

DRAFT Terms of Reference

DET Therapy Staff – Attraction and Retention Review

Authority:

This review is to be conducted pursuant to Part 9 of Appendix 7 of the State Government Entities Certified Agreement 2015 (Appendix 7).

Membership and Secretariat:

The mechanism for progressing this review and formally recording submissions and recommendations is the Agency Consultative Committee. The relevant sub-group will comprise of State Schools - Disability and Inclusion, Principal Advisor Therapies, Together Queensland, Workplace Delegate, Workforce Relations and Talent. Where required, other subject matter expertise will be drawn from the appropriate area.

Information sources:

This review will consider submissions from Together Queensland, State Schools Operations, and Together Workplace Delegates (who are supervisory/field therapists employed by the Department).

Scope of review:

1. In accordance with items d) to g) of Part 9.1.1 of Appendix 7, the review will consider the career pathways and support structures for Therapists, including:
 - d) Support mechanisms for therapists engaged in research related to therapy in education;
 - e) Access to appropriate administrative support;
 - f) Access to an appropriate work area (including a desk, chair and computer) at therapists' base and outreach school locations;
 - g) Access to vehicles or appropriate compensation (that is kilometric allowance) in accordance with the *Public Service Act 2008*.
2. In accordance with item h) of Part 9.1.1 of Appendix 7, the review will consider
 - I. Professional development as referenced in the Core Agreement, including access to a professional level of evidence based resources and literature;
 - II. A review of relative salaries and employment conditions compared to other allied health professionals across state government agencies, taking into account role differences and work attendance patterns;
 - III. A review of progression arrangements for therapists.
3. In accordance with Part 9.2 of Appendix 7, the Parties will review strategies for the attraction and retention of therapists.

Matters of timing:

The Review is to be conducted throughout Semester 2, 2017 with recommendations to be delivered to the November Agency Consultative Committee.

Anticipated outcome:

The review may include matters which can be applied during the life of this agreement and/or matters to be considered in the next round of collective bargaining.