

HEALTH PROFESSIONALS

NEWSLETTER #2 [Page 1 of 2] (7 April 2008)

Where did we start?

The recent campaign involving health professionals (HP's) and the HSU commenced in respect to radiographer concerns regarding their place within the health system. The inadequacy of radiographer classification was obvious, leading to a declining, overworked and underpaid work force. This led to many radiographers becoming involved with the HSU to represent their concerns to the Department of Health and Government.

The vehicle for change for the radiographers was the Enterprise Agreement of 2006, which has an effective date of October 1st, 2006. The agreement was reached in December of 2006. The strength of radiographers concerns induced many other HP's to take note and join the HSU to have their similar concerns represented. In representing the concerns of HP's at the bargaining negotiations of the current Enterprise Agreement, the HSU held firm to the view that HP's concerns could be characterised in the following broad themes.

- Dedicated Health Professionals in the public sector need more support to undertake their vital work for our community;
 - The government needs to do more to recruit and retain HP's in the context of a globally competitive environment and an aging South Australian population and health workforce
- The preceding Enterprise Agreements based on a moribund award structure required urgent updating;
 - The Enterprise Agreement as it currently stands is based on the Structural Efficiency Process of amalgamating awards from the early 1990's
 - The Agreement fails to reward higher level qualifications and does not address on going professional training requirements of HP's

Where are we now?

Prior to approval of the current Enterprise Agreement, the HSU bargained for all parties to be consulted on the professional work level definitions, in order to not frustrate the wider public sector. These consultations are occurring now. The HSU has made strong representation via submission and awaits the opportunity to discuss and negotiate on your concerns with the Public Sector Workforce Division (PSWD). The PSWD is undertaking the negotiations on behalf of the government. The HSU continues to strongly represent members on their concerns in these negotiations.

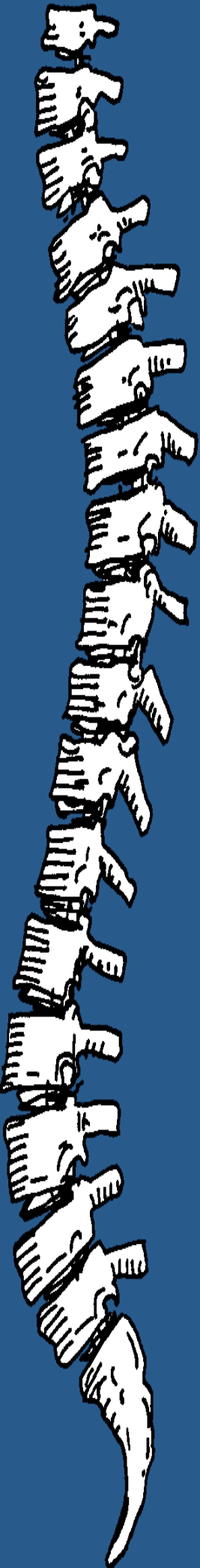
Due to the strength of the radiographer's membership and their subsequent ability to put pressure on the Government, radiographer concerns are also being dealt with by a separate *Radiographer Review*, brokered by the HSU for Department of Health sites. Radiographers that are entitled to receive a salary increase under the review will have those increases backdated dated to July 1, 2007.

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



Health Services Union

Authorised by Jorge Navas, Secretary HSU



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NEWSLETTER #2 [Page 2 of 2] (7 April 2008)

Where are we heading?

The HSU remains firmly of the belief that health professionals' concerns are best dealt with via an agreement of their own i.e. a *Health Professionals Enterprise Agreement*. Health professionals in other Australian jurisdictions have their own EBA's which **only** deal with concerns relevant to **Health Professionals**, hence their superior pay and working conditions. In South Australia, HP's agreements are currently subject to vote by nearly every other group within the Public Sector, some of which includes;

- other non health professionals (PO's),
- Administrative Officers (ASO's),
- Technical Officers and (TGO's)
- Operational Services employees (OPS's).

As Health Professionals make up only ten percent of the entire public service, it is little wonder that the Government have had us over a barrel so to speak. Past EBA's have only had to address the requirements of the vast majority which is nearly totally made up of clerks whom, for the mainstream, do not have any specialised training. This is like comparing apples with pancakes.

It is of note that Queensland HP's have recently entered into such an agreement which includes acknowledgement of higher qualifications and a yearly training allowance for HP's. The Queensland government appears to have responded to similar concerns as the HSU has in SA in regard to recruitment and retention of HP's. Some information regarding the Queensland EB can be viewed on the following link

http://www.mysunshinecoast.com.au/local_community_news_display.php?id=9703

A copy has been attached for HP's who do not have Web access.

PLEASE DISCUSS THIS INFORMATION
WITH YOUR HEALTH PROFESSIONAL COLLEAGUES
AND
ENCOURAGE THEM TO BECOME INVOLVED!

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