1. **Clinical Assistants Progression - Proposed position**
   a. An ongoing progression scheme to become effective from 17/10/2020 to CA3 Advanced (CA3-A).
   b. CA3-A band contains two pay points equivalent in salary to CA4-1 and CA4-2. These pay points are exclusive of the proposed VETIA payments.
   c. Initial advancement is based on 4 years at CA3-4 and possession of a Cert IV (or higher) relevant to their role as at 17/10/2020 to progress to CA3-A1.
   d. After 12 months at CA3-A1 staff will progress to CA3-A2 as at 17/10/2021.
   e. This progression scheme will continue for the life of the agreement for all staff who meet the following criteria:
      i. Staff are at CA3-4 for 4 years, and
      ii. Possess at Cert IV (or higher) relevant to their role *note: progression will occur as employees become eligible ie the date at which they have spent four years at CA3 paypoint 4 and hold a certificate IV relevant to their role.

2. **Backpay for Clinical Assistants**
   a. Agreement to pay Clinical Assistants from 1.9.2019 (under the EB10 Operational rates) until 16/10/2019. Clinical Assistant rates come into effect on 17/10/2019.

3. **Clinical Assistants - Definition**
   Clinical assistants are employees who
   a. Are in roles listed under SX.2)  
      i. Contribute to provision of healthcare across the continuum of care by assisting with clinical and non-clinical tasks in accordance with current legislation and practice guidelines, to provide integrated health services in one of more of the following program areas
      1. Acute care;
      2. Aged care facilities
      3. Ambulatory and community care;
      4. Extended care;
      5. Integrated mental health;
      6. Rehabilitation;
      7. Pathology and Mortuary services
      8. Oral health services
      9. Primary care;
      10. Protection and prevention; and
   ii. Within the training, qualifications and competence of the clinical assistant, undertake delegated clinical tasks related to the direct examination and/or treatment of patients including where relevant the preparation and examination of blood, tissue and other specimens taken from a patient and/or health protection and promotion to the community that are within the professional scope of practice of a Health Practitioner or Dental Officer irrespective of line management arrangements of the clinical assistant and
   iii. includes clinical assistants with supervisory or management duties”
   iv. The following operational stream roles will be included in the clinical assistant stream:
      • Allied health assistant/aide, allied health assistant – specified allied health discipline (e.g. allied health assistant - music therapy; allied
HPDOCA offer – Additional items negotiated since original offer

- Anaesthetic assistants/technicians
- Audiology assistant/aide
- Central specimen reception coordinator/manager
- Clinical measurement scientists and technician assistant/aide
- Dental assistant (all classifications and however titled)
- Laboratory assistant
- Leisure therapist assistant
- Medical imaging assistant, medical imaging services assistant and dark room attendants
- Menu monitor, dietary aide, nutrition assistant
- Mobility aide officer
- Mortuary attendant/assistant
- Music therapy assistant/aide
- Nutrition assistant, dietetic assistant, dietitian assistant
- Occupational therapy assistant/aide
- Pathology assistant
- Pharmacy assistant
- Pharmacy assistant - central pharmacy
- Pharmacy assistant - patient care
- Phlebotomist
- Physiotherapy assistant/aide
- Plaster technician (includes operational services officer-plaster technician)
- Podiatry assistant/aide
- Prosthetic/orthotic technician assistant
- Rehabilitation assistant/aide, rehabilitation therapy assistant/aide
- Social work assistant/aide
- Speech pathology assistant/aide
- Therapy assistant/aide
- Vector control officers
- Recreational officers and diversional therapists

4. Grandparenting of the Prescribed Attraction and Retention payments
   a. Prescribed attraction and retention payments will be made to all eligible employees (under circular 44/08) as at the date of certification.
   b. Circular 44/08 to be rescinded and new employees will not be eligible to receive prescribed payments under this Circular.
   c. New employee may receive approved attraction and retention payments via the Discretionary payment provision of HPDO3.
   d. Specific clauses and a schedule will be drafted for HPDO3 that provides for attraction and retention payments for:
      i. Prescribed payments
         1. Radiographers
         2. Medical Imaging Technologists
         3. Breast Imaging Radiographer (including Breast Screen Queensland)
         4. Radio Chemists and
         5. Pharmacists.
      ii. Sonographers
      iii. Nuclear Medicine Technologists
      iv. Radiation Oncology Medical Physicists (ROMPS)
      v. Health & Medical Physicists (HP4 – HP7)

5. Replacement of the existing operational stream targeted training allowance (TTA) with the enhanced Vocational Education and Training Incentive Allowance (VETIA).
   a. The incentive applies as follows:
      - Level 1: employees at levels CA2 and CA3 with relevant AQF Certificate III level qualifications
      - Level 2: employees at CA2 to CA5 with relevant AQF Certificate IV (and above) level qualifications.
   b. Employees who hold a qualification relevant to their role and classification level, but are not yet at the top paypoint, will be entitled to immediate advancement of one increment (maintaining the employee’s increment date).
   c. Employees at the top paypoint for 12 months or more, including those currently receiving the targeted training allowance, will instead receive the enhanced allowance:
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<table>
<thead>
<tr>
<th>Eligible classification levels</th>
<th>Level 1</th>
<th>Level 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>CA2 and CA3</td>
<td></td>
<td></td>
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<tr>
<td>CA2 to CA5</td>
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<table>
<thead>
<tr>
<th>Eligible relevant qualifications</th>
<th>Level 1</th>
<th>Level 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>AQF Certificate III</td>
<td></td>
<td></td>
</tr>
<tr>
<td>AQF Certificate IV (and above)</td>
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</table>

<table>
<thead>
<tr>
<th>Payment rate</th>
<th>Level 1</th>
<th>Level 2</th>
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</thead>
<tbody>
<tr>
<td>2.5% of CA3.4</td>
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<tr>
<td>4% of CA3.4</td>
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**d.** As a transitional arrangement to support implementation of VETIA, employees who at the date of certification of the agreement hold a relevant qualification, but who have not yet served 12 months at the top paypoint, will become eligible for payment of the relevant VETIA allowance at this date.

**e.** A set of principles identifying which qualifications and equivalent credentials are relevant for the purposes of VETIA, including examples, will be developed in a new HR policy by the HPDOCG.

**f.** Further relevant qualifications and equivalent credentials may be approved during the life of the Agreement by the HPDOCG.

### 6. Health Practitioner Job Evaluation

**a.** The Health Practitioner job evaluation process to be re-centralised to the Department of Health for positions HP6 and above, with the discretionary capacity for Hospital and Health Services/Divisions to refer positions below HP5 level if so desired. HP evaluations will continue to be conducted in accordance with the Queensland Health HR Policy B68 Job Evaluation – Health Practitioner Positions, which will require amendments to reflect this change.

### 7. Social Workers and Psychologists workspaces

**a.** Social workers and Psychologists will be provided with sufficient and appropriate workspaces where there is a need to conduct private conversations with patients, families and others within the hospital environment, in a supportive, discreet and safe manner. Such spaces will be considered in the planning of new facilities or redevelopment of existing facilities.

### 8. Health practitioners’ workspaces

**a.** Health practitioners will be provided with sufficient and appropriate workspaces.

**b.** Queensland Health acknowledges that patients are to be assessed and treated in spaces that are appropriate to the treatment of the patient. Such clinical spaces will be appropriate to the work conducted, including access to appropriate equipment.

**c.** Where required there will be genuine collaboration to ensure appropriate workspaces are provided.

### 9. Student Clinical Education Allowance

**a.** As previously agreed by the HPDOCG the following disciplines to be included in the list of discipline covered by the student clinical education allowance.

i. Exercise Physiologists

ii. Leisure therapists

iii. Welfare officers

iv. Orthoptists

v. Music therapists

vi. Genetic counsellors.