

23 April 2013

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Together report back on AEIOU Enterprise Bargaining Agreement Negotiations Friday 19 April 2013.

Together representatives met with AEIOU representatives on Friday 19 April, 2013 to progress our negotiations with your employer in relation to finalising a classification structure for health professionals.

Your representatives attempted to convey how we think a health professional classification structure should be reflected in your Enterprise Agreement. We put this forward after exploring the type of service you provide; what expectations families have and reviewing the level of responsibility, accountability, judgment, autonomy and supervision you are required to possess in the performance of your roles.

We also reviewed the alignment between where you are currently positioned in relation to the Health Professionals, Support Staff Award 2010.

After lengthy discussion, AEIOU maintained their view that the organisation only requires 3 levels.

The structure AEIOU propose will involve:

- Level 1 to be the entry point for new graduates with annual increments or pay points up to 6 years;
- Level 2 which will have annual increments up to 4 years;
- Senior Health professionals will be employed under Level 3 and there will be 5 yearly annual increments or pay points.

Staff will have ability to progress from Level 1 – Level 2, however this will be the ceiling cap for the

majority of health professionals. Attaining level 3 will be by appointment only and is designed for Senior Health Professionals AEIOU appoint to support other Health Professionals in their roles.

AEIOU do not require any further Levels beyond this point.

Caseloads were discussed and the need for consistency across centres, however this will need to be further explored in therapy meetings as alternative/ innovative modes of note taking were used as an one example by AEIOU to reduce workplace demands and need to change caseloads. Caseloads are something that can be looked at in the future, however AEIOU advised that due to budget constraints there is not much room to move.

Further information regarding this will be discussed in the next 'SPOT' meeting, however, in the meantime if you could please have a look at the modern award and levels to make yourself familiar with the bandings/ descriptors and how you feel that sits with how your current role looks.

Together representatives are seeking to attend your next staff meeting to give you an update on the progress of Bargaining and get your feedback. Should you have any queries please direct them to Together Lead Organiser, Valda Graham at: info@qld.asu.net.au

Your Together Negotiating Team representatives are:

Sally Fitzgerald, Lucy Finn and Together Lead Organiser, Valda Graham.

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Together We Win!

AEIOU Health Professionals



The Award classification descriptors are as follows:

B.2.1 Health Professional—level 1

Positions at level 1 are regarded as entry level health professionals and for initial years of experience.

This level is the entry level for new graduates who meet the requirement to practise as a health professional (where appropriate in accordance with their professional association's rules and be eligible for membership of their professional association) or such qualification as deemed acceptable by the employer. It is also the level for the early stages of the career of a health professional.

	Per week
	\$
Pay point 1 (UG 2 qualification)	740.60
Pay point 2 (three year degree entry)	769.30
Pay point 3 (four year degree entry)	803.30
Pay point 4 (masters degree entry)	831.00
Pay point 5 (PhD entry)	905.40
Pay point 6	937.40

B.2.2 Health Professional—level 2

A health professional at this level works independently and is required to exercise independent judgment on routine matters. They may require professional supervision from more senior members of the profession or health team when performing novel, complex, or critical tasks. They have demonstrated a commitment to continuing professional development and may have contributed to workplace education through provision of seminars, lectures or in-services. At this level the health professional may be actively involved in quality improvement activities or research.

At this level the health professional contributes to the evaluation and analysis of guidelines, policies and procedures applicable to their clinical/professional work and may be required to contribute to the supervision of discipline specific students.

	Per week
	\$
Pay point 1	942.70
Pay point 2	976.70
Pay point 3	1014.00
Pay point 4	1054.40

B.2.3 Health Professional—level 3

A health professional at this level would be experienced and be able to independently apply professional knowledge and judgment when performing novel, complex, or critical tasks specific to their discipline. At this level health professionals will have additional responsibilities.

An employee at this level:

- works in an area that requires high levels of specialist knowledge and skill as recognised by the employer;

- is actively contributing to the development of professional knowledge and skills in their field of work as demonstrated by positive impacts on service delivery, positive referral patterns in area of expertise and quantifiable/measurable improvements in health outcomes;
- may be a sole discipline specific health professional in a metropolitan, regional or rural setting who practices in professional isolation from health professionals from the same discipline;
- is performing across a number of recognised specialties within a discipline;
- may be accountable for allocation and/or expenditure of resources and ensuring targets are met and is responsible for ensuring optimal budget outcomes for their customers and communities;
- may be responsible for providing regular feedback and appraisals for senior staff to improve health outcomes for customers and for maintaining a performance management system; and
- is responsible for providing support for the efficient, cost effective and timely delivery of services.

	Per week
	\$
Pay point 1	1100.20
Pay point 2	1131.00
Pay point 3	1155.50
Pay point 4	1206.60
Pay point 5	1251.30

B.2.4 Health Professional—level 4

(AEIOU DO NOT REQUIRE ANY HEALTH PROFESSIONAL TO PERFORM AT THIS LEVEL)

A health professional at this level applies a high level of professional judgment and knowledge when performing a wide range of novel, complex, and critical tasks, specific to their discipline.

An employee at this level:

- has a proven record of achievement at a senior level;
- has the capacity to allocate resources, set priorities and ensure budgets are met within a large and complex organisation;
- may be responsible to the executive for providing effective services and ensuring budget/strategic targets are met;
- supervises staff where required; and
- is expected to develop/implement and deliver strategic business plans which increase the level of care to customers within a budget framework.

	Per week
	\$
Pay point 1	1332.10
Pay point 2	1421.50
Pay point 3	1546.00
Pay point 4	1706.60