

HEALTH PROFESSIONALS

NEWSLETTER #6 (27 Sept 2007)

On Tuesday 25 Sept 2007 the HSU Negotiating Team met with representatives of Public Sector Workforce Development (PSWD) to discuss the review of classification definitions for health professionals (POs stream).

This meeting came as a consequence of the overwhelming rejection by Health Professionals of the Professionals Officers Work Level Definitions in Appendix 5: of the South Australian Government Wages Parity (Salaried) Enterprise Agreement 2006. In that the government committed to review those definitions, as per their letter dated the 15 Dec 2006 (copy attached)

At the meeting, the HSU negotiating team raised the following concerns about the Work Level Definitions (WLDs)

1. The WLDs are too onerous for health professionals to progress through an appropriate classification level;
2. The WLDs do not recognise skills, knowledge & experience (behind other States);
3. The WLDs are simply contradictory while some of the levels are largely unachievable;
4. PO1 supervising other health professionals (inappropriate);
5. PO stream being attached to ASO stream for on-call and overtime means PO staff are being paid less to do overtime and on-call;
6. The classification definitions for scientists were appropriate pre 2006 EBA. The 2006 EBA destroyed their career structure;
7. The PO1 level 5 ceiling/soft barrier retards recruitment from the private sector to the public sector eg offering someone with 20+yrs experience a PO1 level 5 position when their colleagues are on level 7.

As a consequence of the unsuitability of the WLDs, some health professional groups have made arrangements outside the EBA. This causes inequity which creates winners and losers within the health professional workforce.

We requested any review should clearly define the grounds for developing classification definitions

We queried the government's plan for attracting & retaining adequate staffing levels in health.

The PSWD undertook to draft the terms of reference by mid-October 2007.

What can you do?

Help organise information meetings at the workplace, including cross professional meetings (**HP from all professions working for a common goal**).

Talk to your colleagues about and the need to join the union (the greater the membership the greater our collective strength).

**To organise workplace meetings
please call Jorge Navas on 0419 036 615**

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



Health Services Union

Authorised by Jorge Navas, Secretary HSU

