

HEALTH PROFESSIONALS NEWSLETTER #210 (01 Mar 2010)

The HSU received a number of complaints regarding the translation of the South Australian Wages Parity (salaried) Enterprise Agreement 2010 classification structures from PO1 to AHP. These complaints included:

- Incorrectly translating the previous PO classification definition to the new 2010 PO classification definition instead of the AHP classification definition;
- Wrong date calculated for payment of the new AHP classification definition (beyond 14 January 2010);
- No clear indication of payment day for the bonus; and many other concerns.

The HSU has followed this up with the DoH. They confirmed that the 2.5% pay increase will be back dated from 1st October 2009 and the translation from PO to AHP will operate from 14 January 2010. They also advised that a meeting with Shared Services will take place and a newsletter will be sent to Allied Health Professionals to clarify these issues.

Please note that the hearing date at the South Australian Industrial Relations Commission (14 January 2010) is the operative date of new AHP classification.

We would also like to take this opportunity to inform you that a meeting of Allied Health Professionals was held on 23 February 2010. The meeting determined the following:

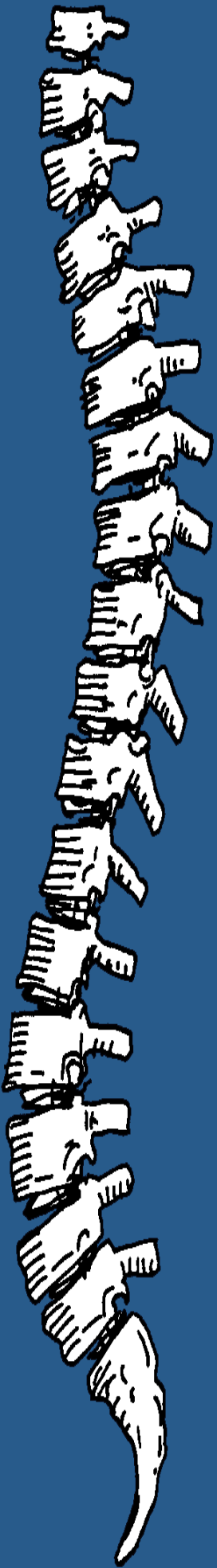
- Encourage all PO1/5 to apply for translation to AHP2 classification;
- Translated PO1/6 and 7 to AHP2 should continue progression without any further peer assessment (to be negotiated);

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- Pursuit of equity amongst all professions in the new Allied Health Professionals classification eg. Radiographers vs. other Allied Health Professionals;
- Campaign for recruitment and retention in order to meet services needs (staff shortages). Members to provide the HSU with the last six months staff shortages information; and
- In order to develop claims and roll on the campaign members to organise meetings at the workplace.

On 26 February 2010, radiographers' representatives and the HSU met with CNAHS management. The meeting addressed issues which were not dealt with during the negotiation and signing of the 2010 Enterprise Agreement; and that need to be addressed at agency level. Those include:

- The "8 hour rule break" and current inconsistent interpretation of this rule (duty of care)
- "immediate on-call" requirement for attendance (30 minutes)

The meeting also discussed concerns regarding consultation processes.

As a result of this meeting, the HSU will be part of the CNAHS Industrial Liaison Committee. This will facilitate a direct consultative process for the HSU to voice concerns of our members.

This meeting was extremely productive and has provided an avenue for the HSU and its members to continue to address and resolve outstanding concerns and issues. The CNAHS management appeared to be very receptive and seemed genuine in achieving a mutually beneficial agreement.

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