

T13623 of 2009

17 DEC 2009

Tasmanian Industrial Commission Section 55 – Industrial Agreement



RADIATION THERAPISTS (PUBLIC SECTOR) INDUSTRIAL AGREEMENT 2009

between the

Minister administering the *State Service Act 2000*

and the

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



1. TITLE

This Agreement shall be known as the **Radiation Therapists (Public Sector) Industrial Agreement 2009**.

2. ARRANGEMENT

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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. and the Health Services Union of Australia, Tasmania No.1 Branch.

4. PERIOD OF OPERATION

The Agreement will apply from the first full pay period commencing on or after 17 March 2009 and ending 31 December 2010.



5. APPLICATION

This Agreement is made in respect of all employees employed and working as Radiation Therapists in the Department of Health and Human Services.

6. RELATIONSHIP TO AWARDS AND AGREEMENTS

If there is an inconsistency between this Agreement and the Health and Human Services (Tasmanian State Services) Award, or any Award or Agreement having application to Radiation Therapists employed in the Department, this Agreement shall prevail to the extent of the inconsistency.

Provided that all conditions of employment effecting the employment of Radiation Therapists not contained in this Agreement shall be taken from the Health and Human Services (Tasmanian State Services) Award.

7. WAGE INCREASES.

Increases to current salaries as at 30 November 2008 are:

- 3.5% on the first full pay period on or after 17 March 2009.
- 3.5% on the first full pay period on or after 1 December 2009
- 3.5% on the first full pay period on or after 1 December 2010.

8. CLASSIFICATION

Employees subject to this Agreement will be classified in accordance with the classification definitions in Schedule 1 of this Agreement.

9. JOB SHARING

Where there are job vacancies to be advertised (either full time or part time) the Chief Radiation Therapist will consult with staff to determine interest in job sharing.

Job sharing is designed to allow for two employees to share a single job at the substantive level up to the Full Time equivalent (FTE) establishment allocated to the position.

Hours of work are to be determined between the Chief Radiation Therapist and the employees participating in the job share arrangement within the agreed hour of the position.



10. WORKING FROM HOME

During the life of this Agreement the parties agree to develop a Working from Home policy. In the interim where an employee requests to work from home the Chief Radiation Therapist shall consult with the DHHS Workplace Relations Unit and the Union(s) as to the protocols to be considered for the employee to undertake such home based work.

11 CHANGE MANAGEMENT

Where the Agency proposes major changes in work arrangements and practices that are likely to have significant effects on employees the agency is to notify the employees who may be effected by the proposed changes and the relevant union(s) prior to the implementation of any changes.

Major changes in work arrangements and practices that are likely to have significant impact on employees include those matters that may be directly linked to public sector restructuring processes including amalgamations and the implementation of new technologies, systems and workplace practices that improve productivity and efficiency and the quality and quantity of organisational outcomes.

The employer is to consult with the relevant employees and relevant union(s) to discuss the introduction of any changes referred to in sub-clause (b) and the effects the changes are likely to have on employees and measures proposed to avoid or reduce the adverse effects of such changes on employees.

For the purposes of this clause, consultation is not simply advice on what is about to happen. Consultation is providing the employee(s), union(s) or other relevant persons, with genuine opportunity to influence the decision or decision maker. Consultation is not joint decision making or a barrier to the prerogative of management to make decisions. The employee(s), union(s), or other relevant persons must be given a reasonable opportunity to suggest alternative proposals in a timely manner. The employer is to give proper consideration to any proposals, and communicate these considerations to the proposer(s).

A register of changes made by the Agency following the processes of this clause is to be maintained by the Agency.



12. ACCESS TO ALLIED HEALTH PROFESSIONALS (AHP) AGREEMENT.

It is a term of this Agreement that Radiation Therapists will be entitled to receive the following conditions from the AHP Agreement:

(i) On Call Allowance

(ii) Availability Allowance

(iii) And other conditions applicable to Radiation Therapists from the 2009 AHP Agreement..

Radiation Therapists will be entitled to apply for funding under any Professional Training and Development Fund established for Allied Health Professionals

Provided that access to this funding shall not effect the current arrangements as they exist for professional development and training.

13. GRIEVANCES AND DISPUTE SETTLING PROCEDURE

In the first instance, grievances and disputes will usually be dealt with at the workplace by the appropriate employer and union representatives. 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. 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.

14. 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.



SIGNATORIES

This Agreement is made in Hobart on thisof 2009

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

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

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



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

SCHEDULE 1

CLASSIFICATION STRUCTURE

Classification Structure - Radiation Therapy

Radiation Therapist Level PO1

A person who is entitled to be granted registration as a radiation therapist by the Medical Radiation Science Professionals Registration Board of Tasmania.

This level includes 6 incremental steps.

Radiation Therapist level PO2

A Radiation Therapist may, after reaching level 1, Year 5, apply to the Chief Radiation Therapist for personal progression to Level 2, Year 1 Radiation Therapist. This application must be supported in writing by a senior member of staff (Level 3 or 4). A panel consisting of the Chief Radiation Therapists (W.P. Holman Clinics, Hobart and Launceston) and the clinical tutor or Deputy Radiation Therapist located at the opposite site of the applicant will assess the application. This panel will make a recommendation to the HOA/CEO who may approve this accelerated progression.

Radiation Therapists seeking appointment at Level 2, Year 1 shall be required to demonstrate a high level of knowledge and proficiency in treatment planning or delivery in at least two of the following;

- Whole Central Nervous System
- Multifield junctional techniques (3 fields or more)
- Mono isocentric techniques
- Conformal therapy
- Brachytherapy (both treatment and planning)
- Radiosurgery/stereotactic
- Intensity Modulated Radiation Therapy
- Paediatric radiation therapy
- 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
- Complex mould-room procedures
- Patient care (through completion of relevant educational activities)

Any new technologies or procedures may be brought forward as they develop, with a view to gaining agreement on their inclusion in the above listed criteria.



In addition, Radiation Therapists at this level are expected to:

- Be able to demonstrate active participation/involvement in research and development showing proven commitment through associated reports, presentations, conferences, publications or workplace inservices.

A Radiation Therapist may, after not less than 12 months at level 1, Year 6, apply to the Chief Radiation Therapist for personal progression to Level 2, Year 1 Radiation Therapist. If the radiation Therapist can show that they meet the requirements above they will be progressed to level 2 year 1.

This level includes 3 incremental steps.

Radiation Therapist Level PO 3

A qualified radiation therapist appointed to this level and who is in charge of a Treatment unit, peripheral sub-section, or planning sub-section.

This level includes 2 incremental steps.

Radiation Therapist Level PO 4A

In charge of a departmental section – A qualified radiation therapist appointed to this grade and who is in charge of treatment, planning, a peripheral section, or education.

This level includes 2 incremental steps.

Radiation Therapist Level PO 4B

Deputy Head of Radiation Therapy Service - A qualified radiation therapist appointed to this classification.

This level includes 2 incremental steps.

Radiation Therapist Level PO 5

Head of Radiation Therapy Service - A qualified radiation therapist appointed to take charge of the Radiation Therapy Service.



Schedule 2 Wage Rates

Classification	Level	Classification Description	Effective from FFPP 17 March 2009 \$	Effective from FFPP 1 December 2009 \$	Effective from FFPP 1 December 2010 \$
PG01	1	Radiation Therapist Prof Grad	56,646	58,629	60,681
RT 1-2	1	Radiation Therapist Level 1 Inc	56,646	58,629	60,681
RT1-2	2	Radiation Therapist Level 1 Inc	60,047	62,149	64,324
RT1-2	3	Radiation Therapist Level 1 Inc	63,443	65,664	67,962
RT1-2	4	Radiation Therapist Level 1 Inc	66,842	69,181	71,602
RT1-2	5	Radiation Therapist Level 1 Inc	70,240	72,698	75,242
RT1-2	6	Radiation Therapist Level 1 Review	73,637	76,214	78,881
RT1-2	7	Radiation Therapist Level 2 Inc	75,641	78,288	81,028
RT1-2	8	Radiation Therapist Level 2 Inc	78,976	81,740	84,601
RT1-2	9	Radiation Therapist Level 2	82,316	85,197	88,179
RT03	1	Radiation Therapist Level 3 IC Unit	85,960	88,969	92,083
RT03	2	Radiation Therapist Level 3 IC Unit	90,370	93,533	92,083



RT4a	1	Radiation Therapist Level 4a IC Sec	91,706	94916	98,238
RT4a	2	Radiation Therapist 4a IC Sec	96,074	99,437	102,917
RT4b	1	Radiation Therapist 4b Deputy	99,348	102,825	106,424
RT4b	2	Radiation Therapist 4b Deputy	102,626	106,218	109,936
RT05	1	Radiation Therapist Level 5 Head	111,359	115,257	119,291

