WITHOUT PREJUDICE

GENERAL SECRETARY – PUBLIC SERVICE ASSOCIATION OF SOUTH AUSTRALIA

SECRETARY – HEALTH SERVICES UNION (SOUTH AUSTRALIA AND NORTHERN TERRITORY BRANCH)

DIRECTOR – PROFESSIONALS AUSTRALIA

PROPOSAL FOR NEW ENTERPRISE AGREEMENT TO COVER ALLIED HEALTH PROFESSIONALS AND ALLIED HEALTH ASSISTANTS EMPLOYED IN THE SOUTH AUSTRALIAN PUBLIC SECTOR

These "Terms of Offer" (**Offer**) are provided on a without prejudice basis as a package in full and final settlement of all claims made in enterprise bargaining negotiations. The Industrial Relations and Policy Branch (**IRAP**), Attorney-General's Department on behalf of the employer, reserves the right to vary, withdraw or correct any unintended aspect of this offer.

The Offer is conditional on an agreement being reached and approved by the SAET. Except where indicated, the proposals in this "Terms of Offer" outline the nature of each aspect of the offer on the basis that, where applicable, issues of detail or clarification will be provided in the draft *South Australian Allied Health Professionals, Assistants and Psychologists Enterprise Agreement 2025* or be the subject of further clarification if necessary.

Interpretation: A reference in this Offer to a payment to be made will be taken to being subject to the payment being effected within a reasonably practicable time after an agreement is approved or a payment is due:

- provided that implementation of changed salary or wage rates will generally have priority over giving effect to other payment/s; and
- noting that what is 'reasonably practicable' may be dependent on the number of employees affected within an agency and systems in place within agencies to implement new industrial terms for Allied Health Professionals and Allied Health Assistants.

A reference to "ffpp" in relation to a date, means the first full pay period to commence on or after the date specified. Unless otherwise stated in this Offer, the operative date will be on and from the date of approval by the SAET.

PROPOSALS TO BE THE SUBJECT OF TERMS OF A NEW ENTERPRISE AGREEMENT

COVERAGE OF NEW AGREEMENT

It is proposed that a new agreement would apply to all employees engaged as Allied Health Professionals (**AHPs**) and Allied Health Assistants (**AHAs**) across the public sector, being employees who fall within Schedule 1.2 and Schedule 1.19 of the *South Australian Public Sector Enterprise Agreement: Salaried 2021* (**Current Salaried Agreement**) (**the new enterprise agreement**).

PERIOD OF AGREEMENT

It is proposed that the new enterprise agreement will come into effect on the date of approval by the South Australian Employment Tribunal (**SAET**) and have a nominal term of 4 years.

SALARY INCREASES, CLASSIFICATIONS, ALLOWANCES AND MONETARY PAYMENTS

General Salary Increases

It is proposed that rates of salaries in a new enterprise agreement will be in accordance with the present salary rates in the Current Salaried Agreement as appliable to AHPs (Schedule 1.2) and AHAs (Schedule 1.19) increased as follows:

- First increase

  Salary increase of 4.0% per annum with effect from first full pay period commencing on or after 1 May 2025.

- Second increase

  Salary increase of 3.5% per annum, with effect from the first full pay period commencing on or after 1 May 2026.

- Third increase

  Salary increase of 3.5% per annum, with effect from the first full pay period commencing on or after 1 May 2027.

- Fourth increase

  Salary increase of 2.5% per annum, with effect from the first full pay period commencing on or after 1 May 2028.

Retrospective salary increases (and any other monetary payments) will not apply to persons who are not employed at the time of SAET approval.

AHPs at the Department for Child Protection

It is proposed that for AHPs employed in the Department for Child Protection, the new agreement would provide an allowance equivalent to the value of 4% of the applicable annual rate of salary payable in the first year, to be paid in fortnightly instalments. The initial allowance would be calculated on the basis of the rates of salary with the base and first increase above.

The allowance would be payable from the first full pay period on or after commencement of the new agreement and in subsequent years, the allowance would be increased in accordance with annual salary increases.

Removal of junior rates for AHAs
It is proposed that junior rates presently applicable to AHAs (AHA-1 17 years & under – 20 years) be removed with any present employee paid at junior rates progressing to the AHA-1 1st year adult commencing from 1 May 2025 (ffpp) .

Classifications

- Modifications to AHP classification structure: contained in the Current Salaried Agreement:
    - All AHPs: It is proposed that the classification criteria for AHP2 be modified so that an employee whose position is classified at the AHP1 level advances to the AHP2 level after 12 months service at the highest increment level for AHP1, save where an agency determines that the employee should remain at the lower level because of unsatisfactory performance.
    - Psychologists: it is proposed that the requirements for progression between AHP2 and AHP3 be modified so that supervision of a psychologist may be a requirement (not must be a requirement).
- Review of classification structures: It is proposed that the parties agree for there to be a review of classification structures contained within a new agreement:
    - The commitment to review to be included as a term of the enterprise agreement.
    - The Parties to use best endeavours to finalise the review within two years from commencement.
    - The review would be conducted by or on behalf of the Chief Executive, Attorney-General's Department with, if considered appropriate, expert assistance.
    - In agreeing to the review, the parties acknowledge that implementation of review recommendations would be subject to further approval process, including in relation to funding, and may require an application to vary the enterprise agreement.

Professional development allowance
It is proposed that a new agreement would provide for payment of a professional development allowance of $1,000 per annum (AHPs only) (**PD allowance**) in fortnightly instalments including during periods of paid leave.

The PD allowance would be payable from the first full pay period on or after commencement of the new agreement and with the value proposed to increase in accordance with general salary increases under a new agreement.

The PD allowance will not apply to casual employees and will not be paid for any other purposes such as recall, shift penalties and other allowances.

In addition to the PD allowance, employees (AHPs only, other than casuals) will be entitled to reimbursements for expenses as follows (**PD reimbursement entitlement**):

- up to $1,000 per year for employees at AHP 2 level
- up to $1,500 per year for employees at AHP 3 level and above

The PD reimbursement will be non-accruing (ie will re-set annually).

Employees may apply for reimbursement of expenses above the PD reimbursement entitlement with approval of such applications at the discretion of the agency.

Any costs that have been reimbursed to an Employee must be repaid if the Employee does not attend or (if relevant) successfully complete the professional development (unless non-attendance or failure outside the employee's control).

It is proposed to include an entitlement in the new enterprise agreement to professional development leave in the same terms which appear in the Current Salaried Agreement (clause 21.3).

Regional incentive payments
It is proposed to introduce an allowance payable to AHPs who commence work in particular regional/rural locations after commencement of a new enterprise agreement.

The allowance payable would depend on the regional location, which is proposed to be determined based on the Modified Monash Model (**MMM**), zones 3 to 7 (see **attached** list of locations by zone):

- Zone 3: $882 per year
- Zone 4: $1,765 per year
- Zone 5: $3,530 per year
- Zone 6: $5,736 per year
- Zone 7: $7,060 per year

The allowance would commence to be paid from the first full pay period on or after commencement of a new agreement, would be payable in fortnightly instalments and rates would be indexed in accordance with general annual salary increases.

Conditions of payment:

- After the fifth year in a specified zone, the allowance is no longer payable.
- No period of leave without pay will attract payment of the allowance.
- Part-time employees will receive the allowance on a pro-rata basis.
- Not payable to casual employees.

Additional Qualifications allowance
General
It is proposed that a new agreement would provide for payment of an allowance to employees (AHPs only) who achieve additional qualifications (ie, additional to the baseline/entry level qualification), where in the employer's view the qualifications are directly relevant to the work performed by the employee.

The allowance rates would be:

- Graduate certificate: $714 per year
- Graduate diploma: $918 per year
- Second degree, Masters or PhD: $1,123 per year

The allowance would commence to be paid from the first full pay period on or after commencement of a new agreement, would be payable in fortnightly instalments and the allowance rates are proposed to increase annually in accordance with the general annual salary increases.

The conditions for payment would be as follows:

- Allowance would not be included for purpose of calculating penalty rates and overtime.

- Allowance would be paid during paid leave but not parental leave.
- The allowance is proposed to be payable to part-time employees on a pro-rata basis and not payable to casuals.
- Employees would be only able to claim one allowance at a time (higher or highest qualification allowance applicable will be paid).
- Allowance would not be payable to AHP 5 and above.

Psychologists
It is proposed that a new agreement would provide an allowance to psychologists who have an Area of Endorsed Practice from the Psychology Board of Australia as follows:

- AHP 1: $8,359.40per year
- AHP 2: $10,224.00per year
- AHP 3: $11,174.60per year
- AHP 4: $12,444.90per year
- AHP 5: $13,928.10per year
- AHP 6: $15,293.30 per year

The allowance would commence to be paid from the first full pay period on or after commencement of a new agreement.

The conditions for payment would be as follows:
- Employee may be required to supervise other psychologists and students.
- Where required and supported by the relevant Agency, an Employee who receives the allowance will be required to work towards obtaining Board Approved Supervisor status.
- Allowance would be payable in fortnightly instalments and the allowances rates are proposed to increase annually in accordance with the general salary increases.
- Allowance would not be included for the purposes of calculating overtime and penalty rates.
- Allowance would be paid during paid leave but not parental leave.
- Allowance is proposed to be payable to part-time employees on a pro-rata basis and not payable to casuals.
- Employees would not be able to claim a general additional qualifications allowance when in receipt of the psychologist allowance.

WORKING ARRANGEMENTS

7 day rostering
It is proposed that a new agreement would include provisions allowing employees to be rostered over 7 days and for averaging of ordinary hours over a roster period.

It is proposed that there be notice periods to the following effect:

- Agencies may require an employee to be available to work across 7 days per week on no less than 3 months' notice, or by agreement.

- Agencies may withdraw a requirement to be available to work across 7 days per week on no less than 3 months' notice, or by agreement.

It is also proposed that there be terms to the effect that:

- consultation about a change to 7 day rostering will occur during the 3 month notice period;

- in the event of a dispute about a decision to change to 7 day rostering, the change will be implemented while any matters in dispute are being dealt with. To be clear, status quo will not apply.

It is proposed that a clause about 7 day rostering and averaging of ordinary hours would address ancillary matters including roster notice periods of 14 days (subject to exceptions) and provisions regarding consecutive days off.

Additional annual leave
It is proposed that a new agreement would provide 5 weeks of annual leave per year to employees who are required to be available to work ordinary hours across 7 days per week.

Note: it is intended that "work across 7 days" encompasses employees who are available to be regularly rostered ordinary hours on Saturdays, Sundays and Public Holidays (where availability on a Public Holiday is relevant to the service). It is not intended that an employee who is generally not available on certain weekdays (Monday to Friday) would be precluded from accruing the additional week of leave.

Employees who are not required to be available to work across 7 days would have an entitlement to the standard 4 weeks of annual leave per year.

On-call
It is proposed that a new agreement would provide an employee who is recalled to work from home, an entitlement to payment for 30 minutes at overtime rates where the employee is interrupted on at least three occasions during the on-call period but performs less than 30 minutes of work. This would be in addition to existing entitlements.

Agency deployment
It is proposed that a new enterprise agreement would include a term which enables employees employed on an ongoing basis to be deployed into alternative positions within the applicable agency where considered necessary to meet the operational requirements of the agency.

Paid parental leave – primary carer leave
It is proposed that a new agreement would provide for primary carer paid parental leave for employees with primary caring responsibilities.

Note: this leave entitlement will model the *South Australian School and Preschool Education Staff Enterprise Agreement 2024*.

REDEPLOYMENT, RETRAINING AND REDUNDANCY

It is proposed that a new agreement would include simplified redundancy provisions. The provisions would maintain the formula by which voluntary separations are calculated under the Current Salaried Agreement, while simplifying the procedural redeployment and retraining requirements.

PERMANENCY

Subject to further Cabinet approval, it is proposed that the *Public Sector Regulations* would be amended such that Part 7 of the *Public Sector Act 2009* (SA) will apply to AHPs and AHAs

in the same way as it presently operates, save that section 45(3) will apply to all AHPs and AHAs.

Acknowledging that the regulation making process may take some time, it is proposed that a new enterprise agreement would include a clause which applies section 45(3) of the *Public Sector Act 2009* to AHPs and AHAs. That clause would continue to operate until the Public Sector Regulations are amended to that effect.

OTHER TERMS

Consultation and dispute resolution

It is proposed that a new agreement would include mandatory terms, including terms about consultation and dispute resolution which allow for efficient and effective processes, including an obligation to consult where there is a significant impact on employees and express prohibition on industrial action during dispute resolution.

General

It is proposed that a new agreement would include other general terms including but not limited to interpretation, parties bound, renegotiation, no extra claims, relationship with other industrial instruments, incremental progression, leave, types of employment, salary packaging and flexibility.

Workloads

It is proposed to include in the new enterprise agreement a workload management provision adapted from the terms contained in clauses 15.1 to 15.4 of the Current Salaried Agreement.

Car parking

It is proposed to include an entitlement in the new enterprise agreement to subsidised carparking and free public transport for employees of the Department for Health and Wellbeing employed to work at metropolitan public hospitals in the same terms which appear in the Current Salaried Agreement (Appendix 11).

OTHER MATTERS

Standalone Agreement

It is proposed that, to the extent possible, a new agreement will operate to the exclusion of applicable industrial awards and the SA Health (Health Care Act) Human Resources Manual, with applicable entitlements to be contained within the terms of the new enterprise agreement. This proposal is made with a view to achieve that outcome more comprehensively in a subsequent agreement.

PROPOSALS TO BE DOCUMENTED OUTSIDE OF A NEW ENTERPRISE AGREEMENT

- Attraction and retention allowances presently paid to perfusionists, radiographers, sonographers and nuclear medicine technologists by the Department for Health and Wellbeing: It is proposed that employees employed as perfusionists, radiographers, sonographers and nuclear medicine technologists who are presently in receipt of attraction and retention allowances continue to be paid the existing allowances, outside of the terms

of the enterprise agreement, pending implementation of outcomes of the classification structure review. This will follow necessary approval processes.

- Radiation Therapists – 10% allowance: It is proposed that employees employed as Radiation Therapists would receive a 10% allowance, to be paid outside of the terms of the enterprise agreement, pending implementation of outcomes of the classification structure review. This will follow necessary approval processes.

Attachment to Terms of Offer

Regional Locations based on the Modified Monash Model of Regionality (MMM)

Location	Postcode
MMM Zone 3	
Goolwa	5214
Mannum	5238
Mount Gambier	5290
Mount Barker	5251
Murray Bridge	5253
Strathalbyn	5255
Tanunda	5352
Victor Harbor	5211
Whyalla	5600
MMM Zone 4	
Naracoorte	5271
Nuriootpa	5355
Port Augusta	5700
Port Pirie	5540
MMM Zone 5	
Ardrossan	5571
Balaklava	5461
Barmera	5345
Berri	5343
Booleroo	5482
Bordertown	5268
Burra	5417
Cadell	5321
Clare	5453
Kapunda	5373
Kadina	5554
Karoonda	5307
Kingston	5275
Keith	5267
Laura	5480
Loxton	5333
Lucindale	5272
Maitland	5573
Orroroo	5431
Peterborough	5422
Penola	5277
Port Broughton	5522
Point Pearce	5573
Quorn	5433
Renmark	5341
Riverton	5412
Snowtown	5520
Coonalpyn	5265
Crystal Brook	5523

Location	Postcode
Eudunda	5374
Gladstone	5476
Hawker	5434
Jamestown	5491
Meningie	5264
Millicent	5280
Minlaton	5575
Moonta	5558
Mount Pleasant	5235
Tailem Bend	5259/5260
Tintinara	5266
Wallaroo	5556
Waikerie	5330
Yankalilla	5203
MMM Zone 6	
Cleve	5640
Cowell	5602
Coffin Bay	5607
Cummins	5631
Karcultaby	5654
Kimba	5641
Lameroo	5302
Lock	5633
Marree Health Service	5733
Pinnaroo	5304
Port Lincoln	5606
Roxby Downs	5725
Tumby Bay	5605
Ungarra	5607
Warooka	5577
Wudinna	5652
Yorketown	5576
MMM Zone 7	
Andamooka	5722
Amata	0872
APY Lands	0872
Ceduna	5690
Coober Pedy	5723
Elliston	5670
Ernabella	0872
Kangaroo Island	5223
Kingoonya	5719
Leigh Creek	5731
Marla	5724
Oodnadatta	5734
Streaky Bar	5680
Tarcoola	5701
Wirrulla	5661
Woomera	5720