Demonstrates the ability to work in a team.</li> </ul>

<ul style="list-style-type: none"> <li>▪ Builds and maintains effective relationships with patients/clients, colleagues and stakeholders.</li> <li>▪ Demonstrates the ability to apply effective written and verbal communication skills to perform radiation therapy work commensurate with level of competence.</li> </ul>
<b>JUDGEMENT</b>
<ul style="list-style-type: none"> <li>▪ Demonstrates sound reasoning skills and ability to explain decision-making.</li> <li>▪ Demonstrates understanding of relevant legislation, regulations, professional standards, established radiation therapy practices or methods and operational guidelines, systems, and processes.</li> </ul>
<b>INFLUENCE</b>
<ul style="list-style-type: none"> <li>▪ The work supports effective provision of radiation therapy services.</li> <li>▪ The work supports service delivery performance, achievement of objectives and outcomes for the radiation therapy service.</li> </ul>
<b>LEADERSHIP, ACCOUNTABILITY AND RESPONSIBILITY</b>
<ul style="list-style-type: none"> <li>▪ Performs radiation therapy work commensurate with level of competency under the direct supervision of an experienced RT.</li> <li>▪ Manages own professional standards and regulatory requirements relating to student registration with the MRPBA.</li> <li>▪ Responsible for the appropriate use of allocated resources.</li> <li>▪ Contributes to management activities including governance related activities and collection of statistics and other information or data.</li> </ul>

#### RT level 1-2

<b>FOCUS</b>
<p>RT level 1-2 is a broad banded classification level that encompasses newly qualified to developing RTs with a competent level of professional knowledge and skill, gained through satisfactory completion of a pre-entry tertiary qualification accredited by the MRPBA and registered with the MRPBA.</p> <p>RT level 1-2 positions may be advertised as the RT level 1 range to attract new graduates and early career professionals or the RT level 2 range to attract RTs with at least 3- or 4-years' experience, depending on applicable appointment salary prescribed by clause 17. Advertising an RT Level 1-2 position in the RT level 1 range does not remove the broad banded classification or preclude an employee applying for competency progression or accelerated competency progression as prescribed by clause 21 when eligible.</p>





- Performs routine radiation therapy work within a radiation therapy service, operating at the level of professional practice commensurate with level of experience.
- Contributes to management activities including governance related activities and collection of statistics and other information and data.
- May participate in other activities related to education and training, research, quality improvement, projects, policy and/or regulation.
- Initially, works under close supervision and direction. Supervision decreases as experience is gained, until a wide range of tasks and duties are capable of being performed under routine supervision and direction.
- Complex radiation therapy work may be performed under close supervision.
- With experience, provides clinical and/or professional supervision and support to less experienced RTs, other personnel, and students.

#### CONTEXT AND FRAMEWORK

- Operates within legislation, regulations, radiation therapy professional standards and operational guidelines, systems, and processes.
- May modify established radiation therapy practices or methods within scope of practice according to professional, policy, regulatory and/or technological requirements, developments, and evidence.

#### KNOWLEDGE, SKILLS AND EXPERTISE

- Demonstrates recognised radiation therapy knowledge, skills, and expertise, to a competent level, obtained through completion of a pre-entry tertiary qualification accredited by the MRPBA.
- Demonstrates the ability to apply established methods and procedures toward the completion of required radiation therapy tasks, commensurate with level of experience.
- Well-developed conceptual, analytical and reasoning skills to research, investigate and make modifications to established radiation therapy practices or methods within scope of practice.
- Demonstrates competent knowledge, skill and expertise in quality improvement and research protocols and applicable methodology relevant to radiation therapy practice under supervision of a more experienced RT.
- Demonstrates ability to participate in activities that may be related to education and training, projects, policy, or regulation, under supervision of a more experienced RT.

#### INTERPERSONAL SKILLS

- Works as an effective, supportive, and cooperative team member in a manner consistent with positive workplace culture.
- Actively participates within the radiation oncology multidisciplinary team.
- Builds and maintains effective professional relationships with patients/clients, colleagues and stakeholders.
- Demonstrates ability to apply effective written and verbal communication skills to perform routine radiation therapy work.
- Demonstrates the ability to effectively disseminate information to stakeholders, in terms which are understandable.
- With experience, provides some support to less experienced RTs, other personnel, and students.
- Under supervision, may be required to interpret and explain complex radiation therapy work.

#### JUDGEMENT

- Exercises routine professional judgement and decision-making capability with increasing independence.
- As experience builds, makes decisions, and solves problems with increasing independence up to and including under routine supervision and direction.
- Interprets and applies relevant legislation, regulations, radiation therapy professional standards, established radiation therapy professional practices or methods and operational guidelines, systems, and processes.

#### INFLUENCE

- The work influences the effective provision of radiation therapy services.
- The work influences service delivery performance, achievement of objectives and outcomes for the radiation oncology service.
- Advice has minimal corporate impact and influence beyond the immediate work area.
- Contributes to how priorities are determined regarding routine radiation therapy work; management activities including governance related activities, collection of statistics and other information and data; and other activities that may be related to education, research, quality improvement, projects, policy and/or regulation.
- With experience and professional development, the level of influence increases through researching, investigating, and supporting modifications to established radiation therapy practices or methods within scope of practice, to achieve outcomes and objectives.



## LEADERSHIP, ACCOUNTABILITY AND RESPONSIBILITY

- Accountable and responsible for provision of routine radiation therapy services under the supervision of more experienced RTs.
- With experience, is capable of, and expected to, prioritise own workload.
- Manages own professional standards and regulatory requirements relating to MRPBA registration.
- Uses allocated resources appropriately.
- Contributes to management activities including governance related activities and collection of statistics and other information or data.
- Participates in professional development, education and training.
- Commensurate with level of experience in role, provides peer support and instruction on matters pertaining to routine radiation therapy work to less experienced RTs.
- Contributes ideas to deliver agreed outcomes.
- Commensurate with level of experience in role, provides clinical/professional supervision and feedback for the performance appraisal and development for students with the support of a more experienced RT.

## RT level 3 (Senior RT)

### FOCUS

- A Senior RT in charge of a treatment, planning or peripheral sub-section.
- Demonstrates a proficient level of radiation therapy knowledge, skills and experience applied to effectively maintain a complex and varied caseload with considerable independence, where principles, procedures, techniques or methods require adaptation or modification to address complex radiation therapy cases or matters. May also undertake novel and/or critical radiation therapy work.
- Performs complex and varied, novel and/or critical radiation therapy work.
- Performs most radiation therapy tasks and duties with considerable independence and receives limited clinical and/or professional supervision and direction.
- Coordinates activities related to governance within the radiation therapy service.
- Coordinates activities that may be related to education and training, research, quality improvement, projects, policy and/or regulation.
- Provides clinical/professional supervision to less experienced RTs, other personnel, and students.

## CONTEXT AND FRAMEWORK

- Operates with considerable independence within established operational guidelines, systems, and processes in a challenging and demanding environment.
- Some interpretation of legislation, regulations, professional standards and operational guidelines, systems and processes may be required to support complex and varied, novel and/or critical radiation therapy work.
- Modifies established radiation therapy practices or methods within scope of practice according to professional, policy, regulatory and/or technological requirements, developments, and evidence to support complex and varied, novel and/or critical radiation therapy work.

## KNOWLEDGE, SKILLS AND EXPERTISE

- Demonstrates proficient radiation therapy knowledge, skills, and expertise to advise colleagues, management and other stakeholders regarding complex and varied, novel and/or critical radiation therapy work.
- Demonstrates proficient radiation therapy knowledge, skills, expertise (in one or more areas of practice/modalities) and clinical/professional leadership skills. Area of practice may be generalist and/or a defined sub-specialty.
- Uses knowledge, skills, and expertise to contribute to the knowledge base of the radiation therapy service and is recognised as a reference point within the radiation therapy service.
- Demonstrates proficient knowledge and understanding regarding RT education and training, including accreditation standards and assessment methodologies relevant to pre-entry level professional experience placements and work integrated learning.
- Demonstrates proficient knowledge and understanding of various research, quality improvement and project management methodologies, and their application in different contexts.
- Demonstrates proficient knowledge and understanding of policy development and regulatory processes and functions.
- Applies evidence that supports continuous improvement of service delivery outcomes.
- Relevant postgraduate qualifications are desirable.

## INTERPERSONAL SKILLS

- Demonstrates proficient communication, interpersonal and clinical/professional leadership skills to align a treatment, planning or peripheral sub-section with the strategic direction and operational and business plans and contributes to a positive workplace culture.
- Actively contributes to the radiation therapy service.



- Develops effective professional relationships with patients/clients, colleagues, and stakeholders to inform and influence clinical outcomes and/or encourage behaviour and other change.
- Communicates complex information clearly and effectively with purpose to patients/clients, colleagues and stakeholders in terms which can be understood and implemented.
- Demonstrates the ability to adjust communication style in response to different purposes and audiences.
- Provides day to day support and supervision to less experienced RTs, other personnel, and students.

#### JUDGEMENT

- Exercises independent professional judgement and decision-making capability in relation to managing own workload, handling complex and varied, novel and/or critical radiation therapy cases.
- Exercises initiative, flexibility, and creativity to improve outcomes for patients/clients and/or achieve outcomes for the radiation oncology service.
- Proficient conceptual, analytical, and reasoning skills to research, investigate and propose options regarding the implementation and delivery of complex and varied, novel and/or critical radiation therapy work.
- Options proposed are constrained by the existing policy and regulatory framework, budget, and resource considerations.

#### INFLUENCE

- The work has a direct influence on effective provision of radiation therapy services and radiation oncology services.
- Work that modifies established radiation therapy practices or methods may affect outcomes for the treatment, planning or peripheral sub-section.
- Advice has limited corporate impact and influence beyond the immediate work area.
- The work has limited influence on the implementation of Government and/or Agency policy, and achievement of related objectives through service delivery outcomes.

#### LEADERSHIP, ACCOUNTABILITY AND RESPONSIBILITY

- Provides advice to supervisors and/or managers regarding treatment, planning or peripheral sub-section matters including but not limited to design, development, and evaluation; options for prioritisation and workload management; equipment and technology.
- Supports day to day operational management through coordination and supervision of workflow/outputs for the treatment, planning or peripheral sub-section.

- Ensures efficient use of resources to deliver agreed outcomes at the treatment, planning or peripheral sub-section level.
- Undertakes, monitors, and reports on governance related activities within treatment, planning or peripheral sub-section.
- Undertakes, monitors, and reports on professional work practices and outcomes within a treatment, planning or peripheral sub-section.
- Assists in identifying training needs and provides feedback to supervisors or managers in relation to the performance appraisal and development, of less experienced RT and other personnel and may support the performance appraisal and development of select staff.
- Supports higher level management to achieve challenging and sometimes competing priorities.
- Represents the work area at meetings and in other forums.
- Provides input into strategic planning for the radiation therapy team and radiation oncology service.





## RT level 4 grade 1

<b>FOCUS</b>
<ul style="list-style-type: none"><li>▪ In charge of a treatment or planning section or education program at the radiation therapy service level.</li><li>▪ An RT with an advanced level of professional knowledge and skill and extensive experience, applied to provide independent radiation therapy services of a highly complex and varied nature, with moderate scope, where principles, procedures, techniques, or methods require constant adaptation or modification to manage and resolve highly complex radiation therapy problems. May also perform novel and/or critical radiation therapy work, particularly where precedent is lacking, and advanced skills are required.</li><li>▪ Performs highly complex and varied, novel and/or critical radiation therapy tasks and duties independently and receives broad clinical/professional supervision and direction.</li><li>▪ Leads activities related to governance, education and training, research, quality improvement, projects, policy and/or regulation, including mentoring, informing changes to established radiation therapy practices, providing radiation therapy advice to shape service delivery and the development of radiation therapy competence in others.</li><li>▪ Provides clinical and/or professional supervision to less experienced RTs, other personnel, and students.</li></ul>
<b>CONTEXT AND FRAMEWORK</b>
<ul style="list-style-type: none"><li>▪ Operates independently within established operational guidelines, systems, and processes in a highly challenging and demanding environment.</li><li>▪ Considerable interpretation of legislation, regulation, professional standards and operational guidelines, systems and processes are required to support highly complex and varied, novel and/or critical radiation therapy work.</li><li>▪ Constant adaptation and modification of established radiation therapy practices or methods and/or trialling of novel practices or methods is required to address highly complex and varied radiation therapy work. Adaptation and modification must remain within scope of practice and according to professional, policy, regulatory and/or technological requirements, developments, and evidence.</li><li>▪ Applies advanced radiation therapy knowledge to develop the knowledge base of others and lead changes to established radiation therapy practices or methods.</li></ul>
<b>KNOWLEDGE, SKILLS AND EXPERTISE</b>
<ul style="list-style-type: none"><li>▪ Demonstrates advanced radiation therapy knowledge, skills and expertise and advanced professional judgement in advising and influencing higher level management and stakeholders regarding highly complex and varied, novel and/or critical radiation therapy work.</li></ul>

- Demonstrates advanced knowledge, skills, and expertise in highly complex, contemporary radiation therapy practice standards, in one or more areas of practice/modalities. Area of practice may be generalist and/or a defined sub-specialty.
- Applies advanced radiation therapy knowledge, skills, expertise and clinical/professional leadership skills to support the development of radiation therapy competence in other members of the team.
- Acts as the reference point for radiation therapy advice across one or more areas of practice or sub-specialties within the departmental section.
- Applies advanced knowledge, skills and expertise that facilitate novel and/or critical decisions and continuous quality improvement in a highly complex and varied, novel and/or critical caseload.
- Demonstrates advanced knowledge, skills and expertise regarding education and training, research, quality improvement, project management, policy development and regulatory matters.
- Relevant postgraduate qualifications are highly desirable and contribute to achieving the advanced professional knowledge, skills and expertise required to operate at this level.

#### INTERPERSONAL SKILLS

- Demonstrates advanced communication, negotiation, conflict management skills and clinical/professional leadership skills to align a departmental section with the operational and business plans, strategic direction, and actively builds and influence a positive workplace culture.
- Leads and motivates others to develop knowledge, skills, and expertise and to work collaboratively as a team, where there are sometimes competing priorities.
- Communicates highly complex information to patients/clients, colleagues and stakeholders in terms which can be understood and implemented.
- Develops and maintains productive relationships with peers and stakeholders with similar levels of skill and experience in related teams to share ideas and to resolve problems.

#### JUDGEMENT

- Exercises advanced professional judgement and decision-making capability in relation to highly complex and varied, novel and/or critical radiation therapy work and to improve and influence radiation therapy competence in others through the provision of clinical/professional supervision and advocacy.
- Demonstrates innovation and adaptability to identify, implement and evaluate solutions to highly complex problems impacting the departmental section or education of radiation therapists.
- Advanced conceptual, analytical, and reasoning skills to research, investigate and propose recommendations regarding the implementation, delivery, and evaluation of highly complex and varied, novel and/or critical radiation therapy work.



- Options recommended are constrained by the existing policy and regulatory frameworks, budget, and resource considerations, but will require the adaptation and modification of established radiation therapy practices or methods and/or trialling of novel practices or methods and may require the development of new operational guidelines, systems, and processes, which may significantly alter outcomes.

#### INFLUENCE

- The work significantly influences the effective and efficient operation of the departmental section or education program.
- Has moderate corporate impact and influence beyond the immediate work area.
- Advice provided results in the adaptation and modification of established radiation therapy practices or methods and/or trialling of novel practices or methods and may require the development of new operational guidelines, systems, and processes.
- The nature of the response required to address emerging evidence and changes in practice will alter the way work is performed within the radiation therapy service and will affect outcomes for the departmental section.
- The work has moderate influence on the implementation of Government and/or Agency policy, and achievement of related objectives, through service delivery outcomes.

#### LEADERSHIP, ACCOUNTABILITY AND RESPONSIBILITY

- Accountable and responsible for provision of autonomous and advanced radiation therapy services of a highly complex and varied, novel and/or critical nature, with moderate scope.
- Provides advice to senior management, colleagues and other relevant stakeholders regarding highly complex professional standards and development of radiation therapy services.
- Responsible for the optimal use of resources to deliver radiation therapy services and achieve agreed outcomes.
- Leads change through service-wide governance related activities and the development of others.
- Has a leadership role within the radiation therapy service that supports higher level management to achieve challenging and sometimes competing priorities.
- Represents the work area with the authority to conduct and commit to a negotiated outcome regarding operational processes and which may have implications beyond the immediate work area.
- Contributes to strategic planning for the radiation therapy service.

RT level 4 grade 2 (Deputy Chief)



<b>FOCUS</b>
<ul style="list-style-type: none"> <li>▪ Deputy Chief Radiation Therapist of a radiation therapy service who provides management assistance and operational support to the Chief Radiation Therapist in ensuring the efficient and effective development and delivery of a high-quality radiation therapy service.</li> <li>▪ Demonstrates an advanced level of professional and managerial knowledge, skills, and experience.</li> <li>▪ Provides operational management to a radiation therapy service, including professional supervision and have a formal role in the performance appraisal and management of staff.</li> <li>▪ Roles classified at this level support higher level management roles with governance related activities and with the allocation, coordination and monitoring of human, physical and financial resources.</li> <li>▪ Influence the development of operational and business plans to support service delivery outcomes.</li> <li>▪ Contributes to the ongoing review of, education, research, policy and/or regulatory matters.</li> </ul>
<b>CONTEXT AND FRAMEWORK</b>
<ul style="list-style-type: none"> <li>▪ Operates with significant independence within established management and operational decision-making frameworks, guidelines, systems and processes and operational and business plans in a highly challenging and demanding environment.</li> <li>▪ Provides leadership to influence the development, implementation and evaluation of operational and business plans that support service delivery outcomes.</li> <li>▪ Established management and operational decision-making frameworks, guidelines, systems, and processes may require considerable interpretation and initiative to achieve service delivery outcomes.</li> <li>▪ Defines core service delivery issues, and develops options for new operational guidelines, systems and processes which may significantly alter outcomes.</li> </ul>
<b>KNOWLEDGE, SKILLS AND EXPERTISE</b>
<ul style="list-style-type: none"> <li>▪ Applies advanced radiation therapy knowledge, skills and expertise and advanced professional judgement with advanced managerial knowledge, skills and expertise and leadership skills to capably perform operational management duties and advise and influence high level management regarding highly complex and varied, novel and/or critical radiation therapy matters.</li> <li>▪ Proficiently provides direction to the radiation therapy service.</li> <li>▪ Demonstrates advanced knowledge and understanding of relevant legislation, regulations, policy, financial and administrative frameworks, government decision-making processes, and demonstrates proficiency in their application to management in the public sector;</li> <li>▪ Demonstrates advanced management knowledge, skill and expertise obtained through experience and development activities, post graduate education or formal qualification. Relevant post graduate</li> </ul>



qualifications in management or system administration are desirable and contribute to the management knowledge and skills required to operate at this level.

- Demonstrates advanced knowledge, skills and experience regarding education and training, research, quality improvement, quality assurance, accreditation, project management, policy development and/or regulatory matters, and expertise to lead related activities.

#### INTERPERSONAL SKILLS

- Demonstrates advanced communication, negotiation, conflict management skills and clinical/professional leadership skills to align a radiation therapy service with the operational and business plans, strategic direction, and actively builds and influences a positive workplace culture.
- Manage staff and stakeholders to facilitate cooperation, teamwork and understanding.
- Develops and maintains productive relationships with peers and stakeholders with similar level of skill and experience in related teams to share ideas and resolve problems.

#### JUDGEMENT

- Proficiently makes managerial decisions.
- Demonstrates innovation and adaptability to identify, implement and evaluate solutions to highly complex problems impacting the radiation therapy service.
- Options recommended are constrained by the existing policy and regulatory frameworks, budget, and resource considerations, but may require the development of new operational guidelines, systems and processes which may significantly alter outcomes.

#### INFLUENCE

- The work significantly influences the effective and efficient operation of the radiation therapy service.
- Has moderate corporate impact and influence beyond the immediate work area.
- Advice provided may require the development of new operational guidelines, systems and processes which may significantly alter outcomes.
- Provides direction to staff to effectively manage the radiation therapy service consistent with the strategic direction, operational and business plans, and priorities.
- The work has moderate influence on the implementation of Government and/or Agency policy, and achievement of related objectives, through service delivery outcomes.

#### LEADERSHIP, ACCOUNTABILITY AND RESPONSIBILITY



- Responsible for operational management including direction of work priorities and practices; monitoring workflow; management of staff, professional supervision, performance appraisal and implementing programs and strategies to address identified training needs.
- Responsible and accountable for supporting higher level management with the allocation, coordination and monitoring of human, physical and financial resources, including administration and control of budget(s), assets and/or facilities.
- Undertakes strategic planning for the radiation therapy service.
- Leads governance related activities within the radiation therapy service.
- Has a leadership role within the radiation therapy service that supports higher level management to achieve challenging and sometimes competing priorities.
- Represents the work area with the authority to conduct and commit to a negotiated outcome regarding operational processes and which may have implications beyond the immediate work area.





## RT level 5 (Chief)

<b>FOCUS</b>
<ul style="list-style-type: none"><li>▪ The Chief Radiation Therapist is responsible for the effective and efficient management, operation, development and delivery of a high-quality radiation therapy service.</li><li>▪ Expert level radiation therapy knowledge and managerial knowledge, skills, and experience.</li><li>▪ Responsible for managing a radiation therapy service including governance related activities.</li><li>▪ Sets strategic direction, and is responsible for operational and business planning, for the radiation therapy service, with the allocation, coordination and monitoring of human, physical and financial resources.</li><li>▪ Has a direct influence in the development, interpretation and implementation of operating guidelines, systems, and processes.</li><li>▪ Has significant corporate impact and influence beyond the immediate work.</li><li>▪ Provides professional supervision to peers and/or subordinates and has a formal role in the performance appraisal and management of staff.</li></ul>
<b>CONTEXT AND FRAMEWORK</b>
<ul style="list-style-type: none"><li>▪ Operates with considerable autonomy and limited direction regarding managerial and operational matters.</li><li>▪ Operates in accordance with Government and/or Agency objectives and policy to effectively manage the radiation therapy service in a highly challenging, complex, and sensitive environment subject to constant change and influenced by social, political, and industrial events.</li><li>▪ Determines appropriate priorities, strategies, milestones and approaches for the radiation therapy service.</li><li>▪ Requires innovation and interpretation as existing precedents and policy may be limited. Emerging issues can be due to significant operational concerns and can anticipate regulatory change.</li></ul>
<b>KNOWLEDGE, SKILLS AND EXPERTISE</b>
<ul style="list-style-type: none"><li>▪ Applies expert radiation therapy knowledge and managerial knowledge, skill and expertise to effectively lead and manage the radiation therapy service.</li><li>▪ Demonstrates ability to articulate and implement strategic direction for the radiation therapy service.</li><li>▪ Advocates for and influences the radiation therapy service, generally on matters of high importance, using negotiation and conflict management skills with relevant stakeholders.</li></ul>

- Expert knowledge and understanding of relevant legislation, regulations, policy, financial and administrative frameworks, government decision-making processes, and demonstrates the ability to manage and advise others regarding their application to management in the public sector.
- Demonstrates expert professional leadership in the development, implementation and evaluation of strategic, operational, and business plans and other work related to governance.
- Demonstrates recognised managerial expertise, knowledge and skills obtained through formal qualifications, postgraduate education and training, or continuing professional development.
- Participates in statewide committees and may be a representative on national committees.

#### INTERPERSONAL SKILLS

- Leads and manages in a manner that exemplifies and establishes positive workplace culture.
- Manages staff and stakeholders to achieve Government and/or Agency objectives where there are multiple competing priorities.
- Builds and maintains effective relationships with a diverse range of stakeholders; nurtures internal and external relationships; facilitates cooperation and partnerships and values differences and diversity in a highly challenging, complex, and sensitive environment.
- Engages and collaborates with internal and external stakeholders to identify strategic opportunities and resolve complex and significant operational issues that have highly significant corporate impact within the Agency, and which may impact external stakeholders.
- Works constructively as a member of the radiation oncology service leadership team.

#### JUDGEMENT

- Exercises expert professional judgement in relation to the management of a radiation therapy service and identifies, defines, and develops recommendations for Government and/or Agency regarding complex operational matters and/or improved delivery of a radiation therapy service. This may require the development of new solutions to unusual or emerging problems, including where precedent and policy may be limited.
- Demonstrates the ability to understand the political, social, and operational environment to identify complex and significant operational issues and make recommendations on strategies and approaches to remediate complex and significant operational issues.
- Recommendations made are constrained by the policy and regulatory framework, budget, and resource considerations, but may require the development of new (and/or adaptation of established) service delivery methodologies.

#### INFLUENCE

- The work has significant influence on the achievement of Government and/or Agency objectives.



- Contributes to the development of managerial competence in others within or outside the radiation therapy service through mentoring, supervision, and support.
- Has significant corporate impact and influence beyond the immediate work area.
- Provides management advice and service delivery outcomes are altered as a result.
- Decisions may alter how Government and/or the Agency responds to emerging trends, including new (and/or adaptation of established) service delivery methodologies, adoption of new systems or methods, and/or changes to the way work is organised and/or performed.
- Alternative sources of advice are limited within the Agency.
- Provides high-level advice and recommendations directly to executive management regarding the radiation therapy service under their control.

#### LEADERSHIP, ACCOUNTABILITY AND RESPONSIBILITY

- Accountable and responsible for senior leadership and strategic direction for the radiation therapy service, including the development and implementation of important strategic corporate initiatives in response to emerging challenges and which may include complex and/or specialised service delivery models.
- Accountable and responsible for providing senior leadership and for setting clear performance expectations; performance management and development of staff; and supporting staff to maintain focus and productivity.
- Accountable and responsible for the administration, direction and control of human, physical and financial resources under the control of the position, including meeting specified financial, quality, and other key performance indicators.
- Sets, implements, and reports on strategic direction for the radiation therapy service.
- Leads governance related activities across the radiation therapy service.
- Represents with the authority to conduct and commit to a negotiated outcome regarding objectives, concepts, strategies, and policies for the radiation oncology service, and which have implications beyond the immediate work area.



## RT level 6 (Chief RT/Operations Director)

<b>FOCUS</b>
<ul style="list-style-type: none"> <li>▪ The Chief Radiation Therapist/Operations Director is responsible for the effective and efficient management, operation, development and delivery of a high quality radiation therapy service in a multi campus radiation therapy service and also has operations director responsibilities for a comprehensive cancer service.</li> <li>▪ Responsible for leading multiple radiation therapy services and operational director responsibilities for a comprehensive cancer service. The radiation therapy services and teams under the control of the position operate across multiple sites.</li> <li>▪ Sets the overall strategic direction that guides operational and business planning for the comprehensive cancer service under their control.</li> <li>▪ Has overall governance responsibilities for the comprehensive cancer service under their control.</li> <li>▪ Has highly significant corporate impact and influence within the Agency.</li> <li>▪ Provides professional supervision to peers and/or subordinates and has a formal role in the performance appraisal and management of staff.</li> </ul>
<b>CONTEXT AND FRAMEWORK</b>
<ul style="list-style-type: none"> <li>▪ Operates with considerable autonomy and minimal direction within the Agency.</li> <li>▪ Government and/or Agency objectives and policy govern positions classified at this level. Considerable innovation and interpretation are required where precedents and policy are limited.</li> </ul>
<b>KNOWLEDGE, SKILLS AND EXPERTISE</b>
<ul style="list-style-type: none"> <li>▪ Demonstrates professional leadership and management expertise, in a strategic capacity, obtained through extensive prior experience in leadership and management roles.</li> <li>▪ Apply expert professional knowledge, skill, and expertise in a strategic capacity over multiple radiation therapy services and teams within a comprehensive cancer service.</li> <li>▪ Advocates for and influences operational decisions within the Agency, using expert negotiation and conflict management skills with internal and external stakeholders, particularly in response to complex issues in situations of differing interests.</li> </ul>
<b>INTERPERSONAL SKILLS</b>
<ul style="list-style-type: none"> <li>▪ Responsible for leading and establishing positive workplace culture across the radiation therapy services and teams within the comprehensive cancer service under their control.</li> </ul>





- Engage and collaborates with internal and external stakeholders to identify strategic opportunities and resolve complex and significant operational issues that have highly significant corporate impact within the Agency, and which may impact external stakeholders.
- That work constructively as a member of a comprehensive cancer services leadership team.

#### JUDGEMENT

- That exercise expert professional judgement in a strategic capacity over multiple radiation therapy services and the comprehensive cancer service under their control.
- Demonstrates the ability to understand the political, social, and operational environment to identify complex and significant operational issues and make recommendations on strategies and approaches to remediate complex and significant operational issues.
- Recommendations may require the development of novel strategies and approaches, and the outcomes achieved have highly significant corporate impact and influence within the Agency and may impact and influence external stakeholders.

#### INFLUENCE

- Has highly significant influence on the achievement of Government and/or Agency objectives.
- Has highly significant corporate impact and influence within the Agency.
- Provides high-level advice and recommendations directly to executive management regarding the multiple radiation therapy services and the comprehensive cancer service under their control.
- Alternative sources of advice are very limited within the Agency.

#### LEADERSHIP, ACCOUNTABILITY AND RESPONSIBILITY

- Responsible and accountable for senior leadership and strategic direction for multiple radiation therapy services and comprehensive cancer service under their control, including the development and implementation of important strategic corporate initiatives in response to emerging challenges and which may include complex service delivery models.
- That represent areas of responsibility within the Agency with authority to identify and negotiate mutually acceptable solutions to complex issues in situations of differing interests.



## SCHEDULE 2 – SALARY RATES

Classification	Level	Current	\$1000 Cost of Living Base Salary Increase effective ffppcooa 1 Dec 22	3.5% effective ffppcooa 1 Dec 2022	Structural Adjustment to base salary effective ffppcooa 1 Dec 2022	3.0% effective ffppcooa 1 Dec 2023	3.0% effective ffppcooa 1 Dec 2024
RT Level A	A		\$72,832	\$75,381	\$75,381	\$77,642	\$79,971
PROMOTION							
RT 1-2	1	\$76,421	\$77,421	\$80,131	\$80,131	\$82,535	\$85,011
RT 1-2	2	\$81,006	\$82,006	\$84,876	\$84,876	\$87,422	\$90,045
RT 1-2	3	\$85,587	\$86,587	\$89,618	\$89,618	\$92,307	\$95,076
RT 1-2	4	\$90,173	\$91,173	\$94,364	\$94,364	\$97,195	\$100,111
RT 1-2	5	\$94,758	\$95,758	\$99,110	\$99,110	\$102,083	\$105,145
RT 1-2	6	\$99,339	\$100,339	\$103,851	\$103,851	\$106,967	\$110,176
ADVANCED ASSESSMENT POINT							
RT 2-1	7	\$102,037	\$103,037	\$106,643	\$106,643	\$109,842	\$113,137
RT 2-2	8	\$106,543	\$107,543	\$111,307	\$111,307	\$114,646	\$118,085
RT 2-3	9	\$111,050	\$112,050	\$115,972	\$115,972	\$119,451	\$123,035
RT 2-4	10	\$112,700	\$113,700	\$117,680	\$118,680	\$122,240	\$125,907
RT 2-5 qual	11	\$114,333	\$115,333	\$119,370	\$120,370	\$123,981	\$127,700
PROMOTION							
RT 3-1	1	\$115,966	\$116,966	\$121,060	\$121,060	\$124,692	\$128,433
RT 3-1	2	\$121,915	\$122,915	\$127,217	\$127,217	\$131,034	\$134,965
RT 3-1	3	\$123,726	\$124,726	\$129,091	\$130,091	\$133,994	\$138,014
RT 3-1 qual	4	\$126,819	\$127,819	\$132,293	\$133,293	\$137,292	\$141,411
PROMOTION							
RT 4-1-1	1	\$126,819	\$127,819	\$132,293	\$134,293	\$138,322	\$142,472
RT 4-1-2	2	\$129,611	\$130,611	\$135,182	\$135,182	\$139,237	\$143,414
RT 4-1-3	3	\$131,534	\$132,534	\$137,173	\$138,173	\$142,318	\$146,588
RT 4-1-4 qual	4	\$134,823	\$135,823	\$140,577	\$141,577	\$145,824	\$150,199
PROMOTION							
RT 4-2-1	1	\$134,823	\$135,823	\$140,577	\$142,577	\$146,854	\$151,260





RT 4-2-2	2	\$138,450	\$139,450	\$144,331	\$144,331	\$148,661	\$153,121
RT 4-2-3	3	\$140,506	\$141,506	\$146,459	\$148,459	\$152,913	\$157,500
RT 4-2-4 qual	4	\$144,019	\$145,019	\$150,095	\$152,095	\$156,658	\$161,358
PROMOTION							
RT 5-1	1	\$150,232	\$151,232	\$156,525	\$159,525	\$164,311	\$169,240
RT 5-2	2	\$152,463	\$153,463	\$158,834	\$168,834	\$173,899	\$179,116
PROMOTION							
RT 6-1	1		\$171,281	\$177,276	\$177,276	\$182,594	\$188,072
RT 6-2	2		\$179,438	\$185,718	\$185,718	\$191,290	\$197,029



### SCHEDULE 3 – PURCHASED LEAVE SCHEME SALARY RATES

Classification	Level	Current	\$1000 Cost of Living Base Salary Increase effective ffppcooa 1 Dec 22	3.5% effective ffppcooa 1 Dec 2022	Structural Adjustment to base salary effective ffppcooa 1 Dec 2022	3.0% effective ffppcooa 1 Dec 2023	3.0% effective ffppcooa 1 Dec 2024
RT Level A	A		\$70,319	\$72,780	\$72,780	\$74,963	\$77,212
PROMOTION							
RT 1-2	1	\$73,784	\$74,750	\$77,366	\$77,366	\$79,688	\$82,078
RT 1-2	2	\$78,211	\$79,177	\$81,948	\$81,948	\$84,406	\$86,938
RT 1-2	3	\$82,634	\$83,600	\$86,526	\$86,526	\$89,122	\$91,796
RT 1-2	4	\$87,062	\$88,028	\$91,108	\$91,108	\$93,842	\$96,657
RT 1-2	5	\$91,489	\$92,454	\$95,691	\$95,691	\$98,561	\$101,517
RT 1-2	6	\$95,912	\$96,877	\$100,268	\$100,268	\$103,277	\$106,375
ADVANCED ASSESSMENT POINT							
RT 2-1	7	\$98,517	\$99,482	\$102,964	\$102,964	\$106,052	\$109,234
RT 2-2	8	\$102,867	\$103,833	\$107,467	\$107,467	\$110,691	\$114,011
RT 2-3	9	\$107,219	\$108,184	\$111,971	\$111,971	\$115,330	\$118,790
RT 2-4	10	\$108,812	\$109,777	\$113,620	\$114,586	\$118,023	\$121,563
RT 2-5 qual	11	\$110,389	\$111,354	\$115,252	\$116,217	\$119,704	\$123,294
PROMOTION							
RT 3-1	1	\$111,965	\$112,931	\$116,883	\$116,883	\$120,390	\$124,002
RT 3-1	2	\$117,709	\$118,674	\$122,828	\$122,828	\$126,513	\$130,309
RT 3-1	3	\$119,457	\$120,423	\$124,637	\$125,603	\$129,371	\$133,253
RT 3-1 qual	4	\$122,444	\$123,409	\$127,729	\$128,694	\$132,555	\$136,532
PROMOTION							
RT 4-1-1	1	\$122,444	\$123,409	\$127,729	\$129,660	\$133,550	\$137,557
RT 4-1-2	2	\$125,139	\$126,105	\$130,518	\$130,518	\$134,433	\$138,466
RT 4-1-3	3	\$126,996	\$127,962	\$132,441	\$133,406	\$137,408	\$141,531
RT 4-1-4 qual	4	\$130,172	\$131,137	\$135,727	\$136,693	\$140,793	\$145,017
PROMOTION							
RT 4-2-1	1	\$130,172	\$131,137	\$135,727	\$137,658	\$141,788	\$146,042





RT 4-2-2	2	\$133,673	\$134,639	\$139,352	\$139,352	\$143,532	\$147,838
RT 4-2-3	3	\$135,659	\$136,624	\$141,406	\$143,337	\$147,638	\$152,066
RT 4-2-4 qual	4	\$139,050	\$140,016	\$144,917	\$146,848	\$151,253	\$155,791
PROMOTION							
RT 5-1	1	\$145,049	\$146,014	\$151,125	\$154,021	\$158,642	\$163,401
RT 5-2	2	\$147,203	\$148,169	\$153,354	\$163,009	\$167,899	\$172,936
PROMOTION							
RT 6-1	1		\$165,372	\$171,160	\$171,160	\$176,295	\$181,584
RT 6-2	2		\$173,247	\$179,311	\$179,311	\$184,690	\$190,231



## SCHEDULE 4 – RT LEVEL 2 PERSONAL PROGRESSION PATHWAY

The RT Level 2 Personal Progression Pathway is available to RT Level 2 employees covered by the Agreement. Applications can be made at any time subject to the employee meeting the eligibility criteria.

### Eligibility

To be eligible for the Personal Progression Pathway a RT must meet the following criteria

1. A Radiation Therapist may, after reaching the classification RT level 2 year 4, apply to their manager for personal progression to RT level 3 year 1 subject to:
  - 1.1. Be permanently appointed at the Radiation Therapist Level 2 and
  - 1.2. The conduct and performance of the has been assessed as satisfactory.
2. For RTs applying for the Personal Progression Pathway via a recruitment process for a permanent RT level 1-2 position, they must demonstrate a level of employment experience equivalent to that of RT level 2 Year 4.

### Assessment Criteria

The assessment criteria consists of two parts: mandatory and elective criteria

3. An application for personal progression must address the following two mandatory criteria:
  - M1 Consistent high-level performance with demonstrated capability to undertake complex radiation therapy work, in one or more areas of treatment planning or delivery, with considerable independence and limited supervision and direction.
  - M2 Demonstrated clinical/professional leadership skills as evidenced by capability to supervise and mentor lower classified Radiation Therapists and students and coordinate activities that could be related to education and training, research, quality improvement, projects, policy and/or regulatory functions.
4. An application for personal progression must also address at least two of the following elective criteria
  - E1 Satisfactory completion of a relevant Graduate Certificate (or higher post graduate qualification). Post graduate qualifications must be an additional post graduate qualification and cannot be an employee's entry to practice qualification (including honours degrees or graduate entry masters).
  - E2 Satisfactory completion of a relevant formal post-entry level education and training program that is recognised by the profession or industry (i.e. fellowship, certification process or other credential). This must be in addition to an employee's entry to practice qualification and/or professional accreditation or regulation requirements.
  - E3 Recognition as a resource person within the team as evidenced by contribution to developing the knowledge base of others through the development of resources to support practice (i.e. policies, procedures, practice guidelines etc) and informal/internal professional development/training activities, in service presentations etc.





- E4 Demonstrated contribution to the profession, team or service, at a state or national level, such as through active involvement in professional association(s), working parties, committees, boards and/or conferences.

#### Assessment

5. The application will be assessed by a panel consisting of the Chief Radiation Therapists in the THS and two RT level 4s (ie. a Deputy Chief and Clinical Tutor Radiation Therapist) located at a site other than the applicant. This panel will make a recommendation to the delegate who may approve this personal progression.
6. The manager must obtain at least one referee report in relation to the employee's application. If the application refers to evidence outside the workplace (i.e. activities associated with a professional association), a second external referee report should be obtained.
7. Where the Radiation Therapist demonstrates they meet the mandatory and elective criteria, they will receive a personal classification as an RT level 3 and commence on RT level 3 year 1 from the first full pay period commencing on or after the date the applicant submitted their finalised application to their manager. This date will become the applicant's anniversary date for salary increments.
8. Successful applicants will receive a personal classification to RT level 3 and will be provided with a RT level 3 Statement of Duties to ensure transparency regarding expectations of performance and responsibilities.
9. Performance and Development Agreements will be undertaken in the context of the individuals RT level 3 Statement of Duties.
10. Where an RT is assessed as not meeting the mandatory and/or elective criteria the manager is to provide feedback on the application and the reasons for the decision. Note that operational budgetary constraints are not a reason for not approving an application for RT Level 2 personal progression.

#### Personal Progression on Appointment

11. The RT Level 2 Personal Progression Pathway may apply when an RT level 1-2 position is recruited to, provided that the selection process has assessed the candidate's performance and capability against the RT Level 2 personal progression criteria and this is appropriately documented in the selection report.
12. Supplementary information and documentation as part of the application and selection process will be required to ensure that application of the RT Level 2 personal progression pathway via a recruitment process is undertaken at the same level as required by existing employees.

#### Timeframe

The RT Level 2 Personal Progression Pathway will be fully implemented from date of registration of this Agreement.



