

HEALTH PROFESSIONALS

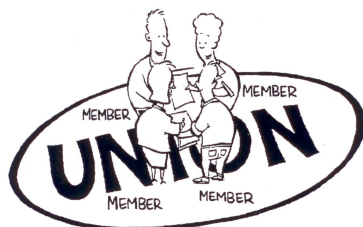
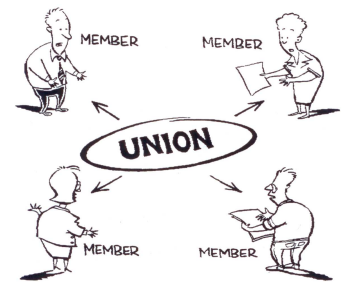
NEWSLETTER #9 (18 Oct 2006)

At the Health Professionals meeting held on the 17 October 2006 members considered and rejected the government's 2006 EB offer and passed the following resolution:

"This meeting of health professionals instructs the HSU to reject the S.A. Government's E.B. offer, as it does not address the matters presented in the log of claims; the meeting further instructs the Consultative Committee of the HSU to continue to negotiate with the Government on the HSU's log of claims."

In rejecting the offer members took into consideration that although the Government's offer partly addresses our claims it fails to address significant concerns in regards to:

- 1) **Attraction and retention** the government offer falls well short of achieving competitiveness with other States, unless we achieve appropriate career structures (comparable with the rest of the country) for Health Professionals, the South Australian public health system will continue to lose its best to the private sector, interstate or overseas and not be able to retain our best and experienced professionals or to attract highly skilled professionals from around the country.
- 2) **Allowances** the offer fails to respond to our claims in regards to recognition of post graduate qualifications, Support for professional development pathways and continuing education funded by the employer, Adequate numbers of staff for the work required by health professionals, Support and recognition for professionals who are working in remote areas / work in isolation (except by individual negotiation with the respective regional manager), shift allowances, Settlement allowances for new staff moving from interstate and overseas, An important recruitment tool to help attracting highly skilled Professionals to public sector.
- 3) **Classification definitions** members recognize that the new classification definitions addresses many of our concerns however negotiations need to continue in order achieve appropriate structures that ensure greater career opportunities and appropriate classification advancement.
- 4) **Other areas of concern include:** overtime payments to be extended to level 3 health professionals and a comprehensive excellence criteria that recognizes higher levels clinical expertise



The Health Professionals negotiating team and the HSU will be meeting with government representatives on 25th & 30th October 06 to continue negotiations.

Encourage non union colleagues to join the HSU
A strong union = better deal for you

**... backbone of our
health system**



Health Services Union

Authorised by Jorge Navas, Secretary HSU

