

T12462 of 2005  
- 9 DEC 2005

FORM 5

Regulation 16(1)

*Industrial Relations Act 1984*

APPLICATION FOR FILING OF INDUSTRIAL AGREEMENT – SECTION 55 (2)

The Registrar,  
Tasmanian Industrial Commission.

The undermentioned parties apply for the *Tasmanian Public Sector Allied Health Professionals Industrial Agreement 2005* a copy of which is attached, to be filed with you and referred to the Commission.

This application is made by:

Names and addresses of parties

The Minister administering the  
State Service Act 2000,  
c/- Clive Willingham,  
Director,  
Industrial Relations and State Service Management,  
Level 9,  
144-148 Macquarie Street, HOBART. 7000 .



Signatures and office or position of parties or  
agents

.....  
for and on behalf of the Minister administering the  
State Service Act 2000.

Date: ..... 9.12.05 .....

The General Secretary,  
The Community and Public Sector Union,  
(State Public Services Federation Tasmania) Inc;  
GPO Box 54,  
HOBART. 7001.

.....

Date: ..... 9.12.05 .....

~~STATE SECRETARY.~~  
The General Secretary,  
Health Services Union of Australia,  
Tasmania No. 1 Branch,  
PO Box 635,  
NORTH HOBART. 7002.

.....  
Date: ..... 9/12/05 .....

The General Secretary,  
Australian Education Union, Tasmanian Branch,  
32 Patrick Street,  
HOBART. 7000.

.....  
Date: ..... 9/12/05 .....

Tasmanian Industrial Commission Section 55 – Industrial Agreement

**TASMANIAN PUBLIC SECTOR**

**ALLIED HEALTH PROFESSIONALS**

**INDUSTRIAL AGREEMENT 2005**

**between**

the Minister administering the *State Service Act 2000*

**and**

The Community and Public Sector Union (State Public Services Federation Tasmania) Inc.,  
the Health Services Union of Australia, Tasmania No.1 Branch,

**and**

the Australian Education Union, Tasmanian Branch..



## 1. TITLE

This Agreement shall be known as the *Tasmanian Public Sector Allied Health Professionals Industrial Agreement 2005*.

## 2. ARRANGEMENT

Clause	Subject	Page No.
1.	TITLE .....	2
2.	ARRANGEMENT .....	2
3.	PARTIES .....	3
4.	PERIOD OF OPERATION .....	3
5.	APPLICATION .....	3
6.	RELATIONSHIP TO AWARDS AND AGREEMENTS.....	3
7.	EFFECT OF THIS AGREEMENT ON PRE-EXISTING AGREEMENTS .....	4
8.	GRIEVANCES AND DISPUTE SETTLING PROCEDURE.....	4
9.	NO EXTRA CLAIMS .....	4
10.	NOT TO BE USED AS A PRECEDENT .....	4
11.	CLASSIFICATION STRUCTURE.....	5
12.	SALARY NEXUS.....	5
13.	COMPETENCY PROGRESSION BARRIER (LEVEL 1 - 2).....	6
14.	QUALIFICATIONS RECOGNITION.....	7
15.	CORRECTIONAL HEALTH SERVICES ALLOWANCE.....	7
16.	NIGHT SHIFT ALLOWANCE .....	7
17.	ON CALL ALLOWANCE.....	7
18.	AVAILABILITY ALLOWANCE.....	8
19.	HOURS OF WORK.....	8
	SIGNATORIES .....	9
	Schedule 1 - CLASSIFICATION STRUCTURE.....	10
	Schedule 2A - SALARY RATES FOR ALLIED HEALTH PROFESSIONALS (SPECIFIED IN SCHEDULE 3) EMPLOYED IN THE DEPARTMENT OF HEALTH AND HUMAN SERVICES.....	22
	Schedule 2B - SALARY RATES FOR ALLIED HEALTH PROFESSIONALS (SPECIFIED IN SCHEDULE 4) EMPLOYED IN THE DEPARTMENT OF EDUCATION, THE DEPARTMENT OF JUSTICE AND THE DEPARTMENT OF POLICE AND PUBLIC SAFETY.....	23
	Schedule 3. - DHHS - ALLIED HEALTH PROFESSIONALS FOR THE PURPOSE OF THIS AGREEMENT .....	25
	Schedule 4 – DEPARTMENT OF EDUCATION, DEPARTMENT OF JUSTICE and DEPARTMENT OF POLICE AND PUBLIC SAFETY - ALLIED HEALTH PROFESSIONALS FOR THE PURPOSE OF THIS AGREEMENT.....	26



### 3. PARTIES

This Agreement is between the Minister administering the *State Service Act 2000*, The Community and Public Sector Union (State Public Services Federation Tasmania) Inc., the Health Services Union of Australia, Tasmania No.1 Branch and the Australian Education Union, Tasmanian Branch.

### 4. PERIOD OF OPERATION

This Agreement takes effect from the date of registration with the Tasmanian Industrial Commission and shall remain in force until the 30<sup>th</sup> September 2008.

### 5. APPLICATION

This Agreement is made in respect of all persons employed as Allied Health Professionals (as specified in Schedule 3 of this Agreement) in the Department of Health and Human Services and all persons employed as Allied Health Professionals (as specified in Schedule 4 of this Agreement) in the Department of Education, the Department of Justice and the Department of Police and Public Safety.

### 6. RELATIONSHIP TO AWARDS AND AGREEMENTS

#### 6.1 Employees covered by Schedule 3.

Where there is an inconsistency between this Agreement and the *Community and Health Services (Public Sector) Award*, or any Award or Agreement having application to Allied Health Professionals employed in the Department of Health and Human Services this Agreement shall prevail to the extent of the inconsistency.

#### 6.2 Employees covered by Schedule 4.

Where there is an inconsistency between this Agreement and the *Professional Employees Award*, the *General Conditions of Employment Award* or any Award or Agreement having application to Allied Health Professionals employed in the Department of Education, the Department of Justice or Department of Police and Public Safety this Agreement shall prevail to the extent of the inconsistency.



## 7. EFFECT OF THIS AGREEMENT ON PRE-EXISTING AGREEMENTS

The terms of this Agreement are to be read in conjunction with and in addition to the terms and provisions of the *Public Sector Unions Wages Agreement No.2 of 2004* except as to Clause 7 (Wage Increases) and Clause 27 (Call Out, Stand-By, Availability Allowances) of that Agreement which are hereby superseded by the terms of this Agreement.

## 8. GRIEVANCES AND DISPUTE SETTLING PROCEDURE

In the first instance, grievances and disputes will usually be dealt with at the workplace by appropriate employer and employee representatives. In circumstances where discussions at that level fail to resolve the grievance or dispute, the issue may be referred to appropriate union and management representatives. If still unresolved, the matter will be referred to the Tasmanian Industrial Commission. Where a grievance or dispute is being dealt with under this process, normal work will continue.

This grievance and dispute procedure does not take away an employee's rights to seek redress of a grievance under the *State Service Act 2000* or the *Industrial Relations Act 1984*, or any other relevant legislation.

## 9. NO EXTRA CLAIMS

The unions' party to this Agreement undertake that, for the life of this Agreement, they will not make any additional claims relating to any matter included in this Agreement.

## 10. NOT TO BE USED AS A PRECEDENT

The provisions of any other Agreement shall not be used in any way to affect the interpretation or operation of this Agreement. This Agreement is an agreement for Allied Health Professionals pursuant to Clause 5 and is not to be used as a precedent in any other wages agreement.



## 11. CLASSIFICATION STRUCTURE

Employees subject to this Agreement will be classified in accordance with the classification structure as detailed in Schedule 1 and paid the rates relevant to their classification as detailed in Schedule 2A or Schedule 2B.

The parties agree that, within six (6) months of the date of registration of this Agreement, they will jointly undertake to review the current Classification Standards and Classification Definitions applying with the view to securing agreed Classification Standards and Definitions that will complement prevailing classification practices and procedures.

## 12. SALARY NEXUS

### 12.1. 2005 NEXUS SALARY INCREASE

The 2005 salary increase provided for under this nexus salary arrangement is 8.99% with effect from the first full pay period commencing on or after 1<sup>st</sup> July 2005.

### 12.2 RATIONALE

The nexus salary arrangement provided for in this Agreement is based on the determination of a single national average salary derived from an averaging of the salary rates applying at the top of the non-promotable classification level for specified Allied Health Professional classifications in all other Australian States and Territories.

That national average salary rate is then compared to the salary rate applying at the top of the non-promotable classification level in Tasmania (for the purpose of this Agreement this shall be determined at the Classification Level 2 year 3). In circumstances where the national average at 31<sup>st</sup> March exceeds the Tasmanian rate at 31<sup>st</sup> March, the percentage difference is applied to all Allied Health Professional classification salary points as prescribed in Schedule 2A and Schedule 2B. The resultant salary increase is then payable from the first full pay period commencing on or after the 1<sup>st</sup> July of the review year.

The specified classifications utilised to determine the national average salary rate are detailed in the Implementation Guidelines which are to be issued by the Department of Health and Human Services subsequent to the approval of this Agreement.

### 12.3 FUTURE INCREASES

For the life of this Agreement, an annual review of salary rates applying at the top of the non-promotable classification level will be undertaken by reference to specified Allied Health Professional classifications in all other Australian States and Territories, as prescribed in the Implementation Guidelines which are to be issued by the Department of Health and Human Services subsequent to the approval of this Agreement.



The annual review will consider the salary rates applying to those specified Allied Health Professional classifications as at the 31<sup>st</sup> March 2006, the 31<sup>st</sup> March 2007 and the 31<sup>st</sup> March 2008 in order to determine the national average.

In 2006, 2007 and 2008, the national average will be compared to the Tasmanian salary rate specified at Classification Level 2, Year 3 (previously Level 1, Year 8) using the salary rate in Schedule 2A. Any resultant percentage increase will be applied to all Allied Health Professional classification salary points prescribed in Schedule 2A and Schedule 2B of this Agreement and paid from the first full pay period commencing on or after the 1<sup>st</sup> of July in each of those years.

### 13. COMPETENCY PROGRESSION BARRIER (LEVEL 1 - 2)

#### 13.1 Competency Progression

An Allied Health Professional may, after reaching the classification Level 1 Year 5, apply to their Manager for personal progression to Level 2, Year 1. This application must address the criteria as stipulated in Clause 13.3. A panel consisting of their Manager and a relevant senior Allied Health Professional will assess the application. If the Allied Health Professional demonstrates they meet the requirements as stipulated in Clause 13.3, they will be progressed to Grade 2 Year 1 on their next anniversary..

#### 13.2 Accelerated Competency Progression

An Allied Health Professional may, after reaching Level 1, Year 4, apply to their Manager for accelerated progression to the classification of Level 2, Year 1. This application must address the criteria as stipulated in Clause 13.3 and must be supported in writing by a relevant senior Allied Health Professional. A panel consisting of their Manager and a relevant senior Allied Health Professional will assess the application. This panel will make a recommendation to the delegated Manager who may approve this accelerated progression.

#### 13.3 Competency Criteria

The Allied Health Professional concerned must demonstrate detailed knowledge of standard professional tasks and professional expertise in one or more areas of the profession as shown by (for example):

- modifications to standard procedures and practices and contributions to the development of new techniques and methodologies
- professional contribution relevant to the profession at a local level
- evidence of recognition by peers, industry or other client groups for knowledge and skill in a specific clinical area, which may be demonstrated by:
  - original in-service presentations; or
  - active involvement in conferences or seminars; or
  - recognition as a resource person.





## 14. QUALIFICATIONS RECOGNITION

Employees at Level 3 who obtain 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 2 (two) increment levels and thereafter be entitled to progress, by annual increments, to the Level 3.5 qualified increment point.

Employees at Level 4 who obtain a relevant Masters qualification (or equivalent) and who work in an area relevant to that qualification will be entitled to a "one off" advancement of 2 (two) increment levels and thereafter be entitled to progress, by annual increments, to the Level 4.4 qualified increment point.

## 15. CORRECTIONAL HEALTH SERVICES ALLOWANCE

In addition to the base salary rates paid under this Agreement, an allowance of 6.5% will be paid to all employees covered under this Agreement who are employed to work in Correctional Health Services for all base hours worked at Risdon Prison, the Remand Centres, Forensic Mental Health, Hayes and the Secure Mental Health Unit (however titled).

This allowance will be payable for all base hours worked as well as for all paid absences i.e. sick leave, long service leave and annual leave. This allowance will not be payable on shift penalties.

## 16. NIGHT SHIFT ALLOWANCE

In substitution for the night shift allowance provision contained within Clause 33(a)(i) of the *Community and Health Services (Public Sector) Award*, a shift worker, whilst on night shift, shall be paid 22.5% more than the ordinary rate for such shift.

## 17. 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 \$3.50 per hour for each hour the employee is required to be available, with a minimum payment of \$28.00 per day.





## 18. AVAILABILITY ALLOWANCE

The employer may require an employee to perform work on an out of hours basis, where they are not actually recalled to work but rather provide a telephone or PC service from home.

An employee shall be paid an allowance of \$2.00 per hour each hour the employee is required to be available.

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 (1) one hour.

## 19. HOURS OF WORK


The ordinary hours of work for all employees covered by the Agreement will be 38 hours per week.



## SIGNATORIES

This Agreement is made in Hobart on this ..... 9<sup>th</sup> day of December ..... 2005

SIGNED FOR AND ON BEHALF OF  
**Minister administering the *State Service Act 2000***

.....  


SIGNED FOR AND ON BEHALF OF  
**The Community and Public Sector Union (State Public Services Federation Tasmania) Inc.**

.....  
 Tom Lynch.

SIGNED FOR AND ON BEHALF OF  
**Health Services Union of Australia, Tasmania No.1 Branch**

.....  


SIGNED FOR AND ON BEHALF OF  
**Australian Education Union, Tasmanian Branch**

.....  




**This Agreement is registered pursuant to Section 56(1) of the Industrial Relations Act 1984**

## Schedule 1 - CLASSIFICATION STRUCTURE

### (a) Definitions

For the purposes of this Agreement, unless the contrary intention appears:

**'complex professional work'** means work which includes various tasks involving different and unrelated processes and methods. It depends on analysis of the subject, phase or issues involved in each assignment and the appropriate course of action may have to be selected from many alternatives. The work involves conditions and elements that must be identified and analysed to discern interrelationships.

**'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 program 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 or 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 professional work'** is a term used in the sense commonly accepted in technological areas in relation to a critical component, critical issue or critical decision. It means a cornerstone, or fundamental decision, requiring the exercise of sound professional judgement of the effects of a decision within a particular professional discipline or field of work.

**'general professional guidance'** means direction and guidance given by a senior professional employee on a range of professional assignments. There is discretion in selecting the most appropriate method of completing these, and conformity with directions is measured by satisfactory completion of allocated professional assignments.

**'general supervision'** means the supervision given by a professional employee to technical and other staff. It consists of the allocation, direction, oversight and co-ordination of the work of subordinate staff. Professional employees may receive supervision on non-technical administrative matters from non-professional staff.

**'managerial complexity'** is one of a number of factors which can be used in determining the appropriate grading of Professional Managers, including Department Heads, at Level 5 of this Agreement.

Managerial complexity is largely a qualitative measure and as such would typically be used when quantitative measures indicate a particular position is at the margin between one grade and another. The level of managerial complexity might then be used to determine which grade the position most appropriately fits. Exceptions to this rule might include some positions which, although not large in terms of budget and staff numbers, have state-wide responsibility and may be the ultimate authority/adviser to Government.



The factors which together determine managerial complexity are:

- scope of authority and responsibility;
- geographical spread of staff/services to be delivered;
- span of control (numbers of staff reporting directly to the Manager);
- functional dispersion within the area managed (the number of separate and distinct areas/disciplines managed);
- level of autonomy/discretion in decision making. This includes the extent to which managerial direction is proved and the extent to which management decisions can be made without reference to a higher authority;
- professional caseload. The amount of time spent on caseload and the degree of complexity of that caseload;
- professional responsibility including involvement in activities such as teaching, research, or policy development.

**'normal professional work'** includes ongoing professional duties performed in accordance with conventional established professional practice, methods and standards, but excludes professional work of a novel, complex or critical nature.

**'novel professional work'** encompasses work requiring a degree of creativity, originality, ingenuity and initiative and of a type not normally undertaken in a department or significant organisational unit within a department. The term may refer to the introduction of a new technology or process used elsewhere.

**'professional discipline'** means a branch of a profession.

**'professional field of work'** means a major subdivision of a professional discipline.

**'professional judgement'** means the application of professional knowledge and experience in defining objectives, solving problems, establishing guidelines, reviewing the work of others, interpreting results and providing and assessing advice or recommendations and other matters which have an element of latitude in decision-making.

**'professional knowledge'** includes knowledge of principles and techniques applicable to the profession. It is obtained during the acquisition of professional qualifications and relevant experience.

**'Professional Manager'** is a person required to have a sound knowledge of the relevant principles, practices and procedures applicable to a professional discipline or field of work. Professional Managers are responsible for the achievement of particular objectives or completion of a project. This responsibility includes accountability for material, human and financial resources allocated to that objective or project.



**Professional Practitioner'** means an individual, team member or team leader. In their initial years at Professional Employee Level 1 they apply professional judgement across a limited range of activities. Professionals may perform normal professional work under different types of supervision and guidance. Professional supervision is required, but it may not need to be continuous. As they gain experience at Level 1 and at the higher Levels they carry out a broad range of activities or functions using relevant practices or procedures within a professional discipline or field of work. This role can provide advice to others on aspects of the discipline or field and can be expected to contribute in an original and innovative manner to activities of the work area. This role includes the supervision of subordinate professional staff and staff from other fields of work.

**'Professional Specialist'** means a person who has an in-depth knowledge of, and is acknowledged as an authority both by senior management and by professional peers in a professional discipline, field of work or a range of disciplines or fields. An original and continuing contribution to the discipline(s) or field(s) is an essential element of this role.

**'professional supervision'** means supervision given to subordinate professional officers which requires the exercise of professional judgement and consists of:

- setting guidelines for the work of professional employees;
- suggesting approaches to the conduct of professional work;
- solving technical problems raised by subordinate professional employees;
- giving decisions on technical solutions proposed by subordinate professional employees;
- reviewing and sometimes checking the work of other professional employees.

**'work of a professional nature'** means the application of professional knowledge initially gained by satisfactorily completing an appropriate course of study at a recognised tertiary institution; experience and judgement in the development, management and use of technology; investigation; survey; analysis; testing; observation; evaluation; applied research; planning; provision and maintenance of facilities and services; diagnosis/prognosis; remediation/treatment; liaison; administration of safety regulations; and education in laboratory, field or other situations.

#### ***(b) Classification Structure***

##### ***Allied Health Professional Employees***

###### ***Level 1-2 (P1-2)***

A Professional Practitioner, initially under close professional supervision as to method of approach and requirements, performs normal professional work under general professional guidance, and with professional development may perform novel, complex or critical professional work under professional supervision.



The work involves any or all of the following:

- the normal professional work of an organisational unit, or of a specialised professional field encompassed by the work of the unit;
- normal professional work where it is isolated from immediate professional supervision, for example, because of remoteness of the functional work area;
- difficult or novel, complex or critical professional work under professional supervision;
- research carried out under professional supervision and which may be expected to contribute to advances in the techniques used; and/or
- professional supervision of less experienced professional employees together with general supervision over technical and other personnel.

Initially the work of a new graduate is subject to professional supervision. As experience is gained, the contribution and the level of professional judgment increases and professional supervision decreases, until a wide range of professional tasks is capable of being performed under general professional guidance. It is expected that independent professional judgment will be exercised, when required, particularly in recognising and solving problems and managing cases where principles, procedures, techniques and methods require expansion, adaptation or modification.

Persons initially are required to have sound theoretical professional knowledge gained through satisfactory completion of an appropriate course of study at a recognised tertiary institution.

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

- **Competency Progression**

An Allied Health Professional may, after reaching the classification Level 1 Year 5, apply to their Manager for personal progression to Level 2, Year 1. This application must address the criteria as stipulated in Clause 13.3. A panel consisting of their Manager and a relevant senior Allied Health Professional will assess the application. If the Allied Health Professional demonstrates they meet the requirements as stipulated in Clause 13.3, they will be progressed to Grade 2 Year 1 on their next anniversary.

- **Accelerated Competency Progression**

A Health Professional may, after reaching Level 1, Year 4, apply to their Manager for accelerated progression to the classification of Level 2, Year 1. This application must address the criteria as stipulated in Clause 13.3 and must be supported in writing by a relevant senior Health Professional. A panel consisting of their Manager and a relevant senior Health Professional will assess the application. This panel will make a recommendation to the delegated Manager who may approve this accelerated progression.





- **Competency Criteria**

The Health Professional concerned must demonstrate detailed knowledge of standard professional tasks and professional expertise in one or more areas of the profession as shown by (for example):

- modifications to standard procedures and practices and contributions to the development of new techniques and methodologies;
- professional contribution relevant to the profession at a local level;
- evidence of recognition by peers, industry or other client groups for knowledge and skill in a specific clinical area, which may be demonstrated by:
  - original in-service presentations; or
  - active involvement in conferences or seminars; or
  - recognition as a resource person.

### **Level 3**

Under broad policy control and direction is a senior Professional Practitioner who performs novel, complex or critical professional work, or performs a limited range of the duties of Professional Manager or Professional Specialist with general professional guidance.

The work includes the formulation of professional or policy advice for senior management and may involve provision of such advice to senior executives in other Departments, the private sector and the wider community.

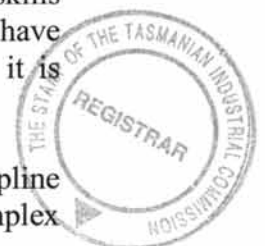
Normally there is limited corporate impact at this level as technical advice is often reviewed by higher authority.

The work includes the role of team/project leader requiring the co-ordination of the work of a number of professionals and/or other staff. The staff co-ordinated need not necessarily be in the same discipline as the leader. Persons at this Level may oversee the operations of a section comprising professional and/or technical staff engaged in field, laboratory, clinical, production or operational work and which may be organised on a geographical or functional basis.

Persons at this Level are expected to have wide experience in their professional field. They perform a variety of tasks of a novel, complex or critical nature, either individually or as a leader or member of a team. Direction is provided in terms of a clear statement of overall objectives with limited direction as to work priorities.

Where a professional at this Level works as a member of a team he/she should have skills and the experience necessary to perform all the tasks undertaken by the team or to have knowledge and professional judgment to seek and utilise specialist advice when it is required.

Specialists require substantial or higher knowledge in a particular professional discipline or field and the exercise of independent professional judgment to resolve complex problems or issues.





#### Level 4

Under broad policy control and direction is

- a Senior Professional Practitioner ; or
- a Professional Specialist ; or
- a Deputy Head of Department

The work contributes to the formulation of Agency policies for the work area. It requires an understanding of the wider policy and strategic context. Technical or professional advice generally has consequences beyond the immediate work area and is normally only reviewed for policy and general approach. The work has moderate corporate impact.

The work is performed under broad direction in terms of objectives, policies and priorities. Programs, projects, assignments or other work are generally decided by higher level management but at this Level authority is given to decide on how to achieve end results within limits of available resources. Decisions at this Level have direct consequences on the achievement of results for the function or group of activities for which the person is responsible.

Persons at this Level are expected to have extensive experience in their professional field and to perform a range of tasks in the absence of general professional guidance.

A Senior Professional Practitioner at this Level operates in the absence of general professional guidance and is expected to apply significant professional knowledge and professional judgment in one or more professional disciplines or fields in relation to more novel, complex and critical work. The Senior Professional Practitioner need not necessarily be supported by other professionals.

A Deputy Head of Department occupies a position which is specifically designated as such and provides support and assistance to the Professional Manager including a Head of Department and is responsible for the management of an organisational element in the absence of the Professional Manager including a Head of Department. Such positions would generally be established only in large more complex organisational elements.

Professional Specialists at this level exercise a high degree of independent professional judgment in the resolution of more novel, complex and critical problems or issues. They are required to provide authoritative technical or policy advice which draws on in-depth knowledge in a professional or technical field or discipline. Analysis, design and interpretation of results of research or investigations represent authoritative and final professional conclusions. An original continuing contribution to the knowledge in the relevant discipline(s) or field(s) and the application of that advance in knowledge to the organisation's work would be expected.



## **Level 5**

Under broad policy control and direction is

- a Senior Professional Practitioner; or
- a Senior Professional Manager; or
- a Senior Professional Specialist.

The work requires the exercise of a high degree of independence in the determination of overall strategies, priorities, work standards and the allocation of resources. Judgments made at this level form the basis of advice to senior levels within a department and are often critical to the achievement of overall objectives of a departmental program or organisational unit. Work is monitored against broad objectives and has a high corporate impact. Administrative direction is given on the Agency's policies and objectives and to ensure co-ordination with other major work units.

A Senior Professional Practitioner at this level operates in accordance with broad objectives and is expected to apply unusually significant professional knowledge and professional judgment in one or more disciplines or fields directly relevant to the work area and in relation to most novel, complex or critical work.

A Senior Professional Manager position at this level will be graded in accordance with the following managerial standards:

### **Grade 1**

A Professional Manager including a Head of Department at this Level leads and directs an organisational element or team or professionals and other staff requiring co-ordination, and is responsible for human, physical and financial resources under the control of the position. The management role may require professional leadership over subordinate staff including supervisors. This involves setting standards for and evaluation of performance; interpreting policy relevant to the work area; and may involve resolving more complex technical or professional problems.

### **Guidelines**

Typical features of positions classified at this level include:

- responsibility for human, physical and financial resources;
- responsibility (usually) for less than 10 staff, who are predominantly professional but may include some technical, clerical or operational staff;
- responsibility for managing a budget which is generally less than \$0.7m (This figure is at 1 October 2005, and the salary component of which is to be adjusted in accordance with any future salary increases);
- managerial complexity (as defined) is usually moderate.



## **Grade 2**

Professional Manager including a Head of Department at this Level leads and directs a medium sized organisational element or team of professionals and other staff requiring considerable co-ordination, and is responsible for human, physical and financial resources under the control of the position. The management role may require professional leadership over subordinate staff including supervisors. This involves setting standards for and evaluating performance, interpreting policy relevant to the work area; and may involve resolving more complex technical or professional problems.

### ***Guidelines***

Typical features of positions classified at this level include:

- responsibility for human, physical and financial resources;
- responsibility (usually) for 10-19 staff, who are predominantly professional but may include some technical, clerical or operational staff;
- responsibility for managing a budget which is generally between \$0.7m and \$1.4m. (This figure is at 1 October 2005 and the salary component of which is to be adjusted in accordance with any future salary increases);
- managerial complexity (as defined) is usually considerable.

## **Grade 3**

A Professional Manager including a Head of Department at this Level leads and directs a large sized organisational element or team of professionals and other staff requiring considerable co-ordination, and has significant responsibility for human, physical and financial resources under the control of the position. The management role may require professional leadership over subordinate staff including supervisors. This involves setting standards for and evaluating performance, interpreting policy relevant to the work area; and may involve resolving more complex technical or professional problems.

### ***Guidelines***

Typical features of positions classified at this level include:

- responsibility for human, physical and financial resources;
- responsible (usually) for 20-29 staff, who are predominantly professional but may include some technical, clerical or operational staff;
- significant budget responsibility which is generally in excess of \$1.4m (This figure is at 1 October 2005 and the salary component of which is to be adjusted in accordance with any future salary increases);
- managerial complexity (as defined) is usually significant.



## **Grade 4**

A Senior Professional Manager including a Head of Department at this Level directs and co-ordinates a major function or work area involving a considerable variety of activities and organised on a geographical (including state-wide) or functional basis. Relative to other senior professional employee positions, Senior Professional Managers at this Level have unusually significant responsibility for the human, physical and financial resources under their control and the work may also include extensive co-ordination of projects involving unusually large numbers of professional and other staff engaged in field, laboratory, clinical, production or construction work. They direct professional and technical staff working in different fields.

### ***Guidelines***

Typical features of positions classified at this level include:

- responsibility for human, physical and financial resources;
- usually responsible for more than 30 staff, who are predominantly professional but may include some technical, clerical or operational staff;
- significant budget responsibility which is generally greater than \$2.1m (This figure is at 1 October 2005 and the salary component of which is to be adjusted in accordance with any future salary increases);
- managerial complexity (as defined) is usually extensive.

### **Senior Professional Specialist**

A Senior Professional Specialist at this Level is expected to have a depth of knowledge in his/her discipline or field of significance to the Department. Persons at this Level often have a national reputation. There is a requirement for a high degree of originality and analytical and conceptual skills in the resolution of particularly complex technical or policy issues. The work requires expert knowledge in a professional or technical field or range of fields and in most cases a comprehensive knowledge of relevant legislation and policies. In some circumstances, Senior Professional Specialists also have a management and/or co-ordination role. The work requires constant adaptation of existing principles to new and unusual problems and involves frequent changes in policy, program or technological requirements.



## **Peer Review Panel**

Upon receipt of an application from an employee who occupies a position classified as a Level 5 Senior Professional Specialist, a recommendation on the appropriate grade within Level 5 will be made by a Peer Review Panel. This Peer Review Panel will consist of five members: two management nominees, a nominee from the CPSU, a nominee from the HACSU and a nominee from the Tasmanian Health Professional Council.

The Peer Review Panel will forward recommendations to the Head of Agency, or delegate, for approval.

Employees who are unsuccessful in achieving placement at a higher grade through this process may reapply after 12 months.

The following criteria are to be used by the Peer Review Panel in determining the appropriate grade for professional staff classified as Level 5 Senior Professional Specialists in accordance with the Level 5 Classification standards prescribed in this clause.

The grades specified within Level 5 represent the salary range for Senior Professional Specialists classified at this Level.

### **Specialist Level 5: Grade1-2**

The Senior Professional Specialist has a requirement for developing and advancing the knowledge and professional skills of other staff within the team.

The work requires the exercise of a high degree of independence in the determination of overall priorities and strategies and has a significant corporate impact.

Judgements made form the basis of conclusive and authoritative advice to regional or state-wide management and are often critical to the achievement of regional or state-wide objectives. Persons at this level will often have a national reputation in their specialty.

The work requires constant adaptation of existing principals to new and unusual problems and involves frequent changes in policy, program or technological requirements. As such, a person at this level should:

- possess appropriate analytical, conceptual and problem solving skills demonstrated by a high degree of originality in resolving particularly complex issues arising from: new policies, initiatives, systems and techniques; major research projects; and/or the performance of highly complex clinical activities;
- have completed a post graduate qualification(s) and could be expected to have at least eight years of relevant post qualification experience;
- contribute to the development and mentoring of other health professionals.



A Senior Professional Specialist appointed will be recognised at regional and on a state-wide basis as an expert in the field of work or discipline. This would be recognised through consideration of some or all of the following:

- invitations to lead at recognised statewide forums and conferences;
- preparation and review of authoritative publications;
- participation in approved working parties and consultancies;
- teaching and lecturing in their specialty;
- recognised as a point of reference by peers;
- acknowledgment of expertise in legal and regulatory aspects of the specialty.

#### **Specialist Level 5: Grade 3-4**

The Senior Professional Specialist has a requirement for developing and advancing the knowledge and professional skills of other staff within the team. The work requires the exercise of a high degree of independence in the determination of overall priorities and strategies and has a critical corporate impact. Judgements made at this Level may be significant to the achievement of Government objectives. Persons at this Level will often have a national reputation in their speciality.

The work requires constant adaptation of existing principals to new and unusual problems and involves frequent changes in policy, program or technological requirements. As such, a person at this Level should:

- possess outstanding analytical, conceptual and problem solving skills demonstrated by a high degree of originality in resolving particularly complex issues arising from: new policies, initiatives, systems and techniques; major research projects and/or the performance of highly complex clinical activities;
- have completed a post graduate qualification(s) and could be expected to have extensive relevant post qualification experience, beyond that required for Level 5 Grade 1-2;
- contribute to the development and mentoring of other health professionals.

A Senior Professional Specialist at this Level will be recognised on a national basis as an acknowledged expert based on an extensive and enduring contribution to that field of work or discipline. This would be recognised through consideration of some or all of the following:

- invitations to lead or present at national or international forums and conferences;
- preparation of authoritative national or international publications;
- participation in national or international working parties and consultancies;
- teaching and lecturing nationally or internationally in their specialty;
- recognised nationally as a point of reference by peers;
- acknowledgement of expertise in legal and regulatory aspects of the specialty.





## Level 6

Under broad policy control is an Executive Professional Manager.

The work involves executive management of several major work areas in an agency involving a very wide variety of activities associated with the development, co-ordination and implementation of state-wide policies.

Only broad Government objectives govern the position within which total flexibility exists for developing policies, strategies and tactics to achieve objectives.

Direction would be an exception and limited only to issues which have impact upon other external operational policy areas. Work at this level has the higher corporate impact.





## Schedule 2A - SALARY RATES FOR ALLIED HEALTH PROFESSIONALS (SPECIFIED IN SCHEDULE 3) EMPLOYED IN THE DEPARTMENT OF HEALTH AND HUMAN SERVICES

Existing Classification	Translation	New Classification	Existing Salary as at 01/12/2004	New Salary as at 01/07/2005
<b>Professional Stream PF1</b>	<b>Entry Level</b>	<b>Allied Health Professional P1</b>		
Professional Level 1 Year 1	To	P1.1	35 769	38 985
Professional Level 1 Year 2	To	P1.2	38 002	41 418
Professional Level 1 Year 3	To	P1.3	40 415	44 048
Professional Level 1 Year 4	To	P1.4	42 842	46 693
Professional Level 1 Year 5	To	P1.5	45 265	49 334
	<b>Competency Barrier</b>	<b>Allied Health Professional P2</b>		
Professional Level 1 Year 6	To	P2.1	47 690	51 977
Professional Level 1 Year 7	To	P2.2	50 115	54 620
Professional Level 1 Year 8	To	P2.3	52 538	57 261
		P2.4		59 909
		P2.5		62 549
<b>Professional Stream PF2</b>	<b>Promotable Level</b>	<b>Allied Health Professional P3</b>		
Professional Level 2 Year 1	To	P3.1	54 967	59 909
Professional Level 2 Year 2	To	P3.2	57 390	62 549
Professional Level 2 Year 3	To	P3.3	59 817	65 195
		P3.4		67 195
		P3.5 (Qualified Only)		68 717
<b>Professional Stream PF3</b>	<b>Promotable Level</b>	<b>Allied Health Professional P4</b>		
Professional Level 3 Year 1	To	P4.1	63 049	68 717
Professional Level 3 Year 2	To	P4.2	66 283	72 242
		P4.3		74 002
		P4.4 (Qualified Only)		76 002
<b>Professional Stream PF4</b>	<b>Promotable Level</b>	<b>Allied Health Professional P4</b>		
Professional Manager Level 4 Grade 1	To	P5.1	67 898	84 002
Professional Manager Level 4 Grade 2	To	P5.2	71 132	87 527
Professional Manager Level 4 Grade 3	To	P5.3	73 556	90 169
Professional Manager Level 4 Grade 4	To	P5.4	75 983	92 814
Professional Specialist Level 4 Grade 1-2 Year 1	To	P5.1	67 898	84 002
Professional Specialist Level 4 Grade 1-2 Year 2	To	P5.2	71 132	87 527
Professional Specialist Level 4 Grade 3-4 Year 1	To	P5.3	73 556	90 169
Professional Specialist Level 4 Grade 3-4 Year 2	To	P5.4	75 983	92 814
Professional Practitioner Level 4 Year 1	To	P5.2	71 132	87 527
Professional Practitioner Level 4 Year 2	To	P5.3	73 556	90 169
Professional Practitioner Level 4 Year 3	To	P5.4	75 983	92 814
<b>Professional Stream PF5</b>	<b>Promotable Level</b>	<b>Allied Health Professional P6</b>		
Professional Level 5	To	P6	82 449	99 861



**Schedule 2B - SALARY RATES FOR ALLIED HEALTH PROFESSIONALS (SPECIFIED IN SCHEDULE 4) EMPLOYED IN THE DEPARTMENT OF EDUCATION, THE DEPARTMENT OF JUSTICE AND THE DEPARTMENT OF POLICE AND PUBLIC SAFETY.**

				Existing Salary as at 01/12/2004 Professional Award	Column A New Salary without Leave Loading as at 01/07/2005	Leave Loading	Column B New Salary with Leave Loading as at 01/07/2005
<b>Professional Stream PF1</b>	<b>Entry Level</b>	<b>Allied Health Professional P1</b>					
Professional Level 1 Year 1	To	P1.1		\$ 36,211	\$ 38,985	\$ 525	\$ 39,510
Professional Level 1 Year 2	To	P1.2		\$ 38,506	\$ 41,418	\$ 558	\$ 41,976
Professional Level 1 Year 3	To	P1.3		\$ 40,960	\$ 44,048	\$ 593	\$ 44,641
Professional Level 1 Year 4	To	P1.4		\$ 43,420	\$ 46,693	\$ 629	\$ 47,322
Professional Level 1 Year 5	To	P1.5		\$ 45,877	\$ 49,334	\$ 664	\$ 49,998
	<b>Competency Barrier</b>	<b>Allied Health Professional P2</b>					
Professional Level 1 Year 6	To	P2.1		\$ 48,332	\$ 51,977	\$ 674	\$ 52,651
Professional Level 1 Year 7	To	P2.2		\$ 50,788	\$ 54,620	\$ 674	\$ 55,294
Professional Level 1 Year 8	To	P2.3		\$ 53,217	\$ 57,261	\$ 674	\$ 57,935
		P2.4			\$ 59,909	\$ 674	\$ 60,583
		P2.5			\$ 62,549	\$ 674	\$ 63,223
<b>Professional Stream PF2</b>	<b>Promotable Level</b>	<b>Allied Health Professional P3</b>					
Professional Level 2 Year 1	To	P3.1		\$ 55,641	\$ 59,909	\$ 674	\$ 60,583
Professional Level 2 Year 2	To	P3.2		\$ 58,066	\$ 62,549	\$ 674	\$ 63,223
Professional Level 2 Year 3	To	P3.3		\$ 60,490	\$ 65,195	\$ 674	\$ 65,869
		P3.4			\$ 67,195	\$ 674	\$ 67,869
		P3.5 (Qualified Only)			\$ 68,717	\$ 674	\$ 69,391
<b>Professional Stream PF3</b>	<b>Promotable Level</b>	<b>Allied Health Professional P4</b>					
Professional Level 3 Year 1	To	P4.1		\$ 63,721	\$ 68,717	\$ 674	\$ 69,391
Professional Level 3 Year 2	To	P4.2		\$ 66,959	\$ 72,242	\$ 674	\$ 72,916
		P4.3			\$ 74,002	\$ 674	\$ 74,676
		P4.4 (Qualified Only)			\$ 76,002	\$ 674	\$ 76,676



				Existing Salary as at 01/12/2004 Professional Award	Column A New Salary without Leave Loading as at 01/07/2005	Leave Loading	Column B New Salary with Leave Loading as at 01/07/2005
<b>Professional Stream PF4</b>	<b>Promotable Level</b>	<b>Allied Health Professional P5</b>					
Professional Level 3 Year 3	To	P5.1		\$ 68,573	\$ 84,002	\$ 674	\$ 84,676
Professional Level 4 Year 1	To	P5.2		\$ 71,806	\$ 87,527	\$ 674	\$ 88,201
Professional Level 4 Year 2	To	P5.3		\$ 74,230	\$ 90,169	\$ 674	\$ 90,843
Professional Level 4 Year 3	To	P5.4		\$ 76,658	\$ 92,814	\$ 674	\$ 93,488
Professional Manager Level 4 Grade 1	To	P5.1			\$ 84,002	\$ 674	\$ 84,676
Professional Manager Level 4 Grade 2	To	P5.2			\$ 87,527	\$ 674	\$ 88,201
Professional Manager Level 4 Grade 3	To	P5.3			\$ 90,169	\$ 674	\$ 90,843
Professional Manager Level 4 Grade 4	To	P5.4			\$ 92,814	\$ 674	\$ 93,488
Specialist Level 4 Grade 1-2 Year 1	To	P5.1			\$ 84,002	\$ 674	\$ 84,676
Specialist Level 4 Grade 1-2 Year 2	To	P5.2			\$ 87,527	\$ 674	\$ 88,201
Specialist Level 4 Grade 3-4 Year 1	To	P5.3			\$ 90,169	\$ 674	\$ 90,843
Specialist Level 4 Grade 3-4 Year 2	To	P5.4			\$ 92,814	\$ 674	\$ 93,488
Professional Practitioner Level 4 Year 1	To	P5.2			\$ 87,527	\$ 674	\$ 88,201
Professional Practitioner Level 4 Year 2	To	P5.3			\$ 90,169	\$ 674	\$ 90,843
Professional Practitioner Level 4 Year 3	To	P5.4			\$ 92,814	\$ 674	\$ 93,488
<b>Professional Stream PF5</b>	<b>Promotable Level</b>	<b>Allied Health Professional P6</b>					
Professional Level 5	To	P6		\$ 83,123	\$ 99,861	\$ 674	\$ 100,535



### Schedule 3. - DHHS - ALLIED HEALTH PROFESSIONALS FOR THE PURPOSE OF THIS AGREEMENT

Employees included in this Schedule will continue to be covered by the scope of the *Community and Health Services (Public Sector) Award* and upon application of this Agreement will be entitled to the salary rates in Schedule 2A and will continue to be paid annual leave loading.

In determining what constitutes an Allied Health Professional in the Department of Health and Human Services, the following assessment criterion is applied:

Where a Professional employee is employed in a position that requires them to utilise their professional qualifications in directly providing services or managing those involved in the provision of services that have a direct and quantifiable impact on the health and well-being of patients and/or clients:

This would include:

- client treatments, care or therapies;
- diagnostic services;
- scientific testing, research and inspections directly related to client care;
- provision of advisory services;
- conducting of examinations relating to clients;
- client case management services, or
- delivery of clinical services.

The following is a list\* of the Occupational Groups defined as Allied Health Professionals for the terms of this Agreement.

Aboriginal Health Worker
ACAT Assessor
Alcohol and Other Drug Worker
Audiologist
Cardiology Health Professional
Case Manager
Children and Families/Youth Justice Health Professional
Counsellor
Dental Therapist
Dietician
Environmental/Public Health Officer
Epidermiologist
Health/Medical Librarian
Health/Medical Physicist
Health Professional Project/Management Roles
Hospital/Medical Scientist

Microbiologist
Nuclear Medicine Health Professional
Occupational Therapist
Optometrist
Orthoptist
Orthotist/Prosthetist
Perfusionist
Pharmacist
Physiotherapist
Podiatrist
Psychologist
Radiation Therapists**
Radiographer
Respiratory Scientists
Scientific/Research Officer
Social Worker
Sonographer/Ultrasonographer
Speech Pathologist

\*Includes positions required to coordinate, manage or advise in relation to any of the above professions.

\*\* (Application of this Agreement to Radiation Therapists is limited to Clauses 15, 16, 17 and 18 only)



**Schedule 4 – DEPARTMENT OF EDUCATION, DEPARTMENT OF JUSTICE and DEPARTMENT OF POLICE AND PUBLIC SAFETY - ALLIED HEALTH PROFESSIONALS FOR THE PURPOSE OF THIS AGREEMENT.**

Employees included in this Schedule will continue to be covered by the scope of the *Professional Employees Award* and the *General Conditions of Employment Award* and upon application of this agreement will be entitled to the salary rates in Schedule 2B.

The following is a list of the Occupational Groups defined as Allied Health Professionals for the terms of this Agreement.

**Department of Education.**

Speech & Language Pathologist  
Social Worker.

**Department of Justice.**

Prison Service's Psychologist.

**Department of Police and Public Safety,**

Psychologist.

