

HEALTH SERVICES UNION

NEWSLETTER #120 (1 Sept 2011)

CURRENT INDUSTRIAL MATTERS

The HSU met with the Chief Executive Officer and Director of Workforce Development of DoH last week.

At the meeting the HSU tabled concerns about the interpretation of the 2010 Enterprise Agreement classification definitions given by the DoH.

Matters of most concern are:

- **Advertisements of vacancies (AHP1/2 positions)**

The HSU argues that this is a single classification not two different levels. Moving from 1 to 2 is a progression through competency not promotion.

- **Progression from AHP1/5 to AHP2 for long term contracted employees (3-5 years)**

The HSU's position is that AHPs employed on a long term contract have the industrial right to progress by peer assessment from level AHP 1/5 to AHP 2.

The current practice of DoH is discriminatory and contrary to the intent of the EA 2010.

- **Lack of recognition of experience for newly appointed AHP employees in DoH**

DoH's practice of employing AHPs who have many years of professional experience at AHP 1 and expecting them to perform work as AHP 2 creates an environment in which health professionals are being underpaid. This is not conducive to attraction and retention.

- **AHP 2 to 3 reclassification delays**

The lengthy delay in processing reclassifications, especially AHP 2 to 3 is creating stress and low morale in the workforce. Not to mention working at a higher level and being underpaid during the delay with no back pay due to the Management's Initiated Classification Processes.

- **Radiographers' peer assessment**

A concern was raised by the HSU regarding the use of peer assessment processes for radiographers at some worksites. This is contrary to the Medical Imaging Review where progression occurs following a PDY assessment as required by the Australian Institute of Radiography. This has a potential to affect not only radiographers state wide but also radiation therapists and pharmacists who have a different professional progression path.

At this meeting, the HSU and DoH agreed that a meeting comprising of DoH's, DPC's workforce representatives and HSU be convened to resolve these matters. If the meeting can not resolve these matters, then the mentioned matters will be referred to the industrial relations commission for resolution.

Any queries, please give us a call on
0419 036 615.

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

Authorised by Jorge Navas, Secretary HSU

