

# DRAFT Terms of Reference

## DET Therapy Staff – Attraction and Retention Review

### Authority:

This review is to be conducted pursuant to Part 9.2 of Appendix 7 of the State Government Entities Certified Agreement 2015, which states:

*“The Parties will review strategies for the attraction and retention of therapists during the first 12 months of the agreement.”*

### Membership and Secretariat:

The mechanism for progressing this review and formally recording submissions and actions is the Agency Consultative Committee. The relevant sub-group will comprise of Assistant Director-General State Schools Disability and Inclusion or their delegate, Principal Advisor Therapies, Together Queensland Officer(s), Workplace Delegate(s), Workforce Relations, Workforce Resourcing and Talent Consultant(s).

### 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:

The range of options may include but is not limited to Attraction and Retention strategies associated with:-

- Research in therapy in education
- Therapists to have appropriate access to administrative support
- Access to an appropriate work area (including a desk, chair and computer) at therapists' base and outreach school locations
- Access to vehicles or appropriate compensation, that is kilometric allowance pursuant to the Directive as issued by the Minister in accordance with section 54(1) of the *Public Service Act 2008*
- Professional development matters as referenced in Part 9.3 of Appendix 7 of the Core Agreement, including access to a professional level of evidence based resources and literature
- A review of relative salaries compared to other allied health professionals across state government agencies, taking into account role differences and work attendance patterns
- A review of progression arrangements for 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 final report 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.