

# HEALTH EMPLOYEES' MEDICAL IMAGING AND RADIATION (STATE) AWARD 202#

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

## AWARD

Arrangement

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## SECTION A - EMPLOYMENT CONDITIONS AND CLASSIFICATIONS

### PART A - PRELIMINARY MATTERS

#### 1. Definitions

“ACPSEM” means the Australasian College of Physical Scientists and Engineers in Medicine.

“AHPRA” means the Australian Health Professional Regulation Agency.

“AMS” means Accredited Medical Sonographer.

“ASAR” means the Australian Sonographer Accreditation Registry.

“ASMIRT” means the Australian Society of Medical Imaging and Radiation Therapy.

“CPD” means continuing professional development.

“CT scan” means a computed tomography scan / X-ray.

“Direct supervision” means the employee who undertakes the supervision must be physically present at the workplace, always observing when the employee they are supervising is providing clinical care (eg assessment and / or treatment of patients).

“Employer” means the Secretary of the Ministry of Health exercising employer functions on behalf of the Government of New South Wales, which may be delegated by the Secretary, for example, to Local Health Districts and specialty Networks.

“EPA” means the NSW Environment Protection Authority.

“FTE” means for the purposes of this Award (unless expressly stated otherwise) the full time equivalent number of staff employed in the relevant Classification Schedule for the purposes of determining a Level / Grade eg reference to FTE in a Level / Grade for a Radiography Department only refers to those employed via Schedule 3 Radiography.

“LHD” means Local Health District, and in the context of this Award, those employed within the NSW Health Service by the employer, excluding the County of Yancowinna.

“MRI” means magnetic resonance imaging.

“MRPBA” means Medical Radiation Practice Board of Australia (and part of the AHPRA architecture for health professional registration).

“NSW Health Service” means the New South Wales Health Service as defined in section 115 of the *Health Services Act 1997* (NSW) (‘Act’) or its successors, assignees or transmitters, excluding the County of Yancowinna; a statutory health

corporation as defined in section 41 of that Act; and an Affiliated Health Organisation recognised under section 62 of that Act, as amended or varied from time to time.

“QA” means quality assurance.

“QI” means quality improvement.

“PACS” means picture archiving and communication system.

“PET” means positron emission tomography.

“RDO” means, for the purposes of this Award and the payment of any allowance contained in Section B Table 2, a rostered day off and allocated day off.

“RIS” means radiology information systems.

“Senior Medical Officer” means, for the purposes of this Award, Registrars, Career Medical Officers, Staff Specialists or Visiting Medical Officers who provide services and medical oversight in the facility or medical radiation services provided.

“SPP” means, for the purposes of this Award, a supervised practice program and undergraduate training that requires a clinical component, as well as including overseas qualified Diagnostic Radiographers or Diagnostic Radiographers requiring practice placement after an extended break.

“Union” means the Health Services Union NSW.

“WHS” means work, health and safety.

## 2. Area, Incidence and Duration

- (i) This Award, being the *Health Employees' Medical Imaging and Radiation (State) Award 202#*, applies to all persons in classifications as defined in PART H, Classifications Structures, and included in SECTION B, Monetary Rates, of this Award and employed in or in connection with the New South Wales Health Service as defined in section 115 of the Health Services Act 1997 (NSW) or its successors, assignees or transmittes, excluding the County of Yancowinna.
- (ii) This Award rescinds and replaces the *Health Employees' Medical Radiation Scientists (State) Award 2023* and *Public Hospital Medical Physicists (State) Award 2023*.
- (iii) This Award will take effect from 1 July 20## and remain in force until 30 June 20##. Remuneration increases will occur from the beginning of the first full pay period to commence on or after 1 July of each year, unless otherwise detailed, as shown in SECTION B, Monetary Rates, of this Award.

### 3. General Conditions of Employment

- (i) Except as otherwise provided in this Award, employees covered by this Award shall be entitled to the conditions of employment in the:
- *Health Employees Conditions of Employment (State) Award 2023*, as varied or replaced from time to time ('Conditions Award'),
  - *Hospital Scientists (State) Award 2023* ('Scientists Award') [in relation to Medical Physicists and Radiopharmaceutical Scientists]; and
  - *Health Industry Status of Employment (State) Award 2023*, as varied or replaced from time to time ('Status Award').
- (ii) However, conditions of employment set out in this Award will prevail over those contained in the awards identified in subclause (i) above to the extent necessary to resolve any conflict.
- (iii) To satisfy requirements under the *Industrial Relations Act 1996*, employees under this Award will continue to have access to dispute resolution procedures, including requirements for consultation at the workplace and the involvement of relevant industrial organisations, via the provisions contained in the awards identified in subclause (i) above.
- (iv) It is the intention of the parties bound by this Award to seek to achieve the object in section 3(f) of the *Industrial Relations Act 1996* to prevent and eliminate discrimination in the workplace and to ensure equal remuneration for men and women doing work of equal or comparable value. The parties will continue to utilise the relevant provisions in relation to anti-discrimination as set out in the awards identified in subclause (i) above to achieve such outcomes.

## **PART B - WAGES AND SALARY RELATED MATTERS**

### **4. Classification Schedules and Salaries**

- (i) Employees covered by this Award will be classified and paid salaries and allowances in accordance with PART H, Classifications Structures, and SECTION B, Monetary Rates, of this Award.
- (ii) The proper allocation of an employee's classification Level / Grade and salary on commencement of this Award will be facilitated by the application of arrangements set out in Section C Transitional Arrangements in this Award.
- (iii) After the commencement of this Award the employer can, notwithstanding obligations imposed upon it via Section C Transitional Arrangements, create new positions at all Levels and Grades. This includes those positions in which the mechanism identified for progression is via a personal regrade. However, all new positions created must utilise the criteria and all requirements as set out in Part H, Classifications Structures, for the relevant Level and Grade of the position being established.

### **5. Continuing Professional Development**

- (i) Continuing professional development ('CPD') is a requirement of employees covered by this Award to assist in ensuring they are up to date with the skills, knowledge, and attributes for safe, contemporary practice in their professions.
- (ii) These involve substantive activities that have intellectual and practical content that is relevant to the employee's area of practice and its completion is mandatory to maintain registration and / or accreditation with AHPRA and / or ASAR and / or ACPSEM.
- (iii) To assist all employees in completing the minimum registration and / or accreditation requirements as set out in subclauses (i) and (ii) above, they will receive a CPD allowance as set out in SECTION B, Monetary Rates, Table 2 Allowances.
- (iv) The CPD allowance does not form part of the employee's hourly rate for the calculation of other entitlements, for example, shift penalties or overtime; however, it will be treated by the employer as superable salary for the purposes of superannuation.
- (v) The CPD allowance will be paid to employees during periods of paid leave.

### **6. Higher Qualifications Allowance**

- (i) An employee under this Award who holds a post-graduate qualification of direct relevance to their current position or professional practice, which is in addition to the qualification relied upon and the basis of their registration and / or accreditation in their profession, will be paid a higher qualifications allowance as set out in SECTION B, Monetary Rates, Table 2 Allowances.

For example, a Diagnostic Radiographer who obtains registration based upon a professional entry Master's degree will not be entitled to the allowance, as the Master's degree is not additional to the qualification resulting in registration.

- (ii) Each employee will only receive one higher qualification allowance. If an employee holds multiple post-graduate qualifications, the higher of the possible available allowances will be paid to the employee.
- (iii) Disputes arising as to the payment of the higher qualifications allowance will in first instance be referred for consideration and resolution by the Grading Committee as set out in Clause 18 of this Award.
- (iv) The higher qualification allowance will be paid to employees during periods of paid leave. It will also be treated by the employer as superable salary for the purposes of superannuation.

## **7. Professional Requirements**

- (i) Employees will be reimbursed by the employer for all costs incurred and required for the performance of their duties, including but not limited to:
  - (a) Registration and / or accreditation costs applied by AHPRA and / or ASAR and / or ACPSEM;
  - (b) Radiation licenses;
  - (c) Working with Children Checks; and
  - (d) Any other regulatory costs required to be met by the employee that may arise from time to time.

## **8. No Detriment Provision**

- (i) No employees ('impacted employee') covered by this Award will suffer a reduction in their substantive Level / Grade or salary as a result of the implementation of a new facility / department / LHD structure.
- (ii) In these instances, the impacted employee will retain their substantive Level / Grade and salary (and all future salary increases) despite being placed at a Level / Grade, resulting from a restructure, which may carry a lesser salary.
- (iii) This will remain the case whilst ever the impacted employee remains in their substantive Level / Grade.
- (iv) Nothing prevents the employer from having the impacted employee undertake duties that are consistent with the Award definition of their retained substantive Level / Grade.

## PART C - HOURS OF WORK AND LEAVE

### 9. Hours of Work

- (i) The ordinary hours of work for all full time employees covered by this Award, exclusive of unpaid meal breaks, will be an average of 35 hours per week in each roster cycle.
- (ii) The above clause shall be read and operate in conjunction with hours of work provisions contained in the Conditions Award or Scientists Award.
- (iii) If there is a variance between this Award clause and the Conditions Award or Scientists Award, this Award clause will operate to the extent of any inconsistency.

### 10. Shift Work and Week-End Work

- (i) Subject to the provisions of this clause, employees may be employed on shift work provided the shift pattern is consistent with Clause 9 Hours of Work of this Award. However, as far as is reasonably practicable, no employee shall be obliged to undertake shift work against their wishes.
- (ii) Before any new, or altered existing pattern, of shift work is introduced and required of an employee or group of employees, such a proposal shall be subject of consultation with the Union. This is to occur prior to any decision regarding its introduction is made by the employer. Consultation will occur via the provisions contained in the Conditions Award or Scientists Award.
- (iii) If consultation is unable to resolve any disagreement regarding the proposal for shift work, either party can utilise the dispute resolution procedures available to this Award via the Conditions Award or Scientists Award.
- (iv) Shift workers working afternoon or night shift and on weekends shall be paid the following percentages in addition to the ordinary rate for such shifts:
  - a) Afternoon shift commencing at 10.00 a.m. and before 1.00 p.m. - **TBD** (currently 10 per cent).
  - b) Afternoon shift commencing at 1.00 p.m. and before 4.00 p.m. - **TBD** (currently 12.5 per cent).
  - c) Night shift commencing at 4.00 p.m. and before 4.00 a.m. - **TBD** (currently 15 per cent).
  - d) Night shift commencing at 4.00 a.m. and before 6.00 a.m. - **TBD** (currently 10 per cent).
- (v) Employees whose ordinary working hours include work on a Saturday and / or Sunday shall be paid for ordinary working hours worked between midnight on Friday and midnight on Saturday, at the rate of time and one-half and for

ordinary hours worked between midnight on Saturday and midnight on Sunday, at the rate of time and three-quarters.

- (vi) The extra rates for working on a Saturday or Sunday shall be in substitution for and not cumulative upon the shift premiums prescribed in subclause (iv) of this clause.

### **11. Professional Development Leave**

- (i) Full time employees covered by this Award are entitled to seven (7) days of Professional Development Leave for each year of completed service for the purpose of assisting to meet their registration and / or accreditation with AHPRA and / or ASAR and / or ACPSEM.
- (ii) Those employees who are employed other than on a full-time basis will have Professional Development Leave made available on a pro rata basis.
- (iii) Professional Development Leave can be accrued to a maximum equivalent to three years entitlement (ie for full time employees - 21 days).
- (iv) Professional Development Leave will be paid at the employee's ordinary rate of pay applicable when taken.
- (v) Employees will not be able to access Professional Development Leave for the initial six (6) months of their employment when first engaged under this Award.



## PART D - OVERTIME AND ON-CALL PROVISIONS

### 12. Overtime

- (i) Employees under this Award will have their overtime entitlements as per the Conditions Award or Scientists Award.
- (ii) However, it is reiterated that all work undertaken by full time employees covered by this Award beyond their rostered ordinary hours shift will be overtime.
- (iii) The payment of overtime will not be withheld due to prior approval not being forthcoming or possible due to the following possible circumstances, including but not limited to: workloads required of the employee; clinical acuity factors; emergent safety or regulatory factors; urgent clinical / patient requirements arising; equipment failure.
- (iv) Overtime will also be paid in such circumstances to employees engaged to work less than full time hours, consistent with the provisions in the Conditions Award or Scientists Award, for example, those relevant for permanent part time employees.

### 13. On Call

- (i) The requirements placed upon employees to be on call shall be as those contained in the Conditions Award or Scientists Award excepting for the provisions in this clause.
- (ii) Employees are not to be placed on call whilst on leave or the day before entering upon leave.
- (iii) In addition, no employee will be required to remain on call whilst on a rostered day off or from the completion of the employee's shift on the day preceding a rostered day off unless it is by mutual agreement.
- (iv) Employees placed on call and employed under this Award will have the following allowances payable:
  - a) An employee required by their employer to be on call shall be paid either the allowance for each hour or part thereof whilst on call, or alternatively the minimum payment stipulated, whichever is the higher, as set out in Section B Monetary Rates Table 2 Allowances of this Award.
  - b) An employee who has agreed to be on call on rostered days off shall be paid either the allowance for each hour or part thereof whilst on call, or alternatively the minimum payment stipulated, whichever is the higher, as set out in Section B Monetary Rates Table 2 Allowances of this Award.

- (v) To be clear, if there is a variance between the provisions in this Award clause and the Conditions Award or Scientists Award, the provisions in this Award shall prevail to the extent of any such inconsistency.

#### **14. Remote Recall and Back-Up**

- (i) Employees who are rostered on duty, or alternatively on call, may need to seek clinical or professional advice or guidance to ensure they undertake safe, effective and / or efficient delivery of services.
- (ii) Employees contacted to provide such advice or guidance, which may include off duty senior clinicians or managers who are not on call, will be paid a minimum of one (1) hour of overtime for any calls / support provided remotely (ie does not involve a return to the workplace).
- (iii) If the individual contact results in remote support exceeding one hour in duration, the full period of the actual assistance will be paid as overtime.
- (iv) Further calls that occur during the minimum one hour payment period of the proceeding call under subclause (ii) above, will not attract further payment until such time as it exceeds the minimum payment period for the previous call (ie one hour).
- (v) An off duty employee, who is not expressly placed on call to provide such assistance or advice, is not required to hold themselves in readiness in case of such contact or to be available.
- (vi) If, however, an on call roster is expressly instituted to manage such remote recalls, employees participating will receive the relevant on call allowance for doing so.
- (vii) Participation on any such on call roster to provide remote assistance is voluntary.
- (viii) If a remote recall results in a return to work to assist / manage the situation (ie a remote solution is not possible), the employee will be paid overtime consistent with such return to work, as per the Conditions Award or Scientists Award.

## **PART E - SAFE STAFFING AND CLINICAL CARE**

### **15. Staffing Arrangements**

- (i) The Conditions Award will set out staffing principles to ensure that appropriate and safe staffing arrangements will apply to employees covered by this Award.
- (ii) These principles will be applied and given effect in this Award by undertaking the consideration of the following factors:
  - (a) Clinical duties; and
  - (b) Regulatory requirements; and
  - (c) Administrative duties; and
  - (d) Managerial and operational supervisory responsibilities; and
  - (e) Professional supervision responsibilities; and
  - (f) Meeting and committee attendance; and
  - (g) Professional Development; and
  - (h) Duties related to training, education of other clinicians, staff, interns or students; and
  - (i) Quality and research activities; and
  - (j) Award Grading Committee involvement; and
  - (k) Work, health and safety considerations; and
  - (l) Any other relevant factors in the employee position and role, either individually or collectively within the workplace / service.

### **16. Workload review**

- (i) The Union may request a workload review be conducted in relation to an individual employee or a group of employees covered by this Award.
- (ii) The review must include an assessment of the written workload requirements and supplementary work requirements or expectations which are not documented, including but not limited to the scope of work expanding.
- (iii) The review must be conducted in consultation with the Union with all information provided to the Union and nominated representatives.
- (iv) If a finding is made that workloads individually or collectively exceed a safe level the employer will in writing:

- (a) Amend the workload allocation such that the employee(s) can complete all tasks within ordinary hours; and
  - (b) Set out any other steps to address the workload issues as agreed between the Union and Employer; and
  - (c) Set out a process to monitor the workloads going forward; and
  - (d) Implement any increased staffing as recommended from the review.
- (v) If the workload review is unable to satisfactorily resolve the issues, or a dispute arises from its application or outcome, either party is able to utilise the dispute resolution procedures available to this Award via the Conditions Award or Scientists Award.

### **17. Staff Backfill**

- (i) To maintain safe staffing, sustainable workload levels and appropriate clinical standards, the employer will backfill absences or, where that is not possible, prioritise the safe performance of work in accordance with the below.
- (ii) Staff Backfill as used in this clause means the replacement of an absent employee, in accordance with the following process:
  - (a) Replacing the absence with an employee capable of being classified at the same level and time fraction; or
  - (b) Utilisation of staff via higher grade duties, subject to their ordinary duties being backfilled.
- (iii) Absence includes any leave, whether paid or unpaid.
- (iv) Unplanned absence is any absence with less than two weeks' notice.
- (v) *Planned absences*
  - (a) Planned absence is an absence of an employee where it is known in advance (at least two weeks' notice).
  - (b) The employer will backfill a planned absence from the first day of the absence, except where this cannot be achieved despite best efforts.
  - (c) If the employer cannot backfill a planned absence the employer will prioritise work in the following manner:
    1. Workloads of other employees are adjusted by reduction of usual duties so they can perform duties of an absent employee.

2. The work of the absent employee is decided not to be undertaken, and staff are notified.
- (d) No employees will be required to work beyond contracted ordinary hours to perform the duties of the absent employee, although employee(s) may agree to work overtime to assist.
- (vi) *Unplanned absences*
    - (a) Unplanned absence is any absence with less than two weeks' notice.
    - (b) Unplanned absences exceeding two weeks will be backfilled. If backfill of a suitably qualified employee cannot be achieved despite best efforts, prioritisation of work will occur in accordance with subclause 18(v)(c) above.
    - (c) Similarly, unplanned absences of less than two weeks will be prioritised in accordance with subclause 18(v)(c) above.
  - (viii) Backfill of employees will occur through offering existing part-time and casual employees additional shifts in the first instance.
  - (ix) The employer will provide to the Union on request all information relating to backfill processes under this clause.
  - (x) In the instance of absence due to resignation or termination, the employer will advertise the position immediately upon formal notice of termination or resignation.
  - (xi) In the instance of absence due to planned or unplanned leave exceeding two weeks leave, the employer will advertise the backfill position immediately upon formal notice of the leave.

## PART F - PROGRESSION AND MISCLASSIFICATION

### 18. Grading Committee

- (i) A Grading Committee consisting of at least two employer representatives and two Union representatives will be constituted to consider and make recommendations to the employer in relation to:
  - (a) Any request or proposal by the employer to establish new positions or alter the grading of any existing positions covered by this Award; or
  - (b) The progression of any employee under PART B, Classifications and Salaries of this Award (personal regrade); or
  - (c) Any request regarding the correct grading of any position believed to be misclassified under this Award; or
  - (d) The assessment of any Award criteria such as speciality area, qualification, credentialing for the purpose of determining the appropriate classification for an employee or class of employees; or
  - (e) Disputes arising as to the payment of the higher qualifications allowance to an employee.
- (ii) All Committee members must be from the same Classification Schedule of this Award that reflects the application / request / dispute. They must also be employed in a Level / Grade equal to but preferably higher than the subject matter being assessed.
- (iii) The Committee may be expanded beyond two from each party, subject to agreement and the total representation from each remaining equal. These additional Committee members can also be, for example, those that bring specific industrial or Award expertise to assist in the consideration and resolution of any application / request / dispute. In this latter instance only, these additional members will not need to meet the criteria in sub clause (ii) above.
- (iv) The Committee must:
  - (a) Make any recommendation in a reasonable time (but in any event no later than sixty (60) calendar days from the application being made); and
  - (b) Disclose any conflicts of interest and adjust processes as necessary; and
  - (c) Assess the applicant based on the Award criteria and not funding parameters; and
  - (d) Where an application is rejected, provide the applicant with reasons in writing and guidance regarding steps the applicant can take to improve future applications.

- (v) The employer must action a recommendation of the Committee within four weeks of receiving its report, unless there are exceptional circumstances. For the avoidance of doubt, funding, or lack thereof, is not an exceptional circumstance.

## **19. Personal Regrades**

- (i) Employees may make an application to the employer for personal regrading as may be permitted under the relevant classification structure.
- (ii) Applications for personal regrading must demonstrate the employee is consistently meeting the criteria as set out for a personal regrade in the relevant classification structure.
- (iii) Applications initially should be provided to the employee's direct line manager for comment. If this is not available or alternatively the direct line manager refuses to provide comment, this will not preclude the application proceeding.
- (iv) The application will then be lodged with the employer who must notify the Union within two weeks of its receipt.
- (v) A Grading Committee will be established to review and make any recommendation on the application in accordance with clause 18 of this Award.
- (vi) The employer will implement recommendations of the Grading Committee within four weeks of receiving its report, unless exceptional circumstances exist. If the later, complete details of the exceptional circumstances must be provided to the Union in writing.
- (vii) For the avoidance of doubt, a lack of funding does not constitute an exceptional circumstance and cannot be used as a reason to deny a recommendation of the Grading Committee.
- (viii) The date of any approved personal regrade will be the first full pay period on or after the date the application was initially provided to the direct line manager, or in their absence, the relevant senior manager responsible for the work area of the applicant.
- (ix) Requests for more information from the Grading Committee or employer will not change the original date the application was submitted and therefore its commencement date.
- (x) If the application is declined, the employee must receive from the employer written advice at the time of being notified that their application was denied, the grounds and reasons for the decision and how to improve future applications.
- (xi) An employee whose application is declined may refer the matter to the Union for the establishment of a peak level (state-wide) regrade review committee.

Such a peak level Committee will meet on a regular basis or as required and constitute equal representation of the Ministry of Health and the Union.

- (xii) Personal regrades are presumed to transfer with an employee if taking up a commensurate (like) position elsewhere under the Award.

For example, a Diagnostic Radiographer at Level 3 Grade 1 (personal regrade) when applying for a Level 2 role elsewhere can expect this personal regrade will remain if successful in obtaining the Level 2 position ie the employer and workplace will continue to benefit from the employee meeting the additional regrade criteria.

- (xiii) The situation as described in subclause (xii) above should be discussed and resolved during the recruitment process.
- (xiv) Any dispute regarding the continuation of a personal regrade as contained in subclause (xii) above should be referred to the Grading Committee in the first instance. During the Committee process and deliberations, the employee will remain in receipt of the salary level commensurate with the personal regrade level, regardless of having commenced in their new role.

## **20. Positional Misclassification**

- (i) If an employee or the Union believes a position has been previously or is now misclassified, they may request the Grading Committee to conduct a review of the position. This does not preclude the Union from alternatively lodging misclassifications or underpayments under the dispute resolution procedures.
- (ii) Misclassification reviews conducted by the Grading Committee will recommend the appropriate classification and Level / Grade for the role.
- (iii) On a Grading Committee determination that the role has been misclassified, the reclassification, including backpay, will occur from the earlier of:
  - (a) The date at which the employees work was misclassified; or
  - (b) The date the misclassification review was notified to the employer.
- (iv) If the Grading Committee recommends that the position is classified correctly, the employer will provide the Union and employee written reasons for the decision.
- (v) If the employer is aware an employee is performing work that is not expressly required of their position but does not advise the employee the work is not required, this work will be deemed to have been required by the employer.



## **PART G - CONSULTATION ON CHANGES TO PROFESSIONAL PRACTICE**

### **21. Scope of Practice**

- (i) The employer and Union shall convene twice a year at a peak (Ministry of Health) level, with equal representation from both parties, to review and discuss changes to the professions under this Award, including:
  - (a) Expanded, extended, or advanced scope of practice ('new / advanced practice') changes that may arise and how that may impact on classification structures / roles as contained and defined in Part H Classifications of this Award.
  - (b) Discuss any workforce planning / service provision matters more generally that may arise due to possible or actual changes to scope of practice considered as part of subclause (i)(a) and subclause (iii) of this clause.
- (ii) However, such peak level meetings as described in subclause (i) above can also occur on the request of either the Union or employer to discuss emergent issues as they arise. Such a request to meet by either party will identify the bases for such a meeting, which should then occur within two weeks of any such request being made.
- (iii) If these peak level meetings identify the utility and / or desirability to undertake a pilot or trial of new / advanced practice, which are beyond or outside those contemplated in the classification structures / roles as contained and defined in Part H Classifications of this Award, they will occur within the following agreed framework:
  - a) The nature and extent of the new / advanced practice to be undertaken, and by which employee or cohort of employees;
  - b) The appropriate Level / Grade that involved employees will occupy during the trial / pilot;
  - c) The circumstances in which such a trial / pilot will occur within the facility / service;
  - d) The timeframe over which such a trial / pilot will occur;
  - e) Establish an agreed monitoring structure, with identified measures relating to anticipated deliverables of the trial / pilot. These will include, but not be limited to, patient outcomes, improvements to service delivery, and commensurate productivity improvements within the facility / service. It will include both qualitative and quantitative feedback mechanisms;

- f) All compiled data and feedback will be reviewed by the peak level meeting to assess its performance and efficacy, and any potential continuation beyond its originally established duration; and
  - g) Dependent on the outcomes and considerations contemplated in subclause (iii)(e) above, any determination by the peak level meeting to continue or implement new / advanced practice will also include consideration and agreement as to how this will be reflected in the classification structures / roles as contained and defined in Part H Classifications of this Award.
- (iv) To be clear, the employer will not implement any trial / pilot of new or advanced practice as contemplated in subclause (iii) above without discussion at a peak level meeting and agreement with the Union.

## PART H - CLASSIFICATION STRUCTURES

### SCHEDULE 1 - NUCLEAR MEDICINE

LEVEL 1	NUCLEAR MEDICINE
<b>LEVEL 1 Intern</b>	<p>Employees at this Level hold student registration with AHPRA and are in their final year of study of a qualification that will on its completion permit general registration as a Nuclear Medicine Technologist / Scientist with AHPRA. They perform basic routine tasks only under direct supervision of a Nuclear Medicine Technologist / Scientist Level 2 or higher.</p> <p>Level 1 Interns can only be engaged on a casual basis.</p> <p>Such employment and hours worked are expressly not to replace or substitute those hours required of the Level 1 Intern to complete their final year of clinical placement.</p>
<b>LEVEL 1 SPP</b>	<p>Employees at this Level hold either provisional or limited registration with AHPRA to permit the completion of a supervised practice program or to undertake postgraduate training that requires a clinical component. The successful completion of either is to enable general registration as a Nuclear Medicine Technologist / Scientist to be obtained from AHPRA.</p> <p>Employees at this Level will only work under direct supervision of a Nuclear Medicine Technologist / Scientist Level 2 or higher, to ensure patient safety and professional development of the following capacities:</p> <ul style="list-style-type: none"> <li>• Application of professional knowledge, skills, and professional judgement; and</li> <li>• Solve routine professional issues related to patient care, radiation safety, work health and safety, manual handling, and / or quality assurance; and</li> <li>• Working and contributing to a multi-disciplinary team environment.</li> </ul> <p>It will also be a requirement to hold a provisional NSW EPA radiation license to perform assigned duties.</p> <p>Progression to Level 2 is automatic for a Level 1 SPP employee upon obtaining general registration from AHPRA as a Nuclear Medicine Technologist / Scientist and retrospective to the date of completing the supervised practice or training.</p>

LEVEL 2	NUCLEAR MEDICINE
<p><b>LEVEL 2</b> <b>Years 1-8</b></p>	<p>Employees at Level 2 have general registration as a Nuclear Medicine Technologist / Scientist with AHPRA. It will also be a requirement to hold a full NSW EPA radiation license to perform assigned duties.</p> <p>Employees with demonstrated prior service as a Nuclear Medicine Technologist / Scientist will have such service recognised for the purpose of determining their commencing year of service / increment date within Level 2. Those employed in NSW Health at Level 1, who subsequently obtain general registration, will progress to Level 2 Year 1.</p> <p>Employees at this Level may perform the following functions commensurate with years of experience:</p> <ul style="list-style-type: none"> <li>• Demonstrate increasing independence and professional knowledge for application in routine clinical tasks that are within scope of practice.</li> <li>• Perform complex clinical tasks and duties commensurate with experience.</li> <li>• Participate in multi-disciplinary teams and gain experience working in complex modalities of the department with professional supervision available but decreasing commensurate with experience, including but not limited to: <ul style="list-style-type: none"> <li>- Quality improvement / assurance programs; and</li> <li>- Work health and safety issues (such as manual handling and infection control); and</li> <li>- Radiation Safety.</li> </ul> </li> <li>• Provide student supervision, subject to being deemed competent in the work area(s) where supervision is being provided.</li> <li>• Demonstrate ongoing commitment to continuing professional education and development, including participation in undergraduate student education and departmental education / training.</li> </ul> <p>Progression through Level 2 is automatic and occurs annually on:</p> <p>(i) the employee's date of AHPRA registration (if the employee progressed from Level 1 with the employer); or</p>

	<p>(ii) the date of employment if the employee commenced with AHPRA registration but with no prior experience as a Nuclear Medicine Technologist / Scientist; or</p> <p>(iii) the employee's anniversary date for incremental progression that has been determined through the recognition of prior service as a Nuclear Medicine Technologist / Scientist.</p>
<b>LEVEL 3</b>	<b>NUCLEAR MEDICINE</b>
<b>LEVEL 3 Grade 1</b>	<p><b><i>Nuclear Medicine Technologist / Scientist (Personal Regrade)</i></b>  A Nuclear Medicine Technologist / Scientist (Level 2) may apply for a personal regrading to Level 3 Grade 1 after completing not less than five years post registration.</p> <p>Progression will occur by demonstrating consistent proficiency in Nuclear Medicine principles and practices, and they must meet a minimum of 3 of the 5 criteria below:</p> <ul style="list-style-type: none"> <li>• Demonstrated high standard of practice within the profession, through the active involvement in areas such as conferences, lectures, seminars, continuing education, or professional development.</li> <li>• Contributes to the establishment of clinical protocols and development of techniques.</li> <li>• Involved in department quality management activities, including audits, accreditation, and QA compliance.</li> <li>• Involved in research performed in the department that may include multicentre clinical trials, internal department-initiated trials, or external department trials.</li> <li>• Develop a high level of competency within area/s of specialty with a minimum of 12 months experience.</li> </ul> <p>Areas of specialty may include but are not limited to:</p> <ul style="list-style-type: none"> <li>• MRI;</li> <li>• Radionuclide therapy;</li> <li>• QA / QI;</li> <li>• WHS coordinator;</li> <li>• Radiation Safety Officer;</li> <li>• RIS / PACs; or</li> <li>• Radiopharmacy.</li> </ul> <p>Progression to Level 3 Grade 1 will be via Clause 18 Grading Committee. The Nuclear Medicine Technologist / Scientist will also</p>

	<p>notify their Chief (Nuclear Medicine) when making such an application.</p> <p>Progression through Level 3 Grade 1 is automatic and occurs on the Nuclear Medicine Technologist / Scientist's anniversary date of obtaining the regrade or the date of their appointment to the position.</p>
<p><b>LEVEL 3 Grade 2</b></p>	<p><b><i>Nuclear Medicine Technologist / Scientist (Personal Regrade)</i></b>  A Nuclear Medicine Technologist / Scientist (Level 3 Grade 1) may apply for a personal regrade to Level 3 Grade 2 after not less than two years at Level 3 Grade 1.</p> <p>Progression will occur by demonstrating consistent proficiency in Nuclear Medicine principles and practices by meeting a minimum of 5 of the 7 criteria below:</p> <ul style="list-style-type: none"> <li>• Consistently demonstrate high standards of practice within the profession and actively contribute to continuing education and professional development both internally and externally.</li> <li>• Actively participates in ongoing clinical and procedural reviews that may include but is not limited to protocol updates, assessment of compliance with best practice, departmental policy reviews.</li> <li>• Actively participate in department quality management activities including but not limited to manual handling / infection control audits and compliance hospital accreditation requirements under the supervision of a Chief of Nuclear Medicine Department.</li> <li>• Active participation in research undertaken in the department including but not limited to oversight of multicentre clinical trials, sub-investigator for internal department-initiated and/or external department trials under the supervision of a Research Co-ordinator Nuclear Medicine (Level 4 Grade 2) or Senior Nuclear Medicine Technologist / Scientist or above.</li> <li>• Demonstrates an ability to consistently fulfil the duties of a Level 5 Senior Nuclear Medicine Technologist / Scientist with a minimum of 12 months experience (not necessarily continuous).</li> <li>• Participation in relevant professional workplace committees. Examples of these include but are not limited to Radiation safety, WHS or National Quality committees.</li> <li>• Expansion of the role, skills, and competency in the area/s of specialty demonstrated in the criteria of a Level 3 Grade 1.</li> </ul>

	<p>Areas of specialty may include but not be limited to: MRI; Radionuclide therapy; QA / QI; WHS coordinator; Radiation Safety Officer; RIS / PACs; Radiopharmacy.</p> <p>Progression to Level 3 Grade 2 will be via Clause 18 Grading Committee. The Nuclear Medicine Technologist / Scientist will also notify their Chief (Nuclear Medicine) when making such an application.</p> <p>Progression through Level 3 Grade 2 is automatic and occurs on the Nuclear Medicine Technologist / Scientist's anniversary date of obtaining the regrade or the date of their appointment to the position.</p>
<p><b>LEVEL 3 Grade 3</b></p>	<p><b><i>Accredited (Nuclear Medicine) Sonographer</i></b> The Nuclear Medicine Technologist / Scientist at this Level has full registration with AHPRA in nuclear medicine technology (or holds a Bachelor of Medical Radiation Science qualification without current AHPRA registration) and has accreditation as a Medical Sonographer with ASAR. They must be working in a department that offers Ultrasound services.</p> <p>Sonographers at Level 3 Grade 3 undertake duties within their scope of practice and commensurate with experience and perform tasks of increasing complexity under the supervision of more Senior Sonographers. They may also provide student supervision and teaching generally but must not be the authorised clinical practice supervisor for a student Sonographer.</p> <p>Progression through Level 3 Grade 3 is automatic and occurs on the Accredited (Nuclear Medicine) Sonographer's anniversary date.</p>
<p><b>LEVEL 4</b></p>	<p><b>NUCLEAR MEDICINE</b></p>
<p><b>LEVEL 4 Grade 1</b></p>	<p><b><i>Advanced Practice (Nuclear Medicine) Sonographer</i></b> An Accredited (Nuclear Medicine) Sonographer (Level 3 Grade 3) may apply for a regrade to Level 4 Grade 1 after a minimum of three years at Level 3 Grade 3.</p> <p>They must be working in a department that offers Ultrasound services.</p> <p>They will meet all required Level 3 Grade 3 responsibilities and, in addition, satisfy at least 2 of the 6 following criteria:</p> <ul style="list-style-type: none"> <li>• Present and participates in departmental educational meetings.</li> <li>• Conducted a Protocol Review for the department.</li> <li>• Participates in the education and supervision of students within the department.</li> </ul>

	<ul style="list-style-type: none"> <li>• Presented at conferences.</li> <li>• Has published papers and / or research.</li> <li>• Has demonstrated advanced/specialised skills in a technical / clinical area of sonography practice within their department such as but not limited to;             <ul style="list-style-type: none"> <li>- Advanced obstetrics / gynaecology; or</li> <li>- Transplant imaging (renal / liver); or</li> <li>- Neonatal Imaging or Musculoskeletal Imaging.</li> </ul> </li> </ul> <p>Progression to Level 4 Grade 1 as a personal regrade will be via Clause 18 Grading Committee. The Accredited (Nuclear Medicine) Sonographer will also notify their Chief (Nuclear Medicine) when making such an application.</p> <p>Progression through Level 4 Grade 1 is automatic and occurs on the Advanced Practice (Nuclear Medicine) Sonographer's anniversary date of obtaining the regrade or the date of their appointment to the position.</p>
<p><b>LEVEL 4 Grade 2</b></p>	<p><b><i>Clinical Specialist Nuclear Medicine Technologist / Scientist</i></b>  A Nuclear Medicine Technologist / Scientist at this Level is considered a specialist or advanced practitioner with demonstrated advanced clinical or specialist skills with the majority of their duties performed within their specialist area.</p> <p>Indicators of demonstrated advanced clinical or specialist skills or competencies would include but not be limited to:</p> <ul style="list-style-type: none"> <li>• expertise in the area of speciality such that they provide clinical leadership across their work group.</li> <li>• performing highly complex, novel, or critical discipline specific clinical work with a high degree of autonomy.</li> <li>• perform innovative clinical work within boundaries of broad guidelines to achieve organisational goals.</li> </ul> <p>Roles / positions at this Level may include but are not limited to:</p> <p><b><i>Clinical Educator</i></b>  This position would be responsible for the identification, provision, and delivery of continuing education to all Nuclear Medicine members within the department, including clinical, non-clinical and mandatory training components.</p>



In addition, they are responsible for the co-ordination and oversight of the department student clinical placement program and liaising with the university program coordinators.

***Clinical Trials/Research Co-ordinator***

This position is responsible for the co-ordination and development of research projects within the department. They are required to liaise with related groups such as clinical departments, university faculties or private companies.

***IT Specialist and / or RIS / PACS Administrator***

The Nuclear Medicine Technologist / Scientist in this position has an expertise in image processing including quantitation, dosimetry and high level image analysis skills.

They will be primarily responsible for overseeing the department imaging integrated software packages and tools as well as being the advanced user for all nuclear medicine and / or PET medical imaging and processing equipment.

***Theranostics Specialist***

This position must be within a department that offers a variety of Theranostics services that may include but not limited to imaging, dosimetry, image processing and Radiopharmacy.

The Nuclear Medicine Technologist / Scientist is responsible for but not limited to the development of policy/procedures relevant to the Theranostics service, scheduling, purchasing of the radioisotopes and liaison with other multi-disciplinary teams involved with providing the service.

***Expert (Nuclear Medicine) Sonographer***

An Advanced Practice (Nuclear Medicine) Sonographer (Level 4 Grade 1) may apply for a personal regrade to an ***Expert (Nuclear Medicine) Sonographer*** Level 4 Grade 2 after a minimum of five years at Level 4 Grade 1.

At this Level, the Expert Sonographer will be able to demonstrate an expansion of the role, skills, and competency within the criteria for a Level 4 Grade 1, and satisfy 4 of the 6 following criteria:

- Present and participates in departmental educational meetings.
- Conducted a Protocol Review for the department.
- Participates in the education and supervision of students within the department.
- Presented at conferences.

	<ul style="list-style-type: none"> <li>• Has published papers and / or research.</li> <li>• Has demonstrated advanced / specialised skills in a technical/clinical area of sonography practice within their department such as but not limited to:             <ul style="list-style-type: none"> <li>- Advanced obstetrics / gynaecology; or</li> <li>- Transplant imaging (renal / liver); or</li> <li>- Neonatal Imaging or Musculoskeletal Imaging.</li> </ul> </li> </ul> <p>Progression to Level 4 Grade 2 as a personal regrade will be via Clause 18 Grading Committee. The Advanced Practice (Nuclear Medicine) Sonographer will also notify their Chief (Nuclear Medicine) when making such an application.</p> <p>Progression through Level 4 Grade 2 is automatic and occurs on the Expert (Nuclear Medicine) Sonographer's anniversary date of obtaining the regrade or the date of their appointment to the position.</p>
<b>LEVEL 5</b>	<b>NUCLEAR MEDICINE</b>
<b>LEVEL 5 Grade 1</b>	<p>A <b>Senior Nuclear Medicine Technologist / Scientist / Nuclear Medicine Sonographer</b> at this Level would manage the operations of a section or functional unit within a Nuclear Medicine Department with General Nuclear Medicine (+/- Ultrasound) or PET comprising 1-5 FTE.</p> <p>They must possess excellent leadership, communication, and interpersonal skills.</p> <p>They perform clinical duties and some associated administrative duties such as policy and procedure development, supervising the section or functional unit under the direction of the Deputy Chief or Chief (Nuclear Medicine), which may include rostering, organising leave relief and organising workload.</p> <p>Progression through Level 5 Grade 1 is automatic and occurs on the Senior Nuclear Medicine Technologist / Scientist's anniversary date.</p>
<b>LEVEL 5 Grade 2</b>	<p>A <b>Senior Nuclear Medicine Technologist / Scientist / Nuclear Medicine Sonographer</b> at this Level would manage the operations of a section or functional unit within a Nuclear Medicine Department with General Nuclear Medicine (+/- Ultrasound) or PET comprising &gt;5 FTE.</p> <p>They must possess excellent leadership, communication, and interpersonal skills.</p> <p>They perform clinical duties and some associated administrative duties such as policy and procedure development, supervising the section or functional unit under the direction of the Deputy Chief or</p>

	<p>Chief (Nuclear Medicine), which may include rostering, organising leave relief and organising workload.</p> <p>Progression through Level 5 Grade 2 is automatic and occurs on the Senior Nuclear Medicine Technologist / Scientist's anniversary date.</p>
<b>LEVEL 5 Grade 3</b>	<p>A <b>Senior Nuclear Medicine Technologist / Scientist / Nuclear Medicine Sonographer</b> at this Level would manage the operations of a section or functional unit within a Nuclear Medicine Department with General Nuclear Medicine (+/- Ultrasound) and PET comprising 2-5 FTE.</p> <p>They must possess excellent leadership, communication, and interpersonal skills.</p> <p>They perform clinical duties and some associated administrative duties such as policy and procedure development, supervising the section or functional unit under the direction of the Deputy Chief or Chief (Nuclear Medicine), which may include rostering, organising leave relief and organising workload.</p> <p>Progression through Level 5 Grade 3 is automatic and occurs on the Senior Nuclear Medicine Technologist / Scientist's anniversary date.</p>
<b>LEVEL 5 Grade 4</b>	<p>A <b>Senior Nuclear Medicine Technologist / Scientist / Nuclear Medicine Sonographer</b> at this Level would manage the operations of a section or functional unit within a Nuclear Medicine Department with General Nuclear Medicine (+/- Ultrasound) and PET comprising &gt;5 FTE.</p> <p>They must possess excellent leadership, communication, and interpersonal skills.</p> <p>They perform clinical duties and some associated administrative duties such as policy and procedure development, supervising the section or functional unit under the direction of the Deputy Chief or Chief (Nuclear Medicine), which may include rostering, organising leave relief and organising workload.</p> <p>Progression through Level 5 Grade 4 is automatic and occurs on the Senior Nuclear Medicine Technologist / Scientist's anniversary date.</p>
<b>LEVEL 6</b>	<b>NUCLEAR MEDICINE</b>
<b>LEVEL 6 Grade 1</b>	<p>A <b>Deputy Chief (Nuclear Medicine)</b> in a Department with General Nuclear Medicine (+/- Ultrasound) or PET comprising 1-5 FTE.</p> <p>At this Level they perform a combination of both clinical and administrative duties under the directions of the Chief (Nuclear Medicine), which includes but are not limited to: policy/procedure development and implementation; developing and maintaining</p>

	<p>rosters; assisting with schedule development; continuing education; recruitment; and assist with providing feedback and performance appraisals of Department staff.</p> <p>They will also develop an understanding of hospital and department administration and a working knowledge of purchasing requirements.</p> <p>Progression through Level 6 Grade 1 is automatic and occurs on the Deputy Chief's anniversary date.</p>
<p><b>LEVEL 6 Grade 2</b></p>	<p>A <b>Deputy Chief (Nuclear Medicine)</b> in a Department with General Nuclear Medicine (+/- Ultrasound) or PET comprising &gt;5 FTE.</p> <p>At this Level they perform a combination of both clinical and administrative duties under the directions of the Chief (Nuclear Medicine), which includes but are not limited to: policy/procedure development and implementation; developing and maintaining rosters; assisting with schedule development; continuing education; recruitment; and assist with providing feedback and performance appraisals of Department staff.</p> <p>They will also develop an understanding of hospital and department administration and a working knowledge of purchasing requirements.</p> <p>Progression through Level 6 Grade 2 is automatic and occurs on the Deputy Chief's anniversary date.</p>
<p><b>LEVEL 6 Grade 3</b></p>	<p>A <b>Deputy Chief (Nuclear Medicine)</b> in a Department with General Nuclear Medicine (+/- Ultrasound) and PET comprising 2-5 FTE.</p> <p>At this Level they perform a combination of both clinical and administrative duties under the directions of the Chief (Nuclear Medicine), which includes but are not limited to: policy/procedure development and implementation; developing and maintaining rosters; assisting with schedule development; continuing education; recruitment; and assist with providing feedback and performance appraisals of Department staff.</p> <p>They will also develop an understanding of hospital and department administration and a working knowledge of purchasing requirements.</p> <p>Progression through Level 6 Grade 3 is automatic and occurs on the Deputy Chief's anniversary date.</p>
<p><b>LEVEL 6 Grade 4</b></p>	<p>A <b>Deputy Chief (Nuclear Medicine)</b> in a Department with General Nuclear Medicine (+/- Ultrasound) and PET comprising &gt;5 FTE.</p> <p>At this Level they perform a combination of both clinical and administrative duties under the directions of the Chief (Nuclear Medicine), which includes but are not limited to: policy/procedure</p>

	<p>development and implementation; developing and maintaining rosters; assisting with schedule development; continuing education; recruitment; and assist with providing feedback and performance appraisals of Department staff.</p> <p>They will also develop an understanding of hospital and department administration and a working knowledge of purchasing requirements.</p> <p>Progression through Level 6 Grade 4 is automatic and occurs on the Deputy Chief's anniversary date.</p>
<b>LEVEL 7</b>	<b>NUCLEAR MEDICINE</b>
<b>LEVEL 7 Grade 1</b>	<p>A <b>Chief (Nuclear Medicine)</b> in a Department with General Nuclear Medicine (+/- Ultrasound) or PET comprising 1-5 FTE.</p> <p>At this Level, they will have responsibility for service standards, patient throughput, continuing education, research, training of Nuclear Medicine staff and students as well as liaison with appropriate universities and other relevant bodies. Duties include but are not limited to:</p> <ul style="list-style-type: none"> <li>• HR Management including recruitment and selection of staff.</li> <li>• complaint handling.</li> <li>• departmental accreditation.</li> <li>• QA compliance.</li> <li>• financial, expenditure and resource management.</li> <li>• development and implementation of policies / procedures and strategic business plans.</li> </ul> <p>Progression through Level 7 Grade 1 is automatic and occurs on the Chief's anniversary date.</p>
<b>LEVEL 7 Grade 2</b>	<p>A <b>Chief (Nuclear Medicine)</b> in a Department with General Nuclear Medicine (+/- Ultrasound) or PET comprising &gt;5 FTE.</p> <p>At this Level, they will have responsibility for service standards, patient throughput, continuing education, research, training of Nuclear Medicine staff and students as well as liaison with appropriate universities and other relevant bodies. Duties include but are not limited to:</p> <ul style="list-style-type: none"> <li>• HR Management including recruitment and selection of staff.</li> <li>• complaint handling.</li> </ul>

	<ul style="list-style-type: none"> <li>• departmental accreditation.</li> <li>• QA compliance.</li> <li>• financial, expenditure and resource management.</li> <li>• development and implementation of policies / procedures and strategic business plans.</li> </ul> <p>Progression through Level 7 Grade 2 is automatic and occurs on the Chief's anniversary date.</p>
<p><b>LEVEL 7 Grade 3</b></p>	<p>A <b>Chief (Nuclear Medicine)</b> in a Department with General Nuclear Medicine (+/- Ultrasound) and PET comprising 2-5 FTE.</p> <p>At this Level, they will have responsibility for service standards, patient throughput, continuing education, research, training of Nuclear Medicine staff and students as well as liaison with appropriate universities and other relevant bodies. Duties include but are not limited to:</p> <ul style="list-style-type: none"> <li>• HR Management including recruitment and selection of staff.</li> <li>• complaint handling.</li> <li>• departmental accreditation.</li> <li>• QA compliance.</li> <li>• financial, expenditure and resource management.</li> <li>• development and implementation of policies / procedures and strategic business plans.</li> </ul> <p>Progression through Level 7 Grade 3 is automatic and occurs on the Chief's anniversary date.</p>
<p><b>LEVEL 7 Grade 4</b></p>	<p>A <b>Chief (Nuclear Medicine)</b> in a Department with General Nuclear Medicine (+/- Ultrasound) and PET comprising &gt;5 FTE.</p> <p>At this Level, they will have responsibility for service standards, patient throughput, continuing education, research, training of Nuclear Medicine staff and students as well as liaison with appropriate universities and other relevant bodies. Duties include but are not limited to:</p> <ul style="list-style-type: none"> <li>• HR Management including recruitment and selection of staff.</li> <li>• complaint handling.</li> </ul>

	<ul style="list-style-type: none"> <li>• departmental accreditation.</li> <li>• QA compliance.</li> <li>• financial, expenditure and resource management.</li> <li>• development and implementation of policies / procedures and strategic business plans.</li> </ul> <p>Progression through Level 7 Grade 4 is automatic and occurs on the Chief's anniversary date.</p>
<b>LEVEL 7 Grade 5</b>	<p>The <b>Chief (Nuclear Medicine)</b> at Level 7 Grade 5 manages the operations of two or more Medical Imaging / Nuclear Medicine Departments within an LHD with the combined Nuclear Medicine FTE from all Departments being 3-10 FTE.</p> <p>Progression through Level 7 Grade 5 is automatic and occurs on the Chief's anniversary date.</p>
<b>LEVEL 7 Grade 6</b>	<p>The <b>Chief (Nuclear Medicine)</b> at Level 7 Grade 6 manages the operations of two or more Medical Imaging / Nuclear Medicine Departments within an LHD with the combined Nuclear Medicine FTE from all Departments being &gt;10 FTE.</p> <p>Progression through Level 7 Grade 6 is automatic and occurs on the Chief's anniversary date.</p>
<b>LEVEL 8</b>	<b>NUCLEAR MEDICINE</b>
<b>Level 8</b>	<p>A Nuclear Medicine Technologist / Scientist at Level 8 is a <b>Chief (Nuclear Medicine)</b> responsible for nuclear medicine services across a LHD and / or providing advice and leadership for nuclear medicine services at a LHD Executive level.</p> <p>Progression through Level 8 is automatic and occurs on the Chief's anniversary date.</p>

## PART H - CLASSIFICATION STRUCTURES

### SCHEDULE 2 - RADIATION THERAPY

LEVEL	RADIATION THERAPY
<b>LEVEL 1 Intern</b>	<p>Employees at this Level hold student registration with AHPRA and are in their final year of studying a medical radiation practice qualification that will on its completion permit general registration with AHPRA as a Radiation Therapist. They perform basic routine tasks only under direct supervision of a Radiation Therapist Level 2 or higher.</p> <p>Level 1 Interns can only be engaged on a casual basis.</p> <p>Such employment and hours worked are expressly not to replace or substitute those hours required of the Level 1 Intern to complete their final year of clinical placement.</p>
<b>LEVEL 1 SPP</b>	<p>Employees at this Level hold either provisional or limited registration with AHPRA to permit the completion of a supervised practice program or to undertake postgraduate training that requires a clinical component. The successful completion of either is to enable general registration with AHPRA as a Radiation Therapist.</p> <p>Employees at this Level will only work under direct supervision of a Radiation Therapist Level 2 or higher, to ensure patient safety and professional development of the following capacities:</p> <ul style="list-style-type: none"> <li>• Application of professional knowledge, skills, and professional judgement; and</li> <li>• Solve routine professional issues related to patient care, radiation safety, work health and safety, manual handling, and / or quality assurance; and</li> <li>• Working and contributing to a multi-disciplinary team environment.</li> </ul> <p>It will also be a requirement to hold a provisional NSW EPA radiation license to perform assigned duties.</p> <p>Progression to Level 2 is automatic for a Level 1 SPP employee upon obtaining general registration from AHPRA as a Radiation Therapist and retrospective to the date of completing the supervised practice or training.</p>



<b>LEVEL 2</b>	<b>RADIATION THERAPY</b>
<b>LEVEL 2</b> <b>Years 1-8</b>	<p>Employees at Level 2 have general registration as a Radiation Therapist with AHPRA. It will also be a requirement to hold a full NSW EPA radiation license to perform assigned duties.</p> <p>Employees with demonstrated prior service as a Radiation Therapist will have such service recognised for the purpose of determining their commencing year of service / increment date within Level 2. Those employed in NSW Health at Level 1, who subsequently obtain general registration, will progress to Level 2 Year 1.</p> <p>Employees at this Level may perform the following functions commensurate with years of experience:</p> <ul style="list-style-type: none"> <li>• Demonstrate increasing independence and professional knowledge for application in routine clinical tasks that are within scope of practice.</li> <li>• Increasingly perform complex clinical tasks and duties reflective of experience.</li> <li>• Participate in multi-disciplinary teams and gain experience working in complex modalities of the department with professional supervision available but decreasing commensurate with experience, including but not limited to: <ul style="list-style-type: none"> <li>- Quality improvement / assurance programs; and</li> <li>- Work health and safety issues (such as manual handling and infection control); and</li> <li>- Radiation Safety.</li> </ul> </li> <li>• Provide student supervision, subject to being deemed competent in the work area(s) where supervision is being provided.</li> <li>• Demonstrate ongoing commitment to continuing professional education and development, including participation in undergraduate student education and departmental education / training.</li> </ul> <p>Progression through Level 2 is automatic and occurs annually on:</p> <p>(i) the employee's date of AHPRA registration (if the employee progressed from Level 1 with the employer); or</p> <p>(ii) the date of employment if the employee commenced with AHPRA registration but with no prior experience as a Radiation Therapist; or</p>

	(iii) the employee's anniversary date for incremental progression that has been determined through the recognition of prior service as a Radiation Therapist.
<b>LEVEL 3</b>	<b>RADIATION THERAPIY</b>
<b>LEVEL 3</b>	These are Radiation Therapists who meet the criteria identified below for Level 3, Grades 1, 2 or 3.
<b>LEVEL 3 Grade 1</b>	<p><b><i>Radiation Therapist Expert</i></b> Radiation Therapists Level 2 who have not less than two years post-registration experience (ie completion of Level 2 Year 2) and who possess high level generalist skills enabling them to work across multiple clinical areas or modalities, can apply for a personal regrade to Level 3 Grade 1. Progression will occur by demonstrating consistent proficiency in radiation therapy principles and practices in the following areas:</p> <ul style="list-style-type: none"> <li>• Treatment delivery; and</li> <li>• Treatment Simulation and Imaging; and</li> <li>• Treatment Planning.</li> </ul> <p>Progression to Level 3 Grade 1 as a personal regrade will be via Clause 18 Grading Committee, with any application to include endorsement by a Senior Radiation Therapist (Level 4 or above), a competency-based assessment, and demonstrated mentorship by the applicant of students and Level 2 Radiation Therapists.</p>
<b>LEVEL 3 Grade 2</b>	<p><b><i>Radiation Therapist Specialist</i></b> Radiation Therapists who have completed not less than 12 months at Level 3 Grade 1 and who possess high level specialist skills in two specialty areas, which may include using knowledge and skills to contribute to and / or undertake research activities under the direct supervision and guidance of an appropriate research professional, can apply for a personal regrade to Level 3 Grade 2.</p> <p>Progression will occur by demonstrating high levels of contemporary clinical and / or technical expertise and knowledge in two recognised specialties within their discipline.</p> <p>As new techniques and procedures become implemented, additional specialties for Level 3 Grade 2 may be added.</p> <p>Progression to Level 3 Grade 2 as a personal regrade will be via Clause 18 Grading Committee.</p> <p><b>OR</b></p> <p>A Radiation Therapist can be appointed as a facility based <b><i>Assistant Clinical Educator</i></b> responsible for assisting the Clinical Educator with the following:</p>

	<ul style="list-style-type: none"> <li>• Clinical education of students and staff; and</li> <li>• Appropriate monitoring and reporting of educational outcomes; and</li> <li>• Contributing to discipline research or clinical placement improvement initiatives.</li> </ul>
<b>LEVEL 3 Grade 3</b>	<p><b><i>Radiation Therapist Consultant</i></b> Radiation Therapists who have advanced skills, expertise, and knowledge in a singular specialty within their discipline, may provide a consultancy role in that specialty for their facility.</p> <p>This may include using knowledge and skills to contribute to and / or undertake research activities under the direct supervision and guidance of an appropriate research professional.</p> <p>Progression to Level 3 Grade 3 can only occur if the Radiation Therapist has completed not less than 12 months at Level 3, Grade 2, and is able to demonstrate their expertise and judgement by providing advice to the broader Multi-Disciplinary Team and to the service / facility.</p> <p>Progression to Level 3 Grade 3 as a personal regrade will be via Clause 18 Grading Committee, with any application to include a minimum of two letters of endorsement, with at least one from a Senior Radiation Therapist (Level 4 or above); with additional supporting evidence from a Radiation Oncologist and / or Senior Medical Physicist Specialist; and / or supervisor relevant to their area of expertise.</p>
<b>LEVEL 4</b>	<b>RADIATION THERAPY</b>
	<p>Radiation Therapists at Level 4 may have a primary focus on one of the following elements: clinical; educational; research; or managerial. They will be employed either in a clinical, managerial, or professional portfolio, and will not be expected to perform in multiple portfolios simultaneously.</p>
<b>LEVEL 4 Grade 1</b>	<p><b><i>Senior Radiation Therapist</i></b> Radiation Therapists who manage the operation of a functional unit of a Radiation Therapy facility and oversee associated administrative duties.</p> <p>A functional unit is a single functional unit or small planning team, where the Radiation Therapist is responsible for administrative activities including but not limited to:</p> <ul style="list-style-type: none"> <li>• Day-to-day operations; and</li> <li>• Throughput and patient care; and</li> <li>• Patient scheduling; and</li> <li>• Immediate staffing; and</li> <li>• Radiation safety.</li> </ul>

They are also responsible for oversight of adequate safety and administrative requirements and should be actively involved in quality management and improvement activities.

**OR**

Radiation Therapists can be **Multi-Disciplinary Coordinators**, responsible for the management and associated duties of multi-disciplinary team functions.

**OR**

Radiation Therapists appointed as a **Radiation Therapist Clinical Educator** and who undertake the following criteria:

- Hold responsibility for the facilitation of learning, education and professional development of Radiation Therapists, Radiation Therapist students, Junior medical, Technical and support staff, on an ongoing basis; and
- Hold responsibility for organisation, co-ordination, evaluation, and facilitation of education across one radiation therapy facility; and / or
- Responsible for the design, development, delivery, and evaluation of specialised clinician education programs within the Radiation Therapy service; and / or
- Contributes to the strategic direction of professional development programs that contribute to enhanced clinical practice knowledge and skills across a Radiation Therapy service.

**OR**

**Specialist Senior Radiation Therapists** with tumour site or equipment specific oversight.

**OR**

**Radiation Therapists** with a designated role at departmental level for duties assisting Radiation Therapists Level 5 who have responsibilities for, and co-ordinate complex whole of system functions including but not limited to:

- Information Technology; or
- Clinical Trials; or
- Quality Improvement / Quality Assurance; or
- Clinical Care Coordinator.

**OR**

	<p><b>Research Radiation Therapists</b> responsible for providing research support to a facility in a designated research role. They will have a relevant post graduate research qualification.</p>
<p><b>LEVEL 4 Grade 2</b></p>	<p><b>Accredited Advanced Practitioner</b> Radiation Therapists who, following collaboration with and support by their manager and Clinical Mentor, have completed their clinical learning contract under the ASMIRT pathway to advanced practice, and are subsequently accredited by ASMIRT as an Advanced Practitioner, will be appointed as an Accredited Advanced Practitioner at Level 4 Grade 2.</p> <p>Upon appointment, they will be required to utilise their scope of advanced practice and apply the theoretical and practical knowledge, skills and attributes appropriate with such practice to provide optimal, expert, contextual patient care.</p> <p>Remaining in the role of Accredited Advanced Practitioner will require the Radiation Therapist to maintain ASMIRT accreditation as an Advanced Practitioner. If accreditation lapses, the Radiation Therapist will revert to Level 3 Grade 2 or Grade 3, as assessed by a Grading Committee established via Clause 18 of this Award.</p> <p><b>OR</b></p> <p>Appointed as a <b>Radiation Therapist Clinical Educator</b> and who undertake the following criteria:</p> <ul style="list-style-type: none"> <li>• Hold responsibility for the facilitation of learning, education and professional development of Radiation Therapists, Radiation Therapist students, Junior medical, Technical and support staff, on an ongoing basis; and</li> <li>• Responsible for the design, development, delivery, and evaluation of specialised clinician education programs within the Radiation Therapy service; and / or</li> <li>• Contributes to the strategic direction of professional development programs that contribute to enhanced clinical practice knowledge and skills across a Radiation Therapy service.</li> </ul> <p><b>AND ADDITIONALLY</b></p> <ul style="list-style-type: none"> <li>• Holds responsibility for organisation, co-ordination, evaluation, and facilitation of education across more than one radiation therapy facility within a LHD or across two or more LHDs;</li> </ul> <p><b>OR</b></p>

	<ul style="list-style-type: none"> <li>Demonstrates evidence of ongoing active involvement in delivering and/or convening education activities outside their radiation therapy department.</li> </ul> <p><b>OR</b></p> <p>Appointed to a designated role as a <b>Radiation Therapist Lead Researcher</b>, who in addition to the criteria for a Level 4 Grade 1 <b>Researcher</b>, are required to lead and manage research programs across one or more facilities within a LHD or across two or more LHDs. They will also have a relevant post graduate research qualification.</p>
<b>LEVEL 5</b>	<b>RADIATION THERAPY</b>
<b>LEVEL 5</b>	Radiation Therapists at Level 5 hold managerial responsibility for a section of a facility in a managerial, clinical, or professional role and will be graded in accordance with the criteria identified.
<b>LEVEL 5 Grade 1</b>	<p>A Radiation Therapist appointed as a <b>Sectional Supervisor</b> with responsibility for management and supervision for a section within a facility such as pre-treatment or treatment with two treatment units.</p> <p><b>OR</b></p> <p>A Radiation Therapist appointed as a <b>Whole of Systems Supervisor</b> to manage, take responsibility for, or co-ordinate complex whole of system function including but not limited to;</p> <ul style="list-style-type: none"> <li>Information Technology; or</li> <li>Clinical Trials; or</li> <li>Quality Improvement / Quality Assurance; or</li> <li>Clinical Care Coordinator.</li> </ul>
<b>LEVEL 5 Grade 2</b>	<b>Radiation Therapist Sectional Supervisors</b> with responsibilities as defined in Level 5 Grade 1 for a section of a facility with three or more treatment units.
<b>LEVEL 5 Grade 3</b>	<p><b>Radiation Therapist Sectional Supervisors</b> with responsibilities as defined in Level 5 Grade 2 for a section of a facility with three or more treatment units and, in addition, at least one more modality including (but not limited to) Brachytherapy, MRI, CT / PET, MRI Linac.</p> <p><b>OR</b></p> <p><b>Radiation Therapist Sectional Supervisors</b> with responsibilities as defined in Level 5 Grade 2 for a section of a facility with three or more treatment units and, in addition, responsibility across more than one facility.</p>

LEVEL 6	RADIATION THERAPY
LEVEL 6	A Radiation Therapist at Level 6 is a <b>Deputy Director Radiation Therapist</b> who assists in the management of a Radiation Therapy facility in a Hospital and will be graded in accordance with the criteria identified.
LEVEL 6 Grade 1	A <b>Deputy Director Radiation Therapist</b> who assists in the management of up to 21 FTE in an individual facility.
LEVEL 6 Grade 2	A <b>Deputy Director Radiation Therapist</b> who assists in the management of between 22-39 FTE within an individual facility.  OR  A <b>Deputy Director Radiation Therapist</b> who has responsibility across more than one facility within or across a LHD and / or multiple LHDs up to a combined total of 21 FTE.
LEVEL 6 Grade 3	A <b>Deputy Director Radiation Therapist</b> who assists in the management of between 40-55 FTE within an individual facility.  OR  A <b>Deputy Director Radiation Therapist</b> who has responsibility across more than one facility within or across a LHD and / or multiple LHDs of a combined total between 22-39 FTE.
LEVEL 6 Grade 4	A <b>Deputy Director Radiation Therapist</b> who assists in the management of 56+ FTE in an individual facility.  OR  A <b>Deputy Director Radiation Therapist</b> who has responsibility across more than one facility within or across a LHD and / or multiple LHDs of a combined total between 40-55 FTE.
LEVEL 6 Grade 5	A <b>Deputy Director Radiation Therapist</b> who has responsibility across more than one facility within or across a LHD and / or multiple LHDs of 56+ FTE.

LEVEL 7	RADIATION THERAPY
	Radiation Therapists at Level 7 are <i>Directors</i> in charge of a Radiation Therapy facility or facilities and will be graded in accordance with the criteria identified.
<b>LEVEL 7 Grade 1</b>	A <i>Director</i> in charge of a facility with up to 21 FTE.
<b>LEVEL 7 Grade 2</b>	A <i>Director</i> in charge of an individual facility with between 22-39 FTE.  OR  A <i>Director</i> who has responsibility across more than one facility within or across a LHD and / or multiple LHDs up to a combined total of 21 FTE
<b>LEVEL 7 Grade 3</b>	A <i>Director</i> in charge of an individual facility with between 40-55 FTE.  OR  A <i>Director</i> who has responsibility across more than one facility within or across a LHD and / or multiple LHDs of a combined total between 22-39 FTE
<b>LEVEL 7 Grade 4</b>	A <i>Director</i> in charge of an individual facility with 55+ FTE.  OR  A <i>Director</i> who has responsibility across more than one facility within or across a LHD and / or multiple LHDs of a combined total between 40-55 FTE
<b>LEVEL 7 Grade 5</b>	A <i>Director</i> in charge of more than one individual facility within or across a LHD and / or multiple LHDs with a combined total of 56+ FTE.
LEVEL 8	RADIATION THERAPY
<b>LEVEL 8</b>	Radiation Therapists at Level 8 are <i>Directors</i> responsible for radiation oncology services across a LHD and / or providing advice and leadership for radiation oncology services at a LHD Executive level.



## PART H - CLASSIFICATION STRUCTURES

### SCHEDULE 3 – RADIOGRAPHY

LEVEL 1	RADIOGRAPHY
<b>LEVEL 1 Intern</b>	<p>Employees at this Level hold student registration with AHPRA and are in their final year of study of a qualification that will on its completion permit general registration as a Diagnostic Radiographer with AHPRA. They perform basic routine tasks only (such as general radiography examinations) under direct professional supervision of a Diagnostic Radiographer Level 2 or higher.</p> <p>Level 1 Interns can only be engaged on a casual basis.</p> <p>Such employment and hours worked are expressly not to replace or substitute those hours required of the Level 1 Intern to complete their final year of clinical placement.</p>
<b>LEVEL 1 SPP</b>	<p>Employees at this Level hold either provisional or limited registration with AHPRA to permit the completion of a supervised practice program or to undertake postgraduate training that requires a clinical component. This also includes overseas qualified Diagnostic Radiographers or Diagnostic Radiographers requiring practice placement after an extended break. The successful completion of any of these pathways is to enable general registration as a Diagnostic Radiographers to be obtained from AHPRA.</p> <p>Employees at this Level are restricted to performing general radiography examinations, whilst under direct professional supervision of a Diagnostic Radiographer Level 2 or higher, to ensure patient safety and professional development of the following capacities:</p> <ul style="list-style-type: none"> <li>• Application of professional knowledge, skills, and professional judgement; and</li> <li>• Solve routine professional issues related to patient care, radiation safety, work health and safety, manual handling, and / or quality assurance; and</li> <li>• Working and contributing to a multi-disciplinary team environment.</li> </ul> <p>It will also be a requirement to hold a provisional NSW EPA radiation license to perform assigned duties.</p> <p>Progression to Level 2 is automatic for a Level 1 SPP employee upon obtaining general registration from AHPRA as a Diagnostic Radiographer and retrospective to the date of completing the supervised practice or training.</p>

LEVEL 2	RADIOGRAPHY
<p><b>LEVEL 2</b> <b>Years 1-8</b></p>	<p>Employees at Level 2 have general registration as a Diagnostic Radiographer with AHPRA. It will also be a requirement to hold a full NSW EPA radiation license to perform assigned duties.</p> <p>Employees with demonstrated prior service as a Diagnostic Radiographer will have such service recognised for the purpose of determining their commencing year of service / increment date within Level 2. Those employed in NSW Health at Level 1, who subsequently obtain general registration, will progress to Level 2 Year 1.</p> <p>Employees at this Level may perform the following functions commensurate with years of experience:</p> <ul style="list-style-type: none"> <li>• Demonstrate increasing independence and professional knowledge for application in routine clinical tasks that are within scope of practice.</li> <li>• Increasingly perform complex clinical tasks and duties reflective of experience.</li> <li>• Take an increasingly active role in multi-disciplinary teams and gain experience working in complex modalities of the department with professional supervision available but decreasing commensurate with experience, including but not limited to: <ul style="list-style-type: none"> <li>- Quality improvement / assurance programs; and</li> <li>- Work health and safety issues (such as manual handling and infection control); and</li> <li>- Radiation Safety.</li> </ul> </li> <li>• Provide student supervision, subject to being deemed competent in the work area(s) where supervision is being provided.</li> <li>• Demonstrate ongoing commitment to continuing professional education and development, including participation in undergraduate student education and departmental education / training.</li> </ul> <p>Progression through Level 2 is automatic and occurs annually on:</p> <p>(i) the employee's date of AHPRA registration (if the employee progressed from Level 1 with the employer); or</p> <p>(ii) the date of employment if the employee commenced with AHPRA registration but with no prior experience as a Diagnostic Radiographer; or</p>

	(iii) the employee's anniversary date for incremental progression that has been determined through the recognition of prior service as a Diagnostic Radiographer.
<b>LEVEL 3</b>	<b>RADIOGRAPHY</b>
<b>LEVEL 3 Grade 1</b>	<p><b><i>Diagnostic Radiographer (Personal Regrade - work value)</i></b>  Diagnostic Radiographers Level 2 who have not less than four years post general registration experience and who possess high-level skills and knowledge in a specialist modality or area can apply for a personal regrade to Level 3 Grade 1.</p> <p>Progression to Level 3 Grade 1 will occur by demonstrating a high-level of professional and clinical competency in their area of specialisation and / or clinical practice. Areas of clinical specialisation may include but are not limited to:</p> <ul style="list-style-type: none"> <li>• Computed tomography; or</li> <li>• Magnetic Resonance Imaging; or</li> <li>• Breastscreen NSW Certificate Clinical Proficiency in Mammography; or</li> <li>• Breast ultrasound; or</li> <li>• Mammography; or</li> <li>• PACS / RIS support; or</li> <li>• Trauma radiography</li> <li>• Vascular imaging; or</li> <li>• Interventional imaging; or</li> <li>• Workflow coordination (however the role / task may be titled); or</li> <li>• Image interpretation.</li> </ul> <p>Progression as a personal regrade to Level 3 Grade 1 will be via Clause 18 Grading Committee. The applicant can demonstrate their high-level of professional and clinical competency in their area of specialisation and / or clinical practice by either:</p> <p>i. holding an appropriate recognised postgraduate certificate relevant to their area or clinical speciality (with the relevancy of any qualification to be assessed by the Grading Committee);</p> <p style="text-align: center;"><b>OR</b></p> <p>ii. alternatively demonstrating developed high-level skills and knowledge within their application to the Committee, which may include the provision of letter/s of support and / or additional relevant evidence.</p> <p>The Grading Committee can also recognise additional areas of clinical specialisation to those identified above that may arise during the nominal term of this Award.</p>

	<p>Diagnostic Radiographers who attain a personal regrade to Level 3 Grade 1 may also be required to:</p> <ul style="list-style-type: none"> <li>• Participate in teaching and education programs within a Department; or</li> <li>• Supervise Diagnostic Radiographers Levels 1 and 2; or</li> <li>• Supervise and assess clinical experience in Diagnostic Radiographers, undergraduate students, and Diagnostic Radiographer Interns; or</li> <li>• Participate in the development of techniques; or</li> <li>• Contribute to Quality assurance activities.</li> </ul>
<p><b>LEVEL 3 Grade 2</b></p>	<p><b><i>Diagnostic Radiographer or Clinical Imaging Tutor</i></b>          Diagnostic Radiographers who have completed not less than 12 months at Level 3 Grade 1 and can demonstrate extensive clinical expertise related to specific areas and modalities, and a high level of competency standard of practice when performing Level 3 Grade 1 functions, can apply for a personal regrade to Level 3 Grade 2.</p> <p>Being able to meet the above criteria will be demonstrated by:</p> <ul style="list-style-type: none"> <li>• Development and maintenance of protocols; or</li> <li>• Conducting clinical reviews; or</li> <li>• Teaching and delivery of in-service and presentations of papers / publications related to their area of expertise at a departmental level or at conferences; or</li> <li>• Skill and knowledge to provide advisory capacity to assist other Diagnostic Radiographers with difficult situations encountered within specific situations relating to their area of expertise.</li> </ul> <p>Progression to Level 3 Grade 2 as a personal regrade will be via Clause 18 Grading Committee, with any application to include a minimum of two reports, with at least one from a Senior Diagnostic Radiographer Level 5 or above or a Senior Medical Officer, which reflect the expertise, judgement and provision of advice by the applicant together with the impact to services provided by the Department arising from the work performed as a Level 3 Grade 1.</p> <p><b>OR</b></p> <p>Alternatively, they may be designated as a <b><i>Diagnostic Radiographer Clinical Imaging Tutor</i></b>, responsible to a Diagnostic Radiographer Clinical Educator Level 4 Grade 2 to assist with:</p>

	<ul style="list-style-type: none"> <li>• Identification, provision, and delivery of continuing education for Diagnostic Radiographers; and</li> <li>• Co-ordinating service delivery of tutor function for undergraduate students on clinical placement and Level 1 employees.</li> </ul>
<b>LEVEL 3 Grade 3</b>	<p><b><i>Diagnostic Radiographer</i></b> Diagnostic Radiographers who have not less than five years post general registration experience, meets the requirements of at a minimum Level 3 Grade 1 and in addition have an appropriate recognised Post-graduate Diploma relevant to their area of expertise and specialisation. The resolution of any dispute arising to the relevancy of a qualification will in the first instance be managed via Clause 18 Grading Committee.</p> <p><b>OR</b></p> <p><b><i>Sonographer MRS</i></b> A Sonographer at Level 3 Grade 3 holds full registration with AHPRA as a Diagnostic Radiographer (or holds a Bachelor of Medical Radiation Science qualification without current AHPRA registration) and has accreditation as a Medical Sonographer with ASAR.</p> <p>They have less than three years' experience post ASAR accreditation.</p> <p>Sonographers at Level 3 Grade 3 undertake duties within their scope of practice and commensurate with experience and perform tasks of increasing complexity under the supervision of more Senior Sonographers. They may also provide student supervision and teaching generally but must not be the authorised clinical practice supervisor for a student Sonographer.</p>
<b>LEVEL 4</b>	<b>RADIOGRAPHY</b>
<b>LEVEL 4 Grade 1</b>	<p><b><i>Senior Clinical Diagnostic Radiographer</i></b></p> <ol style="list-style-type: none"> <li>A Diagnostic Radiographer at Level 4 Grade 1 will have at least six years' experience post general registration and high-level skills and knowledge in a specialist modality or area equivalent to a Level 3 Grade 1.</li> <li>They will have an appropriate recognised post-graduate Master's relevant to their area of expertise and specialisation. The resolution of any dispute arising to the relevancy of a qualification will in the first instance be managed via Clause 18 Grading Committee.</li> <li>Note that post graduate entry Master's used to gain general registration with AHPRA does not meet the requirement in sub clause (ii) above.</li> </ol>

	<p>iv. Progression to Level 4 Grade 1 as a personal regrade will be via Clause 18 Grading Committee.</p> <p>v. In addition, Diagnostic Radiographers who progress to Level 4 Grade 1 may be required to:</p> <ul style="list-style-type: none"> <li>• Participate in teaching and education programs within the Department; and / or</li> <li>• Supervise and mentor Diagnostic Radiographers Levels 1, 2 and 3; and / or</li> <li>• Participate in the development of techniques and protocol, and / or</li> <li>• Proactively contribute to the Quality Assurance program, audit activities and reviews.</li> </ul> <p><b>OR</b></p> <p><b><i>Senior Clinical Sonographer MRS</i></b>  A Sonographer MRS at Level 4 Grade 1 holds full registration with AHPRA as a Diagnostic Radiographer (or holds a Bachelor of Medical Radiation Science qualification without current AHPRA registration) and has accreditation as a Medical Sonographer with ASAR. Sonographers at Level 4 Grade 1 will demonstrate:</p> <ul style="list-style-type: none"> <li>• Not less than three years' experience post ASAR accreditation;</li> <li>• Competency in general ultrasound; and</li> <li>• Higher-level skills and knowledge specific to their clinical area with the capacity to practice independently, provide clinical practice supervision and participate in teaching.</li> </ul>
<p><b>LEVEL 4 Grade 2</b></p>	<p><b><i>Advanced Diagnostic Radiographer</i></b>  Diagnostic Radiographers at Level 4 Grade 2 have demonstrated advanced clinical or specialist competencies or roles. They will have the ability to perform highly complex work which may include clinical, educational or research.</p> <p>Indicators of demonstrated advanced clinical or specialist skills or competencies may include but are not limited to:</p> <ul style="list-style-type: none"> <li>• Expertise in area of specialty such that they provide clinical leadership and education across their work group; or</li> <li>• Performing highly complex, novel, or critical discipline specific clinical work with a high degree of autonomy; or</li> </ul>

	<ul style="list-style-type: none"> <li>• Providing advanced supervision to Diagnostic Radiographer Levels 2 and 3 on highly complex clinical procedures; or</li> <li>• Perform innovative clinical work within boundaries of broad guidelines to achieve organisational goals; or</li> <li>• Application of advanced and innovative evidence-based problem solving to guide and support other clinicians in the provision of advanced clinical services; or</li> <li>• Clinical co-ordination of advanced service delivery.</li> </ul> <p>Roles at Level 4 Grade 2 include but are not limited to:</p> <ul style="list-style-type: none"> <li>• Advanced Practitioner (formalised ASMIRT credentialing program); or</li> <li>• PACS and / or RIS Officer; or</li> <li>• Ultrasound imaging; or</li> <li>• Radiation Safety Officer; or</li> <li>• Student Clinical Supervisor; or</li> <li>• Clinical Research Officer; or</li> <li>• Work Health Safety Officer; or</li> <li>• Clinical Practice Improvement and Accreditation Officer; or</li> <li>• Any other such titles as is required.</li> </ul> <p>Progression to Level 4 Grade 2 can also occur via a personal regrade via Clause 18 Grading Committee.</p> <p><b>OR</b></p> <p><b><i>Advanced Sonographers MRS</i></b>  An Advanced Sonographer MRS at Level 4 Grade 2 holds full registration with AHPRA as a Diagnostic Radiographer (or holds a Bachelor of Medical Radiation Science qualification without current AHPRA registration) and will have not less than five years accreditation as a Medical Sonographer with ASAR.</p> <p>At this Level they must demonstrate the skills, knowledge and attributes identified for either a Generalist Advanced Sonographer or Clinical Specialist Advanced Sonographer as follows:</p> <ul style="list-style-type: none"> <li>• <b><i>Generalist Advanced Sonographers</i></b> must demonstrate high-level knowledge and skills in general practice in four of the following six sonography areas: <ul style="list-style-type: none"> <li>- General (abdominal and pelvic);</li> <li>- Small parts;</li> <li>- Musculoskeletal Imaging;</li> <li>- Obstetrics &amp; Gynaecology Imaging;</li> <li>- Vascular Imaging;</li> </ul> </li> </ul>
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	<ul style="list-style-type: none"> <li>- Paediatric Imaging;</li> <li>- Foetal medicine.</li> </ul> <p><b>OR</b></p> <ul style="list-style-type: none"> <li>• <b>Clinical Specialist Advanced Sonographers</b> must demonstrate advanced level skills, knowledge, expertise, and clinical leadership in one clinical sonography speciality area, with indicators of such advanced practice to include: <ul style="list-style-type: none"> <li>- Expertise in area of specialty such that they provide clinical leadership and education across their work group; or</li> <li>- Performing highly complex, novel, or critical discipline specific clinical work with a high degree of autonomy; or</li> <li>- Providing advanced supervision to Sonographers on highly complex clinical procedures; or</li> <li>- Perform innovative clinical work within boundaries of broad guidelines to achieve organisational goals; or</li> <li>- Application of advanced and innovative evidence-based problem solving to guide and support other clinicians in the provision of advanced clinical services; or</li> <li>- Clinical co-ordination of advanced service delivery.</li> </ul> </li> </ul> <p>Progression to Level 4 Grade 2 can also occur via a personal regrade using Clause 18 Grading Committee.</p> <p><b>OR</b></p> <p><b>Diagnostic Radiographer Clinical Educator</b> demonstrate the following criteria:</p> <ul style="list-style-type: none"> <li>• Hold responsibility for the facilitation of learning, education and professional development of Diagnostic Radiographers, including Radiography students on an ongoing basis; and</li> <li>• Responsible for the design, development, delivery, and evaluation of specialised clinician education programs within the Diagnostic Radiography service; and / or</li> <li>• Contributes to the strategic direction of professional development programs that contribute to enhanced clinical practice knowledge and skills across a Diagnostic Radiography service.</li> </ul> <p>In addition to the above, they will meet <u>one</u> of the following criteria:</p>
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	<ul style="list-style-type: none"> <li>• Holds responsibility for organisation, co-ordination, evaluation, and facilitation of education across more than one Diagnostic Radiography facility within an LHD or across two or more LHDs;</li> </ul> <p style="text-align: center;"><b>OR</b></p> <ul style="list-style-type: none"> <li>• Demonstrates evidence of ongoing active participation in tailored presentations and/or conveying of education activities outside their Diagnostic Radiography department.</li> </ul>
<b>LEVEL 5</b>	<b>RADIOGRAPHY</b>
<b>LEVEL 5</b>	<b><i>Senior Diagnostic Radiographer, Senior Sonographer MRS or Post graduate PhD / Doctorate</i></b>
<b>LEVEL 5 Grade 1</b>	<p><b><i>Post graduate PhD / Doctorate Qualification</i></b> Diagnostic Radiographers who have not less than seven years post general registration experience and possess elevated skills and knowledge specific to medical imaging practice.</p> <p>A Level 5 Grade 1 must also have an appropriate recognised Post-Graduate PhD / Doctorate directly relevant to their area of expertise and specialisation. The resolution of any dispute arising to the relevancy of a qualification will in the first instance be managed via Clause 18 Grading Committee.</p> <p>In addition, Diagnostic Radiographers at Level 5 Grade 1 may be required to:</p> <ul style="list-style-type: none"> <li>• Participate in teaching and education programs within the Department; and / or</li> <li>• Supervise and mentor Level 1, 2, 3 and 4 Diagnostic Radiographers; and / or</li> <li>• Participate in the development of techniques and protocol; and / or</li> <li>• Proactively contribute to the Quality Assurance program, audit activities and reviews.</li> </ul>
<b>LEVEL 5 Grade 2</b>	<p><b><i>Senior Diagnostic Radiographer or Senior Sonographer MRS</i></b> A Diagnostic Radiographer or Sonographer MRS at Level 5 Grade 2 will manage the operations of 1 to 2 imaging sections such as:</p> <ul style="list-style-type: none"> <li>• General Radiography</li> <li>• Mobile Radiography</li> <li>• Dental Radiography</li> <li>• Mobile Fluoroscopy / X-ray</li> <li>• Trauma/ emergency Radiography</li> </ul>

	<p>The Senior Diagnostic Radiographer of these areas would have the responsibility for the overall organisation of the designated area and be responsible for tasks such as coordinated implementation of existing and new techniques, creation of protocols for scheduling and training, overall waiting list and workflow management, quality assurance of clinical and diagnostic practice and ensuring all resources are used in the most effective manner.</p> <p>The Grading Committee under this Award can recognise additional areas of clinical specialisation to those identified above that may arise during the nominal term of this Award.</p>
<p><b>LEVEL 5 Grade 3</b></p>	<p><b><i>Senior Diagnostic Radiographer or Senior Sonographer MRS</i></b> A Diagnostic Radiographer or Sonographer MRS at Level 5 Grade 3 will manage:</p> <p>1 to 2 Specialist imaging units (same unit or combination thereof) or service such as:</p> <ul style="list-style-type: none"> <li>• Computed Tomography (CT),</li> <li>• Magnetic Resonance Imaging (MRI),</li> <li>• Ultrasound,</li> <li>• Angiography/Fluoroscopy (fixed),</li> <li>• Mammography (including biopsy service),</li> <li>• Cardiac Angiography,</li> <li>• Quality Assurance.</li> </ul> <p><b>OR</b></p> <p>3 or more imaging sections or service such as:</p> <ul style="list-style-type: none"> <li>• General Radiography,</li> <li>• Mobile Radiography,</li> <li>• Dental Radiography,</li> <li>• Mobile Fluoroscopy / X-ray,</li> <li>• Trauma/ emergency Radiography,</li> <li>• Quality Assurance.</li> </ul> <p><b>OR</b></p> <p>Combined imaging section and a Specialist imaging unit as outlined above.</p> <p>The Senior Diagnostic Radiographer of these areas would have the responsibility for the overall organisation of the designated area and be responsible for tasks such as coordinated implementation of existing and new techniques, creation of protocols for scheduling and training, overall waiting list and workflow management, quality assurance of</p>

	<p>clinical and diagnostic practice and ensuring all resources are used in the most effective manner.</p> <p>The Grading Committee under this Award can recognise additional areas of clinical specialisation to those identified above that may arise during the nominal term of this Award.</p>
<p><b>LEVEL 5 Grade 4</b></p>	<p><b><i>Senior Diagnostic Radiographer or Senior Sonographer MRS</i></b> A Diagnostic Radiographer or Sonographer MRS at Level 5 Grade 4 will manage:</p> <p>3 or more Specialist imaging units (same unit or combination thereof) such as:</p> <ul style="list-style-type: none"> <li>• Computed Tomography (CT),</li> <li>• Magnetic Resonance Imaging (MRI),</li> <li>• Ultrasound,</li> <li>• Angiography/Fluoroscopy (fixed),</li> <li>• Mammography (including biopsy service),</li> <li>• Cardiac Angiography.</li> </ul> <p><b>OR</b></p> <p>4 or more combined imaging section/s and Specialist unit/s of responsibility as outlined in the lists above.</p> <p>The Senior Diagnostic Radiographer of these areas would have the responsibility for the overall organisation of the designated area and be responsible for tasks such as coordinated implementation of existing and new techniques, creation of protocols for scheduling and training, overall waiting list and workflow management, quality assurance of clinical and diagnostic practice and ensuring all resources are used in the most effective manner.</p> <p>The Grading Committee under this Award can recognise additional areas of clinical specialisation to those identified above that may arise during the nominal term of this Award.</p> <p><b>OR</b></p> <p>A Diagnostic Radiographer responsible for coordinating and managing a complex function across a LHD or Network.</p> <p>The Senior Diagnostic Radiographer will have the responsibility for the overall organisation of the complex function area and be responsible for tasks such as coordinated implementation of existing and new techniques, creation of protocols for scheduling and training, overall waiting list and workflow management, quality assurance of clinical and diagnostic practice and ensuring all resources are used in the most effective manner.</p>

	<p><b>OR</b></p> <p><b>RIS / PACS Senior / Administrator</b>          In addition to the other key accountabilities as highlighted for Level 5 Grade 4 above, a <b>RIS / PACS Senior / Administrator</b> who is responsible for the day-to-day operations, testing, configuration, and ongoing maintenance of the RIS / PACS system at one or more hospitals within an LHD.</p>
<b>LEVEL 6</b>	<b>RADIOGRAPHY</b>
<b>LEVEL 6</b>	A Radiography Department with more than 4 FTE must have a minimum of one Assistant Chief Radiographer in accordance with the below.
<b>LEVEL 6 Grade 1</b>	<b>Assistant Chief (Diagnostic Radiographer)</b> A Radiography Department with 4-10 FTE (Diagnostic Radiographers / Sonographers), in addition to other associated department staff, will have one Assistant Chief (Diagnostic Radiographer) at Level 6 Grade 1 appointed in the Department.
<b>LEVEL 6 Grade 2</b>	<b>Assistant Chief (Diagnostic Radiographer)</b> A Radiography Department with 11-20 FTE (Diagnostic Radiographers / Sonographers), in addition to other associated department staff, will have one Assistant Chief (Diagnostic Radiographer) at Level 6 Grade 2 appointed in the Department.
<b>LEVEL 6 Grade 3</b>	<b>Assistant Chief (Diagnostic Radiographer)</b> A Radiography Department with 21-30 FTE (Diagnostic Radiographers / Sonographers), in addition to other associated department staff, will have one Assistant Chief (Diagnostic Radiographer) at Level 6 Grade 3 appointed in the Department.
<b>LEVEL 6 Grade 4</b>	<b>Assistant Chief (Diagnostic Radiographer)</b> A Radiography Department with 31-50 FTE (Diagnostic Radiographers / Sonographers), in addition to other associated department staff, will have two Assistant Chiefs (Diagnostic Radiographer) at Level 6 Grade 4 appointed in the Department.
<b>LEVEL 6 Grade 5</b>	<b>Assistant Chief (Diagnostic Radiographer)</b> A Radiography Department with 51-70 FTE (Diagnostic Radiographers / Sonographers), in addition to other associated department staff, will have two Assistant Chiefs (Diagnostic Radiographer) at Level 6 Grade 5 appointed in the Department.
<b>LEVEL 6 Grade 6</b>	<b>Assistant Chief (Diagnostic Radiographer)</b> A Radiography Department with 71+ FTE (Diagnostic Radiographers / Sonographers), in addition to other associated department staff, will have two Assistant Chiefs (Diagnostic Radiographer) at Level 6 Grade 6 appointed in the Department.

LEVEL 7	RADIOGRAPHY
<b>LEVEL 7 Grade 1</b>	<p><b>Chief (Diagnostic Radiographer)</b> A Radiography Department with 1 FTE (Diagnostic Radiographers / Sonographers), in addition to other associated department staff, will have one sole Chief (Diagnostic Radiography) appointed at Level 7 Grade 1 in the Department. They will be responsible to a Health Manager for both the clinical and financial management of the Radiography Department.</p>
<b>LEVEL 7 Grade 2</b>	<p><b>Chief (Diagnostic Radiographer)</b> A Radiography Department with 2-10 FTE (Diagnostic Radiographers / Sonographers), in addition to other associated department staff, will have one Chief (Diagnostic Radiographer) at Level 7 Grade 2 appointed in the Department.</p>
<b>LEVEL 7 Grade 3</b>	<p><b>Chief (Diagnostic Radiographer)</b> A Radiography Department with 11-20 FTE (Diagnostic Radiographers / Sonographers), in addition to other associated department staff, will have one Chief (Diagnostic Radiographer) at Level 7 Grade 3 appointed in the Department.</p>
<b>LEVEL 7 Grade 4</b>	<p><b>Chief (Diagnostic Radiographer)</b> A Radiography Department with 21-30 FTE (Diagnostic Radiographers / Sonographers), in addition to other associated department staff, will have one Chief (Diagnostic Radiographer) at Level 7 Grade 4 appointed in the Department.</p>
<b>LEVEL 7 Grade 5</b>	<p><b>Chief (Diagnostic Radiographer)</b> A Radiography Department with 31-50 FTE (Diagnostic Radiographers / Sonographers), in addition to other associated department staff, will have one Chief (Diagnostic Radiographer) at Level 7 Grade 5 appointed in the Department.</p> <p><b>OR</b></p> <p>A <b>State-wide Chief</b> of Radiography services, including but not limited to: Justice Health or Forensic Health, will be a Chief (Diagnostic Radiographer) at Level 7 Grade 5.</p> <p><b>OR</b></p> <p><b>RIS / PACS Manager / Chief</b> A Diagnostic Radiographer managing the LHD operations of a complex RIS / PACS solution, providing services to multiple medical imaging departments including (but not limited to): Radiology; Nuclear Medicine; Molecular Imaging; Cardiology; Maternofoetal Medicine; Oncology; and Oral Health, as well as point-of-care imaging services such as ultrasound.</p> <p>Responsibilities include but are not limited to:</p>

	<ul style="list-style-type: none"> <li>• directing service delivery and monitoring system performance;</li> <li>• implementing policies and procedures;</li> <li>• overseeing medical imaging billing processes and configuration;</li> <li>• managing integrations with LHD / state / inter-state / external third-party clinical applications or systems, ensuring business continuity;</li> <li>• providing data to assist with meeting LHD business and reporting requirements;</li> <li>• maintaining disaster management plans;</li> <li>• liaising with RIS / PACS vendors, eHealth and external reporting partners to provide continuous service availability.</li> </ul> <p>The RIS / PACS Manager / Chief supervises and / or manages Level 3 or 4 RIS / PACS Support / Officers and Level 5 RIS / PACS Seniors / Administrators.</p>
<p><b>LEVEL 7 Grade 6</b></p>	<p><b>Chief (Diagnostic Radiographer)</b> A Radiography Department with 51-70 FTE (Diagnostic Radiographers / Sonographers), in addition to other associated department staff, will have one Chief (Diagnostic Radiographer) at Level 7 Grade 6 appointed in the Department.</p>
<p><b>LEVEL 7 Grade 7</b></p>	<p><b>Chief (Diagnostic Radiographer)</b> A Radiography Department with 71+ FTE (Diagnostic Radiographers / Sonographers), in addition to other associated department staff, will have one Chief (Diagnostic Radiographer) at Level 7 Grade 7 appointed in the Department.</p>
<p><b>LEVEL 7 Grade 8</b></p>	<p><b>Chief (Diagnostic Radiographer)</b> A Radiography Department with 71+ FTE (Diagnostic Radiographers / Sonographers), in addition to other associated department staff, plus an additional medical imaging department, will have one Chief (Diagnostic Radiographer) at Level 7 Grade 8 appointed in the Department.</p>
	<p><b>Multiple Site Clause</b> A Chief MRS (Diagnostic Radiographer) who manages the operations of two or more medical imaging departments within or across LHD/s. For example, two or more rural and/or remote imaging departments. Rate of pay will be existing Level and Grade with automatic advancement to the next higher Grade.</p>

LEVEL 8	RADIOGRAPHY
LEVEL 8	Diagnostic Radiographers at Level 8 are <b>Directors</b> or <b>District Medical Imaging Managers</b> responsible for radiography / imaging services across a LHD and / or providing advice and leadership for radiography / imaging services at a LHD Executive level.

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## PART H - CLASSIFICATION STRUCTURES

### SCHEDULE 4 - SONOGRAPHY

LEVEL	SONOGRAPHERS
<b>LEVEL 2</b>	<p><b><i>Undergraduate Student Sonographer</i></b> or <b><i>Breast Screen Student Sonographer</i></b>            Employees at Level 2 hold student registration with ASAR and are enrolled in an ASAR accredited course at an undergraduate level.</p> <p>Level 2 employees would perform basic / routine sonography tasks only under the direct professional supervision of a Sonographer Level 3 Grade 3 or above / or Breast Screen Sonographer Level 3 Grade 1.</p> <p>Employment at Level 2 will be on a casual or temporary basis.</p> <p>Level 2 employees will automatically progress to Level 3 Grade 1 when they achieve the equivalent of post-graduate level study eg in Year 4 of their study program.</p>
<b>LEVEL 3</b>	<b>SONOGRAPHERS</b>
<b>LEVEL 3 Grade 1 Year 1-5</b>	<p><b><i>Graduate Student Sonographer</i></b> or <b><i>Breast Screen Sonographer</i></b>            Employees at Level 3 Grade 1 hold student or provisional student accreditation with ASAR.</p> <p>A <b><i>Graduate Student Sonographer</i></b> has an active focus on learning and the development of defined core skills within their given discipline; working within a focused scope of practice that is closely supervised by a Sonographer Level 3 Grade 3 (but noting not as their clinical practice supervisor).</p> <p>A <b><i>Breast Screen Sonographer</i></b> has completed a post-graduate certificate in Breast Imaging and achieved accreditation with ASAR at Level 1b, thus being permitted to perform only breast ultrasound.</p> <p>Progression through Level 3 Grade 1 is automatic and occurs annually on anniversary of employment.</p> <p>A <b><i>Graduate Student Sonographer</i></b> Level 3 Grade 1 will automatically progress to Level 3 Grade 3 on obtaining ASAR accreditation as an Accredited Medical Sonographer ('AMS').</p>
<b>LEVEL 3 Grade 3</b>	<p><b><i>Early Career Sonographer</i></b>            An <b><i>Early Career Sonographer</i></b> at Level 3 Grade 3 has accreditation with ASAR as an AMS, are competent in a set of core skills, and have demonstrated knowledge relevant to their clinical context. They undertake duties within a defined scope of practice commensurate with experience.</p>



	<p>They are developing skills, knowledge and competence across a wider skill set or with less direct supervision. They are also an active participant within their multidisciplinary work unit / team.</p> <p>Sonographers at this Level, where competent, may supervise students on core tasks. However, an <b>Early Career Sonographer</b> cannot function in the role of clinical practice supervisor for a <i>Student Sonographer</i> Level 3 Grade 1.</p> <p>Progression through Level 3 Grade 3 will be automatic on the anniversary date of obtaining AMS accreditation.</p>
<b>LEVEL 4</b>	<b>SONOGRAPHERS</b>
<b>LEVEL 4 Grade 1</b>	<p><b>Senior Clinical Sonographer</b> A <b>Senior Clinical Sonographer</b> Level 4 Grade 1 has no less than three years post AMS accreditation experience and demonstrates higher-level clinical skills and knowledge to function with a greater degree of autonomy and clinical decision making, within their scope of practice.</p> <p>They can provide clinical practice supervision, have an involvement in practice-based teaching, and may be a nominated clinical supervisor for a <i>Graduate Student Sonographer</i> Level 3 Grade 1. At Level 4 Grade 1, Sonographers may actively participate in (but not lead) research, quality assurance and clinical education.</p> <p>Progression from Level 3 Grade 3 to Level 4 Grade 1 as a personal regrade will be via Clause 18 Grading Committee, with the applicant demonstrating that any required criteria are met.</p> <p>Progression through Level 4 Grade 1 will be automatic on the anniversary date of obtaining the personal regrade or appointment to a position at this Level.</p>
<b>LEVEL 4 Grade 2</b>	<p><b>Advanced Sonographer</b> An <b>Advanced Sonographer</b> Level 4 Grade 2 has no less than five years post AMS accreditation experience. At this Level they must demonstrate the skills, knowledge and attributes identified below for either a: (i) Generalist Advanced Sonographer; <b>OR</b> (ii) Clinical Specialist Advanced Sonographer; <b>OR</b> (iii) have the necessary skills to operate in roles that may include but are not limited to those identified below; <b>OR</b> (iv) undertake the role of Sonographer Clinical Educator.</p> <p>(i) A <b>Generalist Advanced Sonographer</b> must demonstrate high-level knowledge and skills in general practice in four of the following six sonography areas:</p> <ul style="list-style-type: none"> <li>- General (abdominal and pelvic);</li> <li>- Small parts;</li> <li>- Musculoskeletal Imaging;</li> <li>- Obstetrics &amp; Gynaecology Imaging;</li> </ul>

	<ul style="list-style-type: none"> <li>- Vascular Imaging;</li> <li>- Paediatric Imaging;</li> <li>- Foetal medicine.</li> </ul> <p><b>OR</b></p> <p>(ii) A <b><i>Clinical Specialist Advanced Sonographer</i></b> must demonstrate advanced level skills, knowledge, expertise, and clinical leadership in one clinical sonography speciality area, with indicators of such advanced practice to include:</p> <ul style="list-style-type: none"> <li>- Expertise in area of specialty such that they provide clinical leadership and education across their work group; or</li> <li>- Performing highly complex, novel, or critical discipline specific clinical work with a high degree of autonomy; or</li> <li>- Providing advanced supervision to Sonographers on highly complex clinical procedures; or</li> <li>- Perform innovative clinical work within boundaries of broad guidelines to achieve organisational goals; or</li> <li>- Application of advanced and innovative evidence-based problem solving to guide and support other clinicians in the provision of advanced clinical services; or</li> <li>- Clinical co-ordination of advanced service delivery.</li> </ul> <p><b>OR</b></p> <p>(iii) A <b><i>Clinical Specialist Advanced Sonographer</i></b> must demonstrate advanced expertise in an area of specialty such that they provide clinical leadership and education across their work group. Roles could include but are not limited to:</p> <ul style="list-style-type: none"> <li>- Clinical Research Coordinator; or</li> <li>- Work Health and Safety; or</li> <li>- Quality Assurance; or</li> <li>- IT / PACS RIS Specialist.</li> </ul> <p><b>OR</b></p> <p>(iv) A <b><i>Sonographer Clinical Educator</i></b> must demonstrate / undertake the following criteria / tasks:</p> <ul style="list-style-type: none"> <li>- Hold responsibility for the facilitation of learning, education, and professional development of Sonographers, including Sonography students on an ongoing basis; and</li> </ul>
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	<ul style="list-style-type: none"> <li>- Responsible for the design, development, delivery, and evaluation of specialised clinician education programs within the Sonography service; and</li> <li>- Contribute to the strategic direction of professional development programs that contribute to enhanced clinical practice knowledge and skills across a Sonography service; and</li> <li>- Demonstrate evidence of ongoing active participation in tailored presentations and / or conveying of education activities outside their department.</li> </ul> <p>Progression from Level 4 Grade 1 to Level 4 Grade 2 as a personal regrade will be via Clause 18 Grading Committee, with the applicant demonstrating that any required criteria are met.</p> <p>Progression through Level 4 Grade 2 will be automatic on the anniversary date of obtaining the personal regrade or appointment to a position at this Level.</p>
<b>LEVEL 5</b>	<b>SONOGRAPHERS</b>
<b>LEVEL 5 Grade 1</b>	<p><b>Expert Sonographer</b> An <b>Expert Sonographer</b> Level 5 Grade 1 has not less than seven years post AMS accreditation experience and possesses elevated skills and knowledge specific to sonography demonstrated / evidenced through the completion of a Post-graduate PhD / Doctorate related to their sonography practice. The resolution of any dispute arising to the relevancy of a qualification will in the first instance be managed via Clause 18 Grading Committee.</p> <p>In addition, Sonographers at Level 5 Grade 1 may be required to:</p> <ul style="list-style-type: none"> <li>- Participate in teaching and education programs within the Department; and / or</li> <li>- Supervise and mentor Level 2, 3 and 4 Sonographers; and / or</li> <li>- Participate in the development of techniques and protocol; and / or</li> <li>- Proactively contribute to the Quality Assurance program, audit activities and reviews.</li> </ul> <p><b>OR</b></p> <p>A Sonography service / facility with 1-5 FTE (Sonographers), in addition to any other associated department staff, will have one FTE <b>Deputy Chief Sonographer</b> at Level 5 Grade 1 appointed to the service / facility.</p>

<b>LEVEL 5 Grade 2</b>	<p>A Sonography service / facility with 5-10 FTE (Sonographers), in addition to any other associated department staff, will have one FTE <b>Deputy Chief Sonographer</b> at Level 5 Grade 2 appointed to the service / facility.</p> <p><b>OR</b></p> <p>A Sonography service / facility with 1-5 FTE (Sonographers), in addition to any other associated department staff, will have one FTE <b>Chief Sonographer</b> at Level 5 Grade 2 appointed to the service / facility.</p>
<b>LEVEL 5 Grade 3</b>	<p>A Sonography service / facility with 10 plus FTE (Sonographers), in addition to any other associated department staff, will have one FTE <b>Deputy Chief Sonographer</b> at Level 5 Grade 3 appointed to the service / facility.</p> <p><b>OR</b></p> <p>A Sonography service / facility with 5-10 FTE (Sonographers), in addition to any other associated department staff, will have one FTE <b>Chief Sonographer</b> at Level 5 Grade 3 appointed to the service / facility.</p>
<b>LEVEL 5 Grade 4</b>	<p>A <b>Post Doctoral Sonography Fellow</b> who demonstrates the following:</p> <ul style="list-style-type: none"> <li>- Be an independent researcher and / or a team member in collaborative ultrasound research; and</li> <li>- Contribute to scholarly output, evidenced by citation and publication in recognised journals; and</li> <li>- Support the dissemination of research outcomes through appropriate channels and participate in and / or present at conferences and / or workshops; and</li> <li>- Demonstrate high-level leadership in contributing to a culture of research excellence and collegiality; and / or</li> <li>- Participate where applicable in national and international funding initiatives; and / or</li> <li>- As necessary, lead research teams and collaborate with researchers from national and international institutions; and / or</li> <li>- Supervision of research students and mentoring staff.</li> </ul> <p><b>OR</b></p> <p>A Sonography service / facility with 10 plus FTE (Sonographers), in addition to any other associated department staff, will have one FTE</p>

	<b>Chief Sonographer</b> at Level 5 Grade 4 appointed to the service / facility.
<b>LEVEL 6</b>	<b>SONOGRAPHERS</b>
<b>LEVEL 6 Grade 1</b>	<p>Notwithstanding the criteria applied in Level 5, a Sonography service / facility at a Tertiary level hospital which supports at least three of the four following services / departments:</p> <ul style="list-style-type: none"> <li>- Level 3 Intensive Care / Neonate Intensive Care;</li> <li>- Level 5 Emergency Department;</li> <li>- Interventional procedure support;</li> <li>- Invasive ultrasound procedures,</li> </ul> <p>will have one FTE <b>Chief Sonographer</b> at Level 6 Grade 1 appointed to the service / facility.</p>
<b>LEVEL 8</b>	<b>SONOGRAPHERS</b>
<b>LEVEL 8</b>	Sonographers at Level 8 are <b>Directors</b> responsible for sonography services across a LHD and / or providing advice and leadership for sonography services at a LHD Executive level.

## PART H - CLASSIFICATION STRUCTURES

### SCHEDULE 5 - MEDICAL PHYSICS

	<b>Medical Physics</b>
<b>Medical Physics Registrar</b>	<b>Note:</b> The HSU Medical Physics Committee is finalising proposed wording for this classification of Medical Physics. Once ready, this wording will be sent to you for feedback.
	<b>Medical Physics</b>
<b>Medical Physics Specialist</b>	<b>Note:</b> The HSU Medical Physics Committee is finalising proposed wording for this classification of Medical Physics. Once ready, this wording will be sent to you for feedback.
	<b>Medical Physics</b>
<b>Senior Medical Physics Specialist</b>	<b>Note:</b> The HSU Medical Physics Committee is finalising proposed wording for this classification of Medical Physics. Once ready, this wording will be sent to you for feedback.
	<b>Medical Physics</b>
<b>Principal Medical Physics Specialist</b>	<b>Note:</b> The HSU Medical Physics Committee is finalising proposed wording for this classification of Medical Physics. Once ready, this wording will be sent to you for feedback.
	<b>Medical Physics</b>
<b>Director, Medical Physics</b>	<b>Note:</b> The HSU Medical Physics Committee is finalising proposed wording for this classification of Medical Physics. Once ready, this wording will be sent to you for feedback.

## PART H - CLASSIFICATION STRUCTURES

### SCHEDULE 6 - RADIOPHARMACEUTICAL SCIENTISTS

<b>Radiopharmaceuticals Scientists (RPS)</b>	
<b>RPS Registrar</b>	<b>Note:</b> The HSU RPS working group is finalising proposed wording for this classification of RPS. Once ready, this wording will be sent to you for feedback.
<b>Radiopharmaceuticals Scientists (RPS)</b>	
<b>RPS Specialist</b>	<b>Note:</b> The HSU RPS working group is finalising proposed wording for this classification of RPS. Once ready, this wording will be sent to you for feedback.
<b>Radiopharmaceuticals Scientists (RPS)</b>	
<b>Senior RPS Specialist</b>	<b>Note:</b> The HSU RPS working group is finalising proposed wording for this classification of RPS. Once ready, this wording will be sent to you for feedback.
<b>Radiopharmaceuticals Scientists (RPS)</b>	
<b>Principal RPS Specialist</b>	<b>Note:</b> The HSU RPS working group is finalising proposed wording for this classification of RPS. Once ready, this wording will be sent to you for feedback.
<b>Radiopharmaceuticals Scientists (RPS)</b>	
<b>Director, RPS</b>	<b>Note:</b> The HSU RPS working group is finalising proposed wording for this classification of RPS. Once ready, this wording will be sent to you for feedback.

## SECTION B - MONETARY RATES

### TABLE 1 - SALARIES

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## SECTION B - MONETARY RATES

### TABLE 2 - ALLOWANCES

Item No.	Clause No.	Allowance	\$ [See Note 1 below]
<b>Continuing Professional Development</b>			
1	5(3)	CPD Allowance	<b>TBD</b>
<b>Higher Qualification Allowance</b> (The allowance is calculated and paid on the employee's base rate of pay)			
2	6(i)	(AQF8) Post Graduate Certificate	3.5%
3	6(i)	(AQF8) Post Graduate Diploma	5%
4	6(i)	(AQF9) Masters	7.5%
5	6(i)	(AQF10) PhD or Post Doctoral	10%
<b>On Call Allowance</b>			
6	13(iv)(a)	On call allowance per hour	4.20
7	13(iv)(a)	On call allowance minimum payment	33.60
8	13(iv)(b)	On call allowance on RDO per hour	8.38
9	13(iv)(b)	On call allowance on RDO minimum payment	67.04

**Note 1:** The quantum of the specified monetary allowances requested below reflect dollar terms as of Wednesday, 22 May 2024. These will be revisited when pay increases payable from 1 July 2024 become known / agreed.

## SECTION C - TRANSITIONAL ARRANGEMENTS

### SCHEDULE 1 - TRANSLATION PRINCIPLES

#### 1. Appropriate Level and Grade

- (a) In most instances, classifications that have been superseded / replaced by the new *Health Employees' Medical Imaging and Radiation (State) Award 202#* ('Award') will have a readily comparable classification (Level and Grade) in this Award.
- (b) In Section C of this Award, Transitional Tables for each classification structure are included to assist with an expeditious translation of current employees to the appropriate Level and Grade under this Award.
- (c) These are however not absolutist, as in some instances as set out in the Tables themselves, an examination of the current employee's role and responsibilities will be necessary to permit translation to the appropriate and warranted Level and Grade as set out in this Award.
- (d) For example, it may be necessary to identify and now apply criteria for the number of services / modalities / facilities / FTEs within the occupant's current role to determine the appropriate Level and Grade for them within this Award.
- (e) This assessment should be undertaken by the employer, and any *provisional determination* as to the Level and Grade to be applied will then be made known to the employee, along with the bases of this conclusion. If the employee disagrees with this *provisional determination*, the matter can be managed via the below resolution process [Principle 3].
- (f) To be clear, a reference to an employee's "*current*" role are those of their substantive position and the responsibilities required and / or actually being undertaken immediately prior to the commencement of this Award.
- (g) In addition, a reference to an employee's "*previous award*" means the award / industrial instrument applicable and utilised for that employee immediately prior to the commencement of this Award.

#### 2. Disagreement with a proposed outcome

- (a) If any employee believes that their translation as set out in the Transitional Tables does not appropriately account for their individual circumstances / job requirements and responsibilities, they can request their concerns / claim to be assessed by the employer.
- (b) If the employee is subsequently dissatisfied with the response and proposed outcome of this *initial assessment*, the matter can be managed via the below resolution process [Principle 3].

### 3. Resolution Process

- (a) If the provisional determination [Principle 1(e)] or initial assessment [Principle 2(b)] of the employer is disputed, the matter can be escalated to a Grading Committee established under Clause 18 of this Award.
- (b) If it is unresolved at the Grading Committee, the matter can be escalated to a peak level Committee (similar in nature as set out in Clause 19 Personal Regrades of this Award) for the express purpose to manage such disputed outcomes.
- (c) It is open to the Union and employer to agree, dependent on the number of disputes requiring resolution, for any peak level Committee involving Union and Ministry representatives to meet as needed or be established on a standing basis with regularly scheduled meetings to facilitate the orderly resolution of such disputes.
- (d) Priority should be given to ensure that these processes are kept timely and completed with the minimum administrative burden as is possible on all parties. Outcomes however should be recorded and maintained lest any future issue were to arise.
- (e) Wherever possible, the peak level Committee will determine any such matter brought to its attention within eight weeks from its receipt.
- (f) However, the above process does not obviate the rights of either the Union or employer to utilise the Dispute Resolution procedures available more generally under this Award.

### 4. Years of service

- (a) Current employees being transitioned to a Level and Grade in this Award will have both their years of service in, and anniversary date of, their current position recognised for the purposes of determining their:
  - (i) commencing Year within the Level and Grade transitioned to; and
  - (ii) any future incremental progression available based on years of service.
- (b) For example, a current employee at Level 2 Year 5 (current maximum) but with seven years and two months of experience at Level 2 will transition to Level 2 Year 7 and then will progress to Year 8 ten months later utilising their 'preserved' anniversary date.
- (c) Further, for example, a current employee who has been in, say, a Level 6 role for five years will transition to the appropriate Grade within Level 7 at the maximum Year rate within that Grade.

## 5. Current applications for regrades

- (a) Applications for personal regrades that at the time of this Award coming into effect remain on foot and undetermined will be managed in one of the following ways:

### *Option 1*

- (i) The applicant can elect to have their personal regrade application continue to completion under the parameters and requirements of their previous award, along with the processes then utilised to determine the application.
- (ii) On the application being determined, the outcome will then be utilised to determine the appropriate Level and Grade that the employee transitions to within this Award.
- (iii) If the employee is successful in their application, for payment purposes they will be deemed to have commenced their personal regrade under their previous award from the first full pay period on or after the date the application was initially provided to their direct line supervisor or manager.

### **OR**

### *Option 2*

- (iv) The applicant can elect to have their personal regrade application dealt with under this Award and the Grading Committee process set out in Clause 18. However, the applicant will in this instance be required to confirm which Level and Grade they believe is commensurate with their application. It will then be dealt with according to the identified position requirements as set out in this Award.
  - (v) If the employee elects this option, and is successful in their application, for payment purposes they will be deemed to have commenced their personal regrade under their previous award from the first full pay period on or after the date the application was initially provided to their direct line supervisor or manager.
  - (vi) Accordingly, any backpay available to the employee prior to the commencement of this Award will be payable at the previous award pay rate relevant to the position nearest to the Level and Grade obtained under this Award.
- (b) Regardless of which of the above two options the employee elects, all such regrade applications should be given priority and dealt with as expeditiously as is possible, and in any event, no later than eight weeks from the commencement date of this Award.

- (c) Any previous regrade that is unable to be resolved via either of the above options will be managed under the resolution process [Principle 3], albeit progressing directly to the peak level Committee as local committee processes have been exhausted.

## **6. Acting arrangements**

- (a) Any acting arrangements in place at the time of this Award commencing, which have been scheduled to continue beyond that commencing date or have been 'open ended', will remain in place, albeit against the relevant role that is deemed commensurate in this Award.
- (b) This will include those situations in which the employee may not meet explicitly all the criteria and requirements of the new Level and Grade that the acting arrangements may be placed against.

## **7. Exceptions**

- (a) Whilst it is not considered likely, it may be that a small number of employees in current roles may not readily transition to the equivalent Level and Grade in this Award. This may be due to, for example, how their role or department is structured, or they do not at the commencement of this Award meet all the criteria and / or responsibilities set out for the equivalent Level and Grade in this Award.
- (b) This could lead to a situation in which an employee, despite their competence or experience, being transitioned to a Level and Grade in this Award that arguably is comparably 'below' the one they held under their previous award.
- (c) In such situations, the employee will nonetheless be placed in the most comparable Level and Grade available in this Award to the role / personal regrade they held immediately prior to this Award's commencement.
- (d) For example, an employee holds a personal regrade at Level 3 under their previous award. However, they do not meet all the criteria established under this Award for the commensurate Level and Grade. They will nonetheless be placed in the most commensurate Level and Grade matching their previous personal regrade, and no consideration should be given for such an employee to be otherwise placed at Level 2, for example, under this Award.
- (e) A further example may be that an employee whose current role prior to the commencement of this Award was as a section manager / senior. However, the commensurate Level and Grade within this Award has a criterion that does not exist within the workplace / section as currently structured. They will, nonetheless, be transitioned to the most commensurate Level and Grade for the section manager / senior role undertaken.

- (f) In such instances, such a transition will be on a personal, grand-parented basis whilst ever the employee remains in such a position.
- (g) The employer however is also entitled to require such a grand-parented employee to undertake any duties and responsibilities that reside in the position they have been placed within. Appropriate support and assistance, including training, will be made available to the employee by the employer to aid in the undertaking of such criteria or responsibilities within a reasonable period, mindful of the complexity of the work demands requested to be fulfilled and the level of employer support provided.
- (h) In this later instance, if the grand-parented employee assumes the criteria and responsibilities required of the Level and Grade transitioned to, it will cease to be considered a grand-parented arrangement.
- (i) Any dispute regarding the application of the above provision and protections to an employee will be managed under the resolution process established under these Transitional Principles [Principle 3].

## SECTION C - TRANSITIONAL ARRANGEMENTS

### TABLE 1 - NUCLEAR MEDICINE

Previous Award classification	New Award classification
<b>LEVEL 1</b>	
<p><i>No such previous specific classification.</i></p>	<p><b>LEVEL 1 INTERN - Nuclear Medicine</b>            Employees at this Level hold student registration with AHPRA and are in their final year of studying a medical radiation practice qualification, that will on its completion, permit progression to general registration with AHPRA. Basic tasks under supervision. Casual only.</p>
<p><b>LEVEL 1</b>            First-year post-graduation from a recognised university undergraduate course. Referred to as their Supervised Practice Program (SPP).</p>	<p><b>LEVEL 1 SPP</b>            Employees at this Level hold provisional or limited registration with AHPRA. Completing a Supervised Professional practice assessment as advised and required by AHPRA to obtain full registration in Nuclear Medicine.</p>
<b>LEVEL 2</b>	
<p><b>LEVEL 2</b>            The MRS (Nuclear Medicine) at this level have completed the requirements for the above and progression from Level 1. Demonstrates increasing acumen in identified criteria.</p>	<p><b>LEVEL 2 Nuclear Medicine</b>            Employees at this Level have general registration with AHPRA as a Nuclear Medicine Technologist / Scientist. Has full NSW EPA radiation license. Perform duties commensurate with experience.</p>
<b>LEVEL 3 (High level proficiency - personal regrade)</b>	
<p><b>LEVEL 3 Grade 1 Specialist MRS (Nuclear Medicine)</b>            Personal regrade after <b>not less than two years' experience</b> post accreditation or registration. Essential Criteria:             Undertake relevant workplace academic postgraduate or other 'relevant' <b>qualifications</b>.</p>	<p><i>No specific classification that permits progression based solely on additional qualification. May of course assist in meeting criteria in proposed Level 3 Grades.</i></p>

<p><b>LEVEL 3 Grade 1 Specialist MRS (Nuclear Medicine)</b> Personal regrade after <b>not less than two years'</b> experience post accreditation or registration.</p> <p>High level competency in area/s of specialty with a minimum of <b>12 months experience</b> (may include education).</p>		<p><b>LEVEL 3 Grade 1 Nuclear Medicine Technologist / Scientist (regrade)</b> Personal Regrade after <b>not less than five years'</b> experience post registration.</p> <p>Must demonstrate consistent proficiency in Nuclear Medicine principles and practices in a <b>minimum of 3 of 5 criteria</b> identified.</p>
<p><b>LEVEL 3 Grade 2 Specialist MRS (Nuclear Medicine)</b> Personal regrade <b>after 2 years' service</b> at Level 3, Grade 1. Must have clinical <b>expertise related to specific areas/modalities</b> and be able to demonstrate a <b>high level of competency</b> and a consistently high standard of practice, as identified.</p>		<p><b>LEVEL 3 Grade 2 Nuclear Medicine Technologist / Scientist (regrade)</b> Personal Regrade after <b>not less than two years at Level 3 Grade 1.</b></p> <p>Must demonstrate consistent proficiency in Nuclear Medicine principles and practices in a <b>minimum of 5 of 7 criteria</b> identified.</p>
<p><i>Possibly</i> <b>LEVEL 3 Grade 3</b> The MRS (Nuclear Medicine) at this level has obtained appropriate <b>postgraduate diploma allied to their area of expertise</b>, in areas such as <b>ultrasound, CT, QA, management, education, research or IT.</b></p> <p><i>Otherwise, no such previous specific classification as now available.</i></p>		<p><b>LEVEL 3 Grade 3 Accredited (Nuclear Medicine) Sonographer</b> At this Level has full registration with AHPRA in nuclear medicine (or Bachelor of Medical Radiation Science qualification without current AHPRA registration) <b>and</b> has ASAR accreditation. Working in a department that offers Ultrasound services. Undertake duties within their scope of practice and reflecting experience. Perform increasingly complex tasks with supervision.</p>
<p><b>LEVEL 4</b> <b>(Advanced clinician / specialist)</b></p>		
<p><i>Possibly</i> <b>LEVEL 3 Grade 3</b> At this level has obtained appropriate <b>postgraduate diploma allied to their area of expertise</b>, in areas such as <b>ultrasound, CT, QA, management, education, research or IT.</b></p> <p><i>Otherwise, no such previous specific classification as now available.</i></p>		<p><b>LEVEL 4 Grade 1 Advanced Practice (Nuclear Medicine) Sonographer</b> Appointment or via personal regrade after <b>not less than three years at Level 3 Grade 3</b>; and shall be required to demonstrate <b>additional proficiency in a minimum of 2 of 6 criteria</b> identified. Must be working in a department that offers Ultrasound services.</p>



<p><i>Possibly may include the following (based on experience, attributes, job requirements, and qualifications of the employee):</i></p> <p><b>LEVEL 3 Grade 2 Specialist MRS (Nuclear Medicine)</b> Personal regrade <b>after 2 years</b> at Level 3, Grade 1. Must have clinical <b>expertise related to specific areas / modalities</b> and able to demonstrate a <b>high level</b> of competency / standard of practice.</p> <p><b>OR</b></p> <p><b>LEVEL 3 Grade 2 Educator Co-ordinator MRS (Nuclear Medicine)</b> Designated as the Nuclear Medicine Department Educator/Tutor co-ordinator.</p> <p><b>OR</b></p> <p><b>LEVEL 3 Grade 3</b> The MRS (Nuclear Medicine) at this level has obtained appropriate <b>postgraduate diploma allied to their area of expertise</b>, in areas such as ultrasound, CT, QA, management, education, research or IT.</p> <p><b>OR</b></p> <p><b>LEVEL 4 Grade 1 Research Co-ordinator</b> Responsible for the co-ordination and development of research projects within the department.</p> <p><b>OR</b></p> <p><i>No other such previous specific classifications as now available at Level 4 Grade 2.</i></p>		<p><b>LEVEL 4 Grade 2 Clinical Specialist Nuclear Medicine Technologist / Scientist</b> Considered specialist or advanced practitioners with demonstrated <b>advanced clinical or specialist skills</b> with <b>majority of their duties performed within their specialist area</b>.</p> <p>Specialist roles identified at Level 4 Grade 2, include but not limited to:</p> <p><b>Clinical Educator</b> Responsible for provision / delivery of continuing education to Nuclear Medicine staff in department, plus responsible for the co-ordination and oversight of the department student clinical placement program.</p> <p><b>Clinical Trials / Research Co-ordinator</b> Responsible for co-ordination and development of research projects in the department. Required to liaise with related groups eg clinical departments, university faculties or private companies.</p> <p><b>IT Specialist and / or PIS / PACS Administrator;</b> Primarily responsible for overseeing the department imaging integrated software packages and tools as well as and being the advanced user for nuclear medicine and / or PET.</p> <p><b>Theranostics Specialist;</b> Responsible for but not limited to the development of policy / procedures relevant to the Theranostics service, scheduling, purchasing of the radioisotopes and liaison with other multi-disciplinary teams involved with providing the service.</p>
<p><b>LEVEL 3 Grade 3</b></p>		<p><i>No specific classification that permits progression based solely on</i></p>

<p>The MRS (Nuclear Medicine) at this level has obtained <b>appropriate postgraduate diploma</b> allied to their area of expertise, in areas such as (but not restricted to) ultrasound, CT, QA, management, education, research or IT.</p>		<p><i>additional qualification in area of expertise. See however Levels 3 or 4.</i></p>
<p><i>No such previous specific classification as now available (albeit taken to have been accommodated within one of the Grades within previous Level 3 Specialist).</i></p>		<p><b>LEVEL 4 Grade 2 Expert (Nuclear Medicine) Sonographer</b> Appointment or via personal regrade after a <b>minimum of 5 years at Level 4 Grade 1</b>. At this Level, must fulfill all Level 4 Grade 1 criteria as well as additionally a <b>minimum of 4 of 6 criteria identified</b>.</p>
<p><b>LEVEL 5 (Section Manager / Senior)</b></p>		
<p><i>Possibly may include the following with transition to be based on FTE and department services / PET.</i></p> <p><b>LEVEL 4 Grade 1 Section Manager</b> Responsible for the scheduling and adaptation of services within a <b>section</b> of a Nuclear Medicine department. Demonstrate various criteria and job functions.</p> <p><b>OR</b> <b>LEVEL 4 Grade 2 Section Manager</b> As for Level 4 Grade 1 but have <b>also obtained</b> an appropriate postgraduate diploma or above allied to their area of expertise / specialisation.</p>		<p><b>LEVEL 5 Grade 1 Senior Nuclear Medicine Technologist / Scientist or Senior Nuclear Medicine Sonographer</b> Manages the operations of a section or functional unit in a department with General Nuclear Medicine (+/- Ultrasound) or PET with FTE 1-5. Perform clinical and administrative duties, which may include rostering, leave relief and workloads.</p>
<p><i>Possibly may include the following with transition to be based on FTE and department services / PET.</i></p> <p><b>LEVEL 4 Grade 1 Section Manager</b> Responsible for the scheduling and adaptation of services within a <b>section</b> of a Nuclear Medicine department. Demonstrate various criteria and job functions.</p> <p><b>OR</b> <b>LEVEL 4 Grade 2 Section Manager</b></p>		<p><b>LEVEL 5 Grade 2 Senior Nuclear Medicine Technologist / Scientist or Senior Nuclear Medicine Sonographer</b> Manages the operations of a section or functional unit in a department with General Nuclear Medicine (+/- Ultrasound) or PET with FTE &gt;5. Perform clinical and administrative duties, which may include rostering, leave relief and workloads.</p>

<p>As for Level 4 Grade 1 but have <b>also obtained</b> an appropriate postgraduate diploma or above allied to their area of expertise / specialisation.</p>		
<p><i>Possibly may include the following with transition to be based on FTE and department services / PET.</i></p> <p><b>LEVEL 4 Grade 1 Section Manager</b> Responsible for the scheduling and adaptation of services within a <b>section of</b> a Nuclear Medicine department. Demonstrate various criteria and job functions.</p> <p><b>OR</b></p> <p><b>LEVEL 4 Grade 2 Section Manager</b> As for Level 4 Grade 1 but have <b>also obtained</b> an appropriate postgraduate diploma or above allied to their area of expertise / specialisation.</p>		<p><b>LEVEL 5 Grade 3 Senior Nuclear Medicine Technologist / Scientist or Senior Nuclear Medicine Sonographer</b> Manages the operations of a section or functional unit in a department with General Nuclear Medicine (+/- Ultrasound) and PET with FTE 2-5. Perform clinical and administrative duties, which may include rostering, leave relief and workloads.</p>
<p><i>Possibly may include the following with transition to be based on FTE and department services / PET.</i></p> <p><b>LEVEL 4 Grade 1 Section Manager</b> Responsible for the scheduling and adaptation of services within a <b>section of</b> a Nuclear Medicine department. Demonstrate various criteria and job functions.</p> <p><b>OR</b></p> <p><b>LEVEL 4 Grade 2 Section Manager</b> As for Level 4 Grade 1 but have <b>also obtained</b> an appropriate postgraduate diploma or above allied to their area of expertise / specialisation.</p>		<p><b>LEVEL 5 Grade 4 Senior Nuclear Medicine Technologist / Scientist or Senior Nuclear Medicine Sonographer</b> Manages the operations of a section or functional unit in a department with General Nuclear Medicine (+/- Ultrasound) and PET with FTE &gt;5. Perform clinical and administrative duties, which may include rostering, leave relief and workloads.</p>
<p><b>LEVEL 6 (Deputy Chief)</b></p>		
<p><i>Possibly may include the following with transition to be based on FTE and department services / PET.</i></p> <p><b>LEVEL 5 Grade 1 Deputy Chief MRS</b></p>		<p><b>LEVEL 6 Grade 1 Deputy Chief (Nuclear Medicine)</b> Deputy Chief in a Department with General Nuclear Medicine (+/- Ultrasound) or PET with FTE 1-5.</p>

<p>Responsible for providing <b>managerial support</b> to the Chief MRS (Nuclear Medicine) in a Nuclear Medicine Department with <b>less than 3 gamma cameras</b>. Performs combination of both clinical and administrative duties under the direction of Chief (Nuclear Medicine).</p> <p><b>OR</b></p> <p><b>LEVEL 5 Grade 2 Deputy Chief MRS</b> The MRS (Nuclear Medicine) at this level is responsible for providing <b>managerial support</b> to the Chief MRS (Nuclear Medicine) in a Nuclear Medicine Department <b>with 3 or more gamma cameras</b>. Performs <b>combination</b> of clinical and administrative duties under direction of Chief (Nuclear Medicine).</p>	<p>Performs a combination of both clinical and administrative duties under the directions of Chief (Nuclear Medicine).</p>
<p><i>Possibly may include the following with transition to be based on FTE and department services / PET.</i></p> <p><b>LEVEL 5 Grade 1 Deputy Chief MRS</b> Responsible for providing <b>managerial support</b> to the Chief MRS (Nuclear Medicine) in a Nuclear Medicine Department with <b>less than 3 gamma cameras</b>. Performs a <b>combination</b> of both clinical and administrative duties under the direction of the Chief MRS (Nuclear Medicine).</p> <p><b>OR</b></p> <p><b>LEVEL 5 Grade 2 Deputy Chief MRS</b> The MRS (Nuclear Medicine) at this level is responsible for providing <b>managerial support</b> to the Chief MRS (Nuclear Medicine) in a Nuclear Medicine Department <b>with 3 or more gamma cameras</b>. Performs a <b>combination</b> of both clinical and</p>	<p><b>LEVEL 6 Grade 2 Deputy Chief (Nuclear Medicine)</b> Deputy Chief in a Department with General Nuclear Medicine (+/- Ultrasound) or PET with FTE &gt;5.</p> <p>Performs a combination of both clinical and administrative duties under the directions of Chief (Nuclear Medicine).</p>

<p>administrative duties under the direction of the Chief MRS (Nuclear Medicine).</p>		
<p><i>Possibly may include the following with transition to be based on FTE and department services / PET.</i></p> <p><b>LEVEL 5 Grade 3 Deputy Chief MRS</b> The MRS (Nuclear Medicine) at this level is responsible for <b>providing managerial support</b> to the Chief MRS (Nuclear Medicine) in a Nuclear Medicine Department with <b>3 or more gamma cameras including a dedicated PET facility</b>. Performs a <b>combination</b> of both clinical and administrative duties under the direction of the Chief MRS (Nuclear Medicine).</p>		<p><b>LEVEL 6 Grade 3 Deputy Chief (Nuclear Medicine)</b> Deputy Chief in a Department with General Nuclear Medicine (+/- Ultrasound) and PET with FTE 2-5.</p> <p>Performs a combination of both clinical and administrative duties under the directions of Chief (Nuclear Medicine).</p>
<p><i>Possibly may include the following with transition to be based on FTE and department services / PET.</i></p> <p><b>LEVEL 5 Grade 3 Deputy Chief MRS</b> The MRS (Nuclear Medicine) at this level is responsible for providing <b>managerial support</b> to the Chief MRS (Nuclear Medicine) in a Nuclear Medicine Department with <b>3 or more gamma cameras including a dedicated PET facility</b>. Performs a <b>combination</b> of both clinical and administrative duties under the direction of the Chief MRS (Nuclear Medicine).</p>		<p><b>LEVEL 6 Grade 4 Deputy Chief (Nuclear Medicine)</b> Deputy Chief in a Department with General Nuclear Medicine (+/- Ultrasound) and PET with FTE &gt;5.</p> <p>Performs a combination of both clinical and administrative duties under the directions of Chief (Nuclear Medicine).</p>
<p><b>LEVEL 7 (Chief)</b></p>		
<p><i><b>Includes all the following previous classifications, with any transition to the new Level 7 and the appropriate Grade <u>to be determined</u> by the FTE and department services / PET provided.</b></i></p>		<p><b>LEVEL 7 Grade 1 Chief (Nuclear Medicine)</b> Chief in a Department with General Nuclear Medicine (+/- Ultrasound) or PET with FTE 1-5. Ultimately responsible for the Department and staff.</p>

<p><b>LEVEL 6 Grade 1 Chief MRS (Nuclear Medicine)</b> Ultimate responsibility for a Nuclear Medicine Department and its staff with <b>less than 3 gamma cameras</b>.</p> <p><b>LEVEL 6 Grade 1 Chief MRS (Nuclear Medicine)</b> Responsible for managing a Nuclear Medicine Department that is <b>not accredited</b> by ANZAPNM for training of advanced registrars in Nuclear Medicine.</p> <p><b>LEVEL 6 Grade 2 Chief MRS (Nuclear Medicine)</b> Ultimate responsibility for a Nuclear Medicine Department and its staff / services with <b>3 or more gamma cameras</b>. The Nuclear Medicine Department is <b>accredited</b> by the ANZAPNM for the training of advanced registrars in Nuclear Medicine.</p> <p><b>LEVEL 6 Grade 3 Chief MRS (Nuclear Medicine)</b> Ultimate responsibility for a Nuclear Medicine Department, and its staff / services, <b>3 or more gamma cameras including a dedicated PET facility</b>. The Department is <b>accredited</b> by the ANZAPNM for the training of advanced registrars in Nuclear Medicine.</p>		<p><b>LEVEL 7 Grade 2 Chief (Nuclear Medicine)</b> Chief in a Department with General Nuclear Medicine (+/- Ultrasound) or PET with FTE &gt;5. Ultimately responsible for the Department and staff.</p> <p><b>LEVEL 7 Grade 3 Chief (Nuclear Medicine)</b> Chief in a Department with General Nuclear Medicine (+/- Ultrasound) and PET with FTE 2-5. Ultimately responsible for the Department and staff.</p> <p><b>LEVEL 7 Grade 4 Chief (Nuclear Medicine)</b> Chief in a Department with General Nuclear Medicine (+/- Ultrasound) and PET with FTE &gt;5. Ultimately responsible for the Department and staff.</p> <p><b>LEVEL 7 Grade 5 Chief (Nuclear Medicine)</b> Chief who manages the operations of <b>two or more</b> Medical Imaging / Nuclear Medicine Departments in an LHD with a combined FTE of both sites <b>3-10 FTE</b>.</p> <p><b>LEVEL 7 Grade 6 Chief (Nuclear Medicine)</b> Chief who manages the operations of <b>two or more</b> Medical Imaging / Nuclear Medicine Departments in an LHD with a combined FTE of both sites <b>&gt;10 FTE</b>.</p>
<p><b>LEVEL 8 (LHD wide Director)</b></p>		
<p><i>No such previous specific classification.</i></p>		<p><b>LEVEL 8 Director (Nuclear Medicine)</b> Nuclear Medicine Technologist / Scientist at Level 8 are Directors responsible for nuclear medicine services <b>across a LHD and / or</b> providing advice / leadership for</p>

	nuclear medicine at a <b>LHD Executive level.</b>
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Consultation draft ~ VX ~ 24/05/24

## SECTION C - TRANSITIONAL ARRANGEMENTS

### TABLE 2 - RADIATION THERAPY

Previous Award classification		New Award classification
<b>LEVEL 1</b>		
<i>No such previous specific classification.</i>		<b>LEVEL 1: Radiation Therapist Intern</b> Employees at this Level hold student registration with AHPRA and are in their final year of studying a medical radiation practice qualification, that will on its completion, permit progression to general registration with AHPRA. Basic tasks under supervision. Casual only.
<b>LEVEL 1</b> First-year post-graduation from a recognised university undergraduate course. This may be referred to as their Supervised Practice Program (SPP).		<b>LEVEL 1: SPP</b> Employees at this Level hold provisional or limited registration with AHPRA. Completing a Supervised Professional practice assessment as advised and required by AHPRA to obtain full registration.
<b>LEVEL 2</b>		
<b>LEVEL 2 (Years 1 - 5)</b> Radiation Therapists at this level have completed the requirements for the above and progression from Level 1.		<b>LEVEL 2 (Years 1 - 8)</b> Employees at this Level have general registration as a Radiation Therapist with AHPRA. Perform duties commensurate with experience.
<b>LEVEL 3 (High level skills / specialist)</b>		
<i>No such previous specific classification.</i>		<b>LEVEL 3, Grade 1</b> Radiation Therapists at this level, possessing a <b>generalist skill set</b> , have <b>high-level clinical skills</b> enabling them to work across multiple clinical areas or modalities (as defined).
<b>LEVEL 3 Grade 1 (Years 1 - 2: Radiation Therapist Specialist)</b> Apply for regrade after <b>two years</b> post accreditation experience. Must demonstrate a <b>high level of knowledge and proficiency</b> in at		<b>LEVEL 3, Grade 2: Radiation Therapist Specialist</b> Radiation Therapists at this Level possess <b>high level specialist skills</b> in <b>two specialty areas</b> .



least <b>two complex clinical</b> procedures. Additional tasks.		
<i>No such previous specific classification.</i>		<b>LEVEL 3, Grade 2: Assistant Clinical Educator</b> Assisting the Clinical Educator with the following: <b>clinical education</b> of students and staff; and; appropriate <b>monitoring and reporting</b> of educational outcomes; and <b>contributing</b> to discipline research or clinical placement improvements.
<b>LEVEL 3 Grade 2 (Years 1-2: Radiation Therapist Consultant)</b> Apply for regrade <b>after 12 months</b> service at Level 3, Grade 1 Year 2. Has <b>clinical expertise in specific areas</b> of radiation therapy. Demonstrate expertise in several ways. The Radiation Therapist <b>must also</b> demonstrate expertise in 2 further speciality areas, <b>or</b> one further speciality area and a postgraduate qualification.		<b>LEVEL 3 Grade 3: Radiation Therapist Consultant</b> Radiation Therapists who have <b>advanced skills, expertise, and knowledge</b> in a <b>singular speciality</b> in their discipline, and may provide a consultancy role in the speciality for their facility.
<b>LEVEL 4</b> <b>(Advanced clinician / specialist / supervision)</b>		
<b>LEVEL 4 Grade 1</b> A Radiation Therapist at this level would <b>manage</b> the operations of a <b>section or functional unit</b> of a Radiation Therapy Department and discharge associated administrative duties.		<b>LEVEL 4, Grade 1 (Senior Radiation Therapist)</b> Radiation Therapists at this Level <b>manage</b> the operation of a <b>functional unit</b> of a Radiation Therapy Department and discharge associated administrative duties.
<b>LEVEL 4 Grade 1</b> Multidisciplinary team coordinators, where the Radiation Therapist is responsible for the <b>management</b> and associated duties of the <b>multidisciplinary team functions</b> .		<b>LEVEL 4, Grade 1 (MDT co-ordinator)</b> Radiation Therapists at this Level may be <i>Multi-Disciplinary Coordinators</i> , responsible for the <b>management</b> and associated duties of <b>multi-disciplinary team functions</b> .
<b>LEVEL 4 Grade 1</b> Radiation Therapist - Education.		<b>LEVEL 4, Grade 1 (Clinical Educator)</b> Radiation Therapist - <i>Clinical Educator</i> .

<p><i>No such previous specific classification.</i></p>		<p><b>LEVEL 4, Grade 1 (Specialist Senior)</b> Radiation Therapists with <b>tumour site or equipment</b> specific oversight.</p>
<p><i>No such previous specific classification.</i></p>		<p><b>LEVEL 4, Grade 1 (Research Radiation Therapist)</b> Research Radiation Therapists responsible for providing <b>research support</b> to a facility in a designated research role. They will have a <b>relevant post graduate research qualification</b>.</p>
<p><i>No such previous specific classification.</i></p>		<p><b>LEVEL 4, Grade 1 (Assistant to Level 5 Radiation Therapist)</b> Radiation Therapists at this Level may have a <b>designated role</b> at departmental level for duties <b>assisting</b> Level 5 Radiation Therapists.</p>
<p><i>No such previous specific classification.</i></p>		<p><b>LEVEL 4, Grade 2 (Accredited Advanced Practitioner)</b> Radiation Therapists at this Level are <b>ASMIRT accredited Advanced Practitioners</b>.</p>
<p><b>Possibly</b> may include the following (based on experience, attributes, job requirements, and qualifications of employees):</p> <p><b>LEVEL 4 Grade 1</b> Radiation Therapist - Education.</p> <p><i>Otherwise, no such previous specific classification.</i></p>		<p><b>LEVEL 4, Grade 2 (Clinical Educator)</b> Radiation Therapist Clinical Educator across multiple facilities <b>OR</b> conditions specific to award grading.</p>
<p><i>No such previous specific classification.</i></p>		<p><b>LEVEL 4, Grade 2 (Lead Researcher)</b> Required to <b>lead and manage research programs</b> across one or more facilities within a LHD <b>or</b> across two or more LHDs. They will also have a <b>relevant post graduate research qualification</b>.</p>

<b>LEVEL 5 (Section managers)</b>	
<p><i><b>Possibly</b> may include the following (based on experience, attributes, job requirements, and qualifications of employees):</i></p> <p><b>LEVEL 4 Grade 2</b> A Radiation Therapist at this level would manage an area of the Department, such as treatment planning or treatment delivery, WHS and or radiation safety and Equip co-ordinators.</p>	<p><b>LEVEL 5, Grade 1 (Sectional Supervisor)</b> A Radiation Therapist appointed as a <i>Sectional Supervisor</i> with responsibility for <b>management</b> and supervision for a section within a facility such as <b>pre-treatment or treatment with two treatment units</b>.</p>
<p><i>No such previous specific classification.</i></p>	<p><b>LEVEL 5, Grade 1 (Whole of Systems Manager)</b> A Radiation Therapist appointed as a <i>Whole of Systems Supervisor</i> to manage, take <b>responsibility for, or co-ordinate complex whole of system function</b> including but not limited to;</p> <ul style="list-style-type: none"> <li>• Information Technology; or</li> <li>• Clinical Trials; or</li> <li>• Quality Improvement/Quality Assurance; or</li> <li>• Clinical Care Coordinator.</li> </ul>
<p><i><b>Possibly</b> may include the following (based on experience, attributes, job requirements, and qualifications of employees):</i></p> <p><b>LEVEL 4 Grade 2</b> As above.</p>	<p><b>LEVEL 5, Grade 2 (Sectional Supervisor)</b> <i>Radiation Therapist Sectional Supervisors</i> with responsibilities as for Level 5 Grade 1 for a section of a facility with <b>three or more treatment units</b>.</p>
<p><i><b>Possibly</b> may include the following (based on experience, attributes, job requirements, and qualifications of employees):</i></p> <p><b>LEVEL 4 Grade 2</b> As above.</p>	<p><b>LEVEL 5, Grade 3 (Sectional Supervisor)</b> <i>Radiation Therapist Sectional Supervisors</i> with responsibilities as for Level 5 Grade 2 for a section of a facility with <b>three or more treatment units and, in addition, at least one more modality</b> including (but not limited to) Brachytherapy, MRI, CT/PET, MRI Linac.</p> <p><b>OR</b></p>

		<p><i>Radiation Therapist Sectional Supervisors</i> with responsibilities as for Level 5 Grade 2 for a section of a facility with <b>three or more treatment units</b> and, in addition, responsibility <b>across more than one facility</b>.</p>
<b>LEVEL 6 (Deputy Director)</b>		
<p><i>Includes the following previous classification, with any transition to the new Level 6 and the appropriate Grade for a previous position holder to be determined by the FTE and whether responsibilities extend beyond one facility.</i></p> <p><b>LEVEL 5 (Years 1 - 3)</b> A Radiation Therapist at this level is an Assistant Chief Radiation Therapist who assists in the management of a Radiation Therapy department of a hospital.</p>		<p><b>LEVEL 6, Grade 1</b> <i>A Deputy Director Radiation Therapist</i> who assists in the management of <b>up to 21 FTE</b> in an <b>individual</b> facility.</p>
		<p><b>LEVEL 6, Grade 2</b> <i>A Deputy Director Radiation Therapist</i> who assists in the management of between <b>22-39 FTE</b> within an <b>individual</b> facility.</p> <p><b>OR</b></p> <p><i>A Deputy Director Radiation Therapist</i> who has responsibility across <b>more than one facility</b> within or across a LHD and / or multiple LHDs up to a <b>combined total of 21 FTE</b>.</p>
		<p><b>LEVEL 6, Grade 3</b> <i>A Deputy Director Radiation Therapist</i> who assists in the management of between <b>40-55 FTE</b> within an <b>individual</b> facility.</p> <p><b>OR</b></p> <p><i>A Deputy Director Radiation Therapist</i> who has responsibility across <b>more than one facility</b> within or across a LHD and / or multiple LHDs of a <b>combined total between 22-39 FTE</b>.</p>
		<p><b>LEVEL 6, Grade 4</b> <i>A Deputy Director Radiation Therapist</i> who assists in the management of <b>56+ FTE</b> in an <b>individual</b> facility.</p>

		<p><b>OR</b></p> <p><i>A Deputy Director Radiation Therapist</i> who has responsibility <b>across more than one facility</b> within or across a LHD and / or multiple LHDs of a <b>combined total between 40-55 FTE.</b></p>
		<p><b>LEVEL 6, Grade 5</b></p> <p><i>A Deputy Director Radiation Therapist</i> who has responsibility <b>across more than one facility</b> within or across a LHD and / or multiple LHDs of <b>56+ FTE.</b></p>
<p><b>LEVEL 7 (Director)</b></p>		
<p><i><b>Includes</b> the following previous classification, with any transition to the new Level 7 and the appropriate Grade for a previous position holder <u>to be determined</u> by the FTE and whether responsibilities extend beyond one facility.</i></p> <p><b>LEVEL 6 (Years 1 - 3)</b> A Radiation Therapist at this level manages a Radiation Therapy department of a hospital.</p>		<p><b>LEVEL 7, Grade 1</b></p> <p><i>A Director</i> in charge of a facility with <b>up to 21 FTE.</b></p>
		<p><b>LEVEL 7, Grade 2</b></p> <p><i>A Director</i> in charge of an <b>individual</b> facility with <b>between 22-39 FTE.</b></p> <p><b>OR</b></p> <p><i>A Director</i> who has responsibility <b>across more than one facility</b> within or across a LHD and / or multiple LHDs <b>up to a combined total of 21 FTE.</b></p>
		<p><b>LEVEL 7, Grade 3</b></p> <p><i>A Director</i> in charge of an <b>individual</b> facility with <b>between 40-55 FTE.</b></p> <p><b>OR</b></p> <p><i>A Director</i> who has responsibility <b>across more than one facility</b> within or across a LHD and / or multiple LHDs of a combined total between 22-39 FTE</p>

	<p><b>LEVEL 7, Grade 4</b> A <i>Director</i> in charge of an <b>individual</b> facility with <b>55+ FTE</b>.</p> <p><b>OR</b></p> <p>A <i>Director</i> who has responsibility <b>across more than one facility</b> within or across a LHD and / or multiple LHDs of a combined <b>total between 40-55 FTE</b>.</p>
	<p><b>LEVEL 7, Grade 5</b> A <i>Director</i> in charge of <b>more than one individual facility</b> within or across a LHD and / or multiple LHDs with a combined <b>total of 56+ FTE</b>.</p>
<p><b>LEVEL 8 (LHD Wide Director)</b></p>	
<p><i>No such previous specific classification.</i></p>	<p><b>LEVEL 8</b> Radiation Therapists at Level 8 are Directors responsible for radiation oncology services across a LHD <b>and / or</b> providing advice and leadership for radiation oncology services at a LHD Executive level.</p>

## SECTION C - TRANSITIONAL ARRANGEMENTS

### TABLE 3 - RADIOGRAPHY

Previous Award classification	New Award classification
<b>LEVEL 1</b>	
<i>No such previous specific classification.</i>	<p><b>LEVEL 1 INTERN - Diagnostic Radiographer</b>            Employees at this Level hold student registration with AHPRA and are in their final year of studying a medical radiation practice qualification, that will on its completion, permit progression to general registration with AHPRA. Basic tasks under supervision. Casual only.</p>
<p><b>LEVEL 1</b>            First-year post-graduation from a recognised university undergraduate course. This year may be referred to as their Supervised Practice Program (SPP).</p>	<p><b>LEVEL 1 SPP</b>            Employees at this Level hold provisional or limited registration with AHPRA. Completing a Supervised Professional practice assessment as advised and required by AHPRA to obtain full registration as a Diagnostic Radiographer.</p>
<b>LEVEL 2</b>	
<p><b>LEVEL 2</b>            Completed SPP. Progression through Level 2 is automatic based on Award nominated criteria.</p>	<p><b>LEVEL 2 Diagnostic Radiographer</b>            Employees at this Level have obtained General Registration as Diagnostic Radiographers with AHPRA. Perform functions commensurate with years of experience:</p>
<b>LEVEL 3 (High level clinician - personal regrade)</b>	
<p><b>LEVEL 3 Grade 1 Specialist MRS</b>            Diagnostic Radiographer may apply for a personal regrading to this level after <b>not less than two years' experience</b> post accreditation or registration (i.e. Level 2, Year 2) and required to <b>demonstrate a high level of knowledge and proficiency</b> in complex clinical procedures etc.  <i>(See also the new classification of Level 3 Grade 2 and Level 3 Grade 3 based on the experience, attributes,</i></p>	<p><b>LEVEL 3 Grade 1 (Personal Regrade - work value)</b>            Employees with at least <b>four years post</b> general registration experience <b>and</b> high-level skills / knowledge in a <b>specialist modality or area</b>. (Areas of possible clinical specialisation noted in proposed Award.) They must <b>demonstrate a high-level of professional and clinical competency</b> by either holding:            (i) an appropriate recognised postgraduate certificate relevant</p>

<p><i>job requirements, and qualifications of employees.)</i></p>		<p>to their area or clinical speciality; <b>OR</b> (ii) alternatively demonstrating high-level skills and knowledge in their regrade application.</p> <p>If successful, <b>may be required</b> to take on additional identified duties.</p>
<p><b>LEVEL 3 Grade 2 Consultant MRS</b> After <b>not less than 12 months service</b> at Level 3, Grade 1, can apply for <u>personal progression</u> to Level 3, Grade 2. The applicant will have <b>extensive clinical expertise</b> related to specific areas / modalities and be able to demonstrate a high level of competency and a consistently high standard of practice. <i>(See also the new classification of Level 3 Grade 3 and Level 4 Grade 2 based on the experience, attributes, job requirements, and qualifications of employees.)</i></p> <p><b>OR</b></p> <p><b>LEVEL 3 Grade 2</b> The MRS (Diagnostic Radiographer) may also be designated as the <b>Clinical Imaging Educator/Tutor</b> - delivery of continuing education with both clinical and general management components. <i>(See also new classification of Level 4 Grade 2 based on the experience, attributes, job requirements, and qualifications of employees.)</i></p>		<p><b>LEVEL 3 Grade 2 Diagnostic Radiographer (Personal Regrade)</b> Diagnostic Radiographers who have completed <b>not less than 12 months</b> at Level 3 Grade 1 <b>and</b> can demonstrate extensive clinical expertise related to specific areas and modalities, <b>and</b> a high level of competency of practice as a Level 3 Grade 1 <b>and</b> are able to meet additional criteria identified.</p> <p><b>OR</b></p> <p><b>LEVEL 3 Grade 2 Clinical Imaging Tutor</b> Responsible to and assisting a Diagnostic Radiographer Clinical Educator Level 4 Grade 2.</p>
<p><i>Possibly may include the following (based on experience, attributes, job requirements, and qualifications of employees):</i></p> <p><b>LEVEL 3 Grade 1 Specialist MRS</b></p> <p><b>OR</b></p> <p><b>LEVEL 3 Grade 2 Consultant MRS</b></p> <p><b>OR</b></p>		<p><b>LEVEL 3 Grade 3 Diagnostic Radiographer (Post Graduate Diploma)</b> Diagnostic Radiographers who have <b>not less than five years</b> post general registration experience <b>and</b> meet the minimum requirements of a Level 3 Grade 1 <b>and</b> in addition have an appropriate recognised Post-Graduate Diploma relevant to their area of expertise and specialisation.</p>



<p><b>LEVEL 3 Grade 3</b> Have obtained an appropriate recognised postgraduate diploma allied to their area of expertise.</p>	<p><b>OR</b></p> <p><b>LEVEL 3 Grade 3 Sonographer MRS</b> A Sonographer at Level 3 Grade 3 holds full registration with AHPRA as a Diagnostic Radiographer (or holds a Bachelor of Medical Radiation Science qualification without current AHPRA registration) and has accreditation as a Medical Sonographer with ASAR.</p> <p>They <b>have less than three years' experience</b> post ASAR accreditation and undertake duties within their scope of practice and commensurate with experience and perform tasks of increasing complexity under supervision.</p>
<p><b>LEVEL 4 (Advanced clinician / specialist)</b></p>	
<p><i>Possibly may include the following (based on experience, attributes, job requirements, and qualifications of employees):</i></p> <p><b>LEVEL 4 Grade 1</b> Possess a <b>Master's Degree</b> in an area of Medical Radiation Science specialisation which is relevant to medical imaging and which will benefit the profession (<b>min 3 years clinical practice after SPP</b>).</p> <p><b>OR</b></p> <p><i>Possibly may include MRS Sonographers if in the following previous classifications and meet new criteria for Level 4 Grade 1 (based on experience, attributes, job requirements, and qualifications of employees):</i></p> <p><b>LEVEL 3 Grade 1 Specialist MRS</b></p>	<p><b>LEVEL 4 Grade 1 Senior Clinical Diagnostic Radiographer</b> Will have at least <b>six years' experience</b> post general registration and high-level skills and knowledge in a specialist modality or area equivalent to a Level 3 Grade 1. They will have an appropriate recognised <b>post-graduate Master's</b> relevant to area of expertise and specialisation. <b>In addition</b>, those who progress to Level 4 Grade 1 <b>may be required</b> to undertake <b>additional</b> duties as identified in proposed Award.</p> <p><b>OR</b></p> <p><b>LEVEL 4 Grade 1 Senior Clinical Sonographer MRS</b> Holds full registration with AHPRA as a Diagnostic Radiographer (or holds a Bachelor of Medical Radiation Science qualification without current AHPRA registration) and accreditation as a Medical Sonographer with ASAR. Will</p>

<p><b>OR</b></p> <p><b>LEVEL 3 Grade 2 Consultant MRS</b></p> <p><i>(See also the new classification of Level 3 Grade 3 Sonographer MRS).</i></p>	<p>demonstrate <b>not less than three years' experience</b> post ASAR accreditation; competency in <b>general ultrasound</b>; and <b>higher-level skills and knowledge</b> specific to their clinical area with the capacity to practice independently, provide clinical practice supervision and participate in teaching.</p>
<p><i>Possibly may include the following (based on experience, attributes, job requirements, and qualifications of employees):</i></p> <p><b>LEVEL 3 Grade 2 Consultant MRS</b> After <b>not less than 12 months service</b> at Level 3, Grade 1, can apply for <u>personal progression</u> to Level 3, Grade 2.</p> <p>The applicant at this level will have <b>extensive clinical expertise related to specific areas/modalities</b> and be able to demonstrate a <b>high level of competency</b> and a consistently high standard of practice.</p> <p><b>OR</b></p> <p><b>LEVEL 3 Grade 2</b> The MRS (Diagnostic Radiographer) may also be designated as the <b>Clinical Imaging Educator/Tutor</b> - delivery of continuing education with both clinical and general management components. <i>(See also new classification of Level 3 Grade 2 based on the experience, attributes, job requirements, and qualifications of employees.)</i></p> <p><b>OR</b></p> <p><i>No other such previous specific classification.</i></p>	<p><b>LEVEL 4 Grade 2 Advanced Diagnostic Radiographer</b> Demonstrate <b>advanced clinical or specialist competencies or roles</b>. Able to perform <b>highly complex work</b> which may include clinical, educational or research. Indicators of demonstrated advanced clinical or specialist skills or competencies include those identified in proposed Award. <b>Roles</b> at Level 4 Grade 2 include but are not limited to:</p> <ul style="list-style-type: none"> <li>• <b>Advanced Practitioner (ASMIRT);</b></li> <li>• <b>PACS and/or RIS Officer;</b></li> <li>• <b>Ultrasound imaging;</b></li> <li>• <b>Radiation Safety Officer;</b></li> <li>• <b>Student Clinical Supervisor;</b></li> <li>• <b>Clinical Research Officer;</b></li> <li>• <b>Work Health Safety Officer;</b></li> <li>• <b>Clinical Practice Improvement and Accreditation Officer.</b></li> </ul> <p><b>OR</b></p> <p><b>LEVEL 4 Grade 2 Diagnostic Radiographer Clinical Educator</b> In this role, must meet certain identified criteria in the proposed Award.</p> <p><b>OR</b></p> <p><b>LEVEL 4 Grade 2 Advanced Sonographers MRS</b> Holds full registration with AHPRA as a Diagnostic Radiographer (or holds a Bachelor of Medical Radiation</p>

		<p>Science qualification without current AHPRA registration) and will have <b>not less than five years</b> accreditation as a Medical Sonographer with ASAR.</p> <p>Must demonstrate skills, knowledge and attributes identified for <b>either</b> a:</p> <p><b>(i) Generalist Advanced Sonographer</b> or <b>(ii)(ii) Clinical Specialist Advanced Sonographer.</b></p> <p><b>Generalist Advanced Sonographers</b> must demonstrate high-level knowledge and skills in general practice in four of six sonography areas of practice (as identified). <b>Clinical Specialist Advanced Sonographers</b> must demonstrate advanced level skills, knowledge, expertise, and clinical leadership in one clinical sonography speciality area via identified indicators.</p>
<b>LEVEL 5</b> <b>(PhD / Senior / management of section/s - unit/s)</b>		
<p><i>Possibly may include the following (based on experience, attributes, job requirements, and qualifications of employees):</i></p> <p><b>LEVEL 5 Grade 1</b> Completed a PhD in a relevant area of specialisation.</p>		<p><b>LEVEL 5 Grade 1 Post graduate PhD / Doctorate Qualification</b>          Employees at this Level are Diagnostic Radiographers with <b>at least six years</b> post general registration experience <b>and</b> high-level skills and knowledge specific to medical imaging practice <b>and</b> appropriate Post-graduate PhD / Doctorate <b>directly relevant</b> to their area of expertise and specialisation.</p> <p>In addition, those who progress to Level 5 Grade 1 <b>may be required</b> to undertake <b>additional</b> duties as identified in proposed Award.</p>
<p><b>LEVEL 4 Grade 1 Section Manager</b>          An MRS (Diagnostic Radiographer) at this level would <b>manage</b> the operations of <b>a section or functional unit</b> (specialist or general) within the</p>		<p><b>LEVEL 5 Grade 2 Senior Radiographer or Senior MRS Sonographer</b></p>

<p>Diagnostic Radiology department and discharge the associated administrative duties.</p> <p><b>OR</b></p> <p><b>LEVEL 4 Grade 2 Section Manager with post graduate qualification</b> Duties and responsibilities of an MRS Section Manager (<b>Level 4 Grade 1</b>) but possess a <b>post graduate diploma or Master's degree</b> in an area of relevance to their position. The post graduate diploma / Master's completed after a <b>minimum of 4 years clinical experience</b>.</p>	<p>At this Level will <b>manage</b> the operations of <b>1-2 imaging sections</b> covering:</p> <ul style="list-style-type: none"> <li>• General Radiography</li> <li>• Mobile Radiography</li> <li>• Dental Radiography</li> <li>• Mobile Fluoroscopy /X-ray</li> <li>• Trauma/ emergency Radiography</li> </ul> <p>The Senior will have the responsibility for the overall organisation of the designated area and be responsible for associated tasks.</p>
<p><i>Possibly may include the following (based on experience, attributes, job requirements, and qualifications of employees):</i></p> <p><b>LEVEL 4 Grade 2 Section Manager</b> An MRS (Diagnostic Radiographer) at this level would <b>manage</b> an area of the Diagnostic Radiology department with at least <b>two specialist modalities</b> such as 2 CT units or 2 Angiographic units; <b>or two imaging sections</b> within a tertiary referral teaching hospital.</p>	<p><b>LEVEL 5 Grade 3 Senior Radiographer or Senior MRS Sonographer</b> At this Level will <b>manage</b> either:</p> <p><b>1 to 2 Specialist imaging units</b> covering -</p> <ul style="list-style-type: none"> <li>• Computed Tomography (CT),</li> <li>• Magnetic Resonance Imaging (MRI),</li> <li>• Ultrasound</li> <li>• Angiography/Fluoroscopy (fixed)</li> <li>• Mammography (including biopsy service)</li> <li>• Cardiac Angiography</li> </ul> <p><b>OR</b></p> <p><b>3 or more imaging sections</b> covering:</p> <ul style="list-style-type: none"> <li>• General Radiography</li> <li>• Mobile Radiography</li> <li>• Dental Radiography</li> <li>• Mobile Fluoroscopy / X-ray</li> <li>• Trauma/ Emergency Radiography</li> </ul> <p><b>OR</b></p> <p><b>Combined imaging section and a Specialist imaging unit.</b></p>

	<p>The Senior will have the responsibility for the overall organisation of the designated area and be responsible for associated tasks.</p>
<p><i>Possibly may include the following (based on experience, attributes, job requirements, and qualifications of employees):</i></p> <p><b>LEVEL 4 Grade 2 Section Manager</b> An MRS (Diagnostic Radiographer) at this level would <b>manage</b> an area of the Diagnostic Radiology department with <b>at least two specialist modalities</b> such as 2 CT units or 2 Angiographic units; or two imaging sections within a tertiary referral teaching hospital.</p>	<p><b>LEVEL 5 Grade 4 Senior Radiographer or Senior MRS Sonographer</b> At this Level will manage either:</p> <p><b>3 or more Specialist imaging units</b> covering:</p> <ul style="list-style-type: none"> <li>• Computed Tomography (CT),</li> <li>• Magnetic Resonance Imaging (MRI),</li> <li>• Ultrasound</li> <li>• Angiography/Fluoroscopy (fixed)</li> <li>• Mammography (including biopsy service)</li> <li>• Cardiac Angiography</li> </ul> <p><b>OR</b></p> <p><b>4 or more combined imaging section/s and Specialist unit/s</b></p> <p>The Senior will have the responsibility for the overall organisation of the designated area and be responsible for associated tasks.</p> <p><b>OR</b></p> <p><b>RIS / PACS Senior / Administrator</b> In addition to the key accountabilities for Level 5 Grade 4, is responsible for day-to-day operations, testing, configuration, and ongoing maintenance of the RIS / PACS at one or more hospitals within an LHD. In addition to the key accountabilities for Level 5 Grade 4 above, is responsible for the</p>

<b>LEVEL 6 (Assistant Chief)</b>	
<p><i>Possibly may include the following (based on FTE of department).</i></p> <p><b>LEVEL 4 Grade 1 Assistant Chief MRS</b> (Diagnostic Radiographer) within a department with <b>4-7 FTE</b>.</p> <p><b>OR</b></p> <p><b>LEVEL 4 Grade 2 Assistant Chief MRS</b> (Diagnostic Radiographer) within a department with <b>8-14 FTE</b>.</p>	<p><b>LEVEL 6 Grade 1 Assistant Chief MRS</b> (Diagnostic Radiographer) within a department with <b>4-10 FTE</b>.</p>
<p><i>Possibly may include the following (based on FTE of department).</i></p> <p><b>LEVEL 4 Grade 2 Assistant Chief MRS</b> (Diagnostic Radiographer) within a department with <b>8-14 FTE</b>.</p> <p><b>OR</b></p> <p><b>LEVEL 5 Grade 1 Assistant Chief MRS</b> (Diagnostic Radiographer) within a department with <b>15-19 FTE</b>.</p> <p><b>OR</b></p> <p><b>LEVEL 5 Grade 2 Assistant Chief MRS</b> (Diagnostic Radiographer) within a department with <b>20-24 FTE</b>.</p>	<p><b>LEVEL 6 Grade 2 Assistant Chief MRS</b> (Diagnostic Radiographer) within a department with <b>11-20 FTE</b>.</p>
<p><i>Possibly may include the following (based on FTE of department).</i></p> <p><b>LEVEL 5 Grade 2 Assistant Chief MRS</b> (Diagnostic Radiographer) within a department with <b>20-24 FTE</b>.</p> <p><b>OR</b></p> <p><b>LEVEL 5 Grade 3 Assistant Chief MRS</b> (Diagnostic Radiographer) within a department with <b>more than 24 FTE</b>.</p>	<p><b>LEVEL 6 Grade 3 Assistant Chief MRS</b> (Diagnostic Radiographer) within a department with <b>21-30 FTE</b>.</p>
<p><i>Possibly may include the following (based on FTE of department).</i></p> <p><b>LEVEL 5 Grade 3</b></p>	<p><b>LEVEL 6 Grade 4 Two Assistant Chief MRS</b> (Diagnostic Radiographer) within a department with <b>31-50 FTE</b>.</p>

<p><b>Assistant Chief MRS</b> (Diagnostic Radiographer) within a department with <b>more than 24 FTE</b>.</p>		
<p><i>Possibly may include the following (based on FTE of department).</i></p> <p><b>LEVEL 5 Grade 3 Assistant Chief MRS</b> (Diagnostic Radiographer) within a department with <b>more than 24 FTE</b>.</p>		<p><b>LEVEL 6 Grade 5</b> <u>Two Assistant Chief MRS</u> (Diagnostic Radiographer) within a department with <b>51-70 FTE</b>.</p>
<p><i>Possibly may include the following (based on FTE of department).</i></p> <p><b>LEVEL 5 Grade 3 Assistant Chief MRS</b> (Diagnostic Radiographer) within a department with <b>more than 24 FTE</b>.</p>		<p><b>LEVEL 6 Grade 6</b> <u>Two Assistant Chief MRS</u> (Diagnostic Radiographer) within a department with <b>71+ FTE</b>.</p>
<p><b>LEVEL 7 (Chief)</b></p>		
<p><b>LEVEL 4 Grade 1 Sole Chief MRS</b> (Diagnostic Radiographer) responsible to a Health Manager.</p>		<p><b>LEVEL 7 Grade 1</b> A <b>sole Chief MRS</b> (Diagnostic Radiographer) responsible to a Health Manager.</p>
<p><i>Possibly may include the following (based on FTE of department).</i></p> <p><b>LEVEL 4 Grade 2 Chief MRS</b> (Diagnostic Radiographer) managing a department with <b>2-3 FTE</b>.</p> <p><b>OR</b></p> <p><b>LEVEL 5 Grade 1 Chief MRS</b> (Diagnostic Radiographer) managing a department <b>with 4-7 FTE</b>.</p> <p><b>OR</b></p> <p><b>LEVEL 5 Grade 2 Chief MRS</b> (Diagnostic Radiographer) managing a department with <b>8-14 FTE</b>.</p>		<p><b>LEVEL 7 Grade 2 Chief MRS</b> (Diagnostic Radiographer) managing a department with <b>2-10 FTE</b>.</p>

<p><b>LEVEL 5 Grade 1</b> At this level the MRS (Diagnostic Radiographer) is responsible for coordinating and managing a complex function for example, but not limited to: IT, PACS / RIS, CT, US etc. across a Local Health District(s).</p>		To be determined.
<p><b>LEVEL 5 Grade 1</b> Has PhD in relevant area / specialisation.</p>		See <b>LEVEL 5 Grade 1 Post graduate PhD / Doctorate Qualification</b>
<p><i>Possibly may include the following (based on FTE of department).</i></p> <p><b>LEVEL 5 Grade 2 Chief MRS</b> (Diagnostic Radiographer) who manages a department with <b>8-14 FTE</b>.</p> <p><b>OR</b></p> <p><b>LEVEL 5 Grade 3 Chief MRS</b> (Diagnostic Radiographer) who manages a department with <b>15-19 FTE</b>.</p> <p><b>OR</b></p> <p><b>LEVEL 6 Grade 1 Chief MRS</b> (Diagnostic Radiographer) who manages a department with <b>20-24 FTE</b>.</p>		<p><b>LEVEL 7 Grade 3 Chief MRS</b> (Diagnostic Radiographer) who manages a department with <b>11-20 FTE</b>.</p>
<p><i>Possibly may include the following (based on FTE of department).</i></p> <p><b>LEVEL 6 Grade 1 Chief MRS</b> (Diagnostic Radiographer) who manages a department with <b>20-24 FTE</b>.</p> <p><b>OR</b></p> <p><b>LEVEL 6 Grade 2 Chief MRS</b> (Diagnostic Radiographer) who manages a department with <b>25-30 FTE</b>.</p>		<p><b>LEVEL 7 Grade 4 Chief MRS</b> (Diagnostic Radiographer) who manages a department with <b>21-30 FTE</b>.</p>



<p><i>Possibly may include the following (based on FTE of department).</i></p> <p><b>LEVEL 6 Grade 3 Chief MRS</b> (Diagnostic Radiographer) who manages a department with <b>31 or more FTE.</b></p> <p><b>OR</b></p> <p><i>Possibly may include other roles, which based on previous job requirements and responsibilities, are managing for example, a state-wide radiography service or the LHD operations of a complex RIS / PACS solution.</i></p>	<p><b>LEVEL 7 Grade 5 Chief MRS</b> (Diagnostic Radiographer) who manages a department with <b>31-50 FTE.</b></p> <p><b>OR</b></p> <p>A <b>State-wide Chief</b> of Radiography services, including but not limited to: Justice Health or Forensic Health.</p> <p><b>OR</b></p> <p>A <b>RIS / PACS Manager / Chief</b> managing the LHD operations of a complex RIS / PACS solution, providing services to multiple medical imaging departments, with responsibilities as defined in the Radiography structure.</p>
<p><i>Possibly may include the following (based on FTE of department).</i></p> <p><b>LEVEL 6 Grade 3 Chief MRS</b> (Diagnostic Radiographer) who manages a department with <b>31 or more FTE.</b></p>	<p><b>LEVEL 7 Grade 6 Chief MRS</b> (Diagnostic Radiographer) who manages a department with <b>51-70 FTE.</b></p>
<p><i>Possibly may include the following (based on FTE of department).</i></p> <p><b>LEVEL 6 Grade 3 Chief MRS</b> (Diagnostic Radiographer) who manages a department with <b>31 or more FTE.</b></p>	<p><b>LEVEL 7 Grade 7 Chief MRS</b> (Diagnostic Radiographer) who manages a department with <b>71+ FTE.</b></p>
<p><i>Possibly may include the following (based on FTE of department).</i></p> <p><b>LEVEL 6 Grade 3 Chief MRS</b> (Diagnostic Radiographer) who manages a department with <b>31 or more FTE.</b></p>	<p><b>LEVEL 7 Grade 8 Chief MRS</b> (Diagnostic Radiographer) who manages a department with <b>71+FTE plus</b> an additional medical imaging department (varying level of MRS FTE).</p>
	<p><i>Multiple Site Clause</i>  <b>A Chief MRS</b> (Diagnostic Radiographer) who manages the operations <b>of two or more medical</b></p>

		<p><b>imaging departments within or across LHD/s.</b> For example, two or more rural and/or remote imaging departments. <i>Rate of pay will be existing grade with automatic advancement to the next higher Grade.</i></p>
<p><b>LEVEL 8 (LHD wide Director)</b></p>		
<p>No such previous specific classification.</p>		<p><b>LEVEL 8</b> Diagnostic Radiographers at Level 8 are <b>Directors or District Medical Imaging Managers</b> responsible for radiography / imaging services <b>across</b> a LHD <b>and / or</b> providing advice and leadership for radiography / imaging services at a <b>LHD Executive level.</b></p>

## SECTION C - TRANSITIONAL ARRANGEMENTS

### TABLE 4 - SONOGRAPHERS

Previous Award classification	New Award classification
<b>LEVEL 2</b>	
<i>No such previous specific classification.</i>	<p><b>LEVEL 2 Undergraduate Sonographer</b></p> <p>Employees at Level 2 hold student registration with ASAR and are enrolled in an ASAR accredited course at an undergraduate level.</p>
<b>LEVEL 3</b>	
<i>No such previous specific classification.</i>	<p><b>LEVEL 3 Grade 1 Graduate Student or Breast Screen Sonographer</b></p> <p>Employees at Level 3 Grade 1 hold student or provisional student accreditation with ASAR.</p> <p><b>OR</b></p> <p>A <i>Breast Screen Sonographer</i> has completed a post-graduate certificate in Breast Imaging and achieved accreditation with ASAR at Level 1b.</p>
<p><b>Possibly may include the following (based on experience, attributes, job requirements, and qualifications of employees):</b></p> <p><b>Cardiac Technologist - Grade 2</b> Means a person who has attained a Post Graduate Degree in Sonography or qualifications or competencies deemed equivalent by the employer and performs Cardiac Sonography or Electrophysiological Studies (EPS).</p>	<p><b>LEVEL 3 Grade 1 Early Career Sonographer</b></p> <p>An <i>Early Career Sonographer</i> at Level 3 Grade 3 has accreditation with ASAR as an Accredited Medical Sonographer (AMS), are competent in a set of core skills, and have demonstrated knowledge relevant to their clinical context. They undertake duties within a defined scope of practice commensurate with experience.</p>
<b>LEVEL 4 (Advanced clinician / specialist)</b>	
<i>Possibly may include the following (based on experience, attributes, job requirements, and qualifications of employees):</i>	<p><b>LEVEL 4 Grade 1 Senior Clinical Sonographer</b></p> <p>Has not less than three years post AMS accreditation experience and</p>

<p><b>Cardiac Technologist – Grade 2</b> Means a person who has attained a Post Graduate Degree in Sonography or qualifications or competencies deemed equivalent by the employer and performs Cardiac Sonography or Electrophysiological Studies (EPS).</p>	<p>demonstrates <b>higher-level clinical skills and knowledge to function with a greater degree of autonomy and clinical decision making, within their scope of practice.</b> They can provide <b>clinical practice supervision</b>, have an involvement in practice-based teaching, and may be a <b>nominated clinical supervisor</b> for a <i>Graduate Student Sonographer</i> Level 3 Grade 1. At Level 4 Grade 1, Sonographers may actively participate in (but not lead) research, quality assurance and clinical education.</p>
<p><i>Possibly may include the following (based on experience, attributes, job requirements, and qualifications of employees):</i></p> <p><b>Cardiac Technologist – Grade 2</b> Means a person who has attained a Post Graduate Degree in Sonography or qualifications or competencies deemed equivalent by the employer and performs Cardiac Sonography or Electrophysiological Studies (EPS).</p>	<p><b>LEVEL 4 Grade 2 Advanced Sonographers</b> Not less than five years post AMS accreditation experience and must demonstrate skills, knowledge and attributes identified for <b>either</b> a:</p> <ul style="list-style-type: none"> <li>(i) <b>Generalist Advanced Sonographer</b> or</li> <li>(ii) <b>Clinical Specialist Advanced Sonographer.</b></li> </ul> <p><b>Generalist Advanced Sonographers</b> must demonstrate high-level knowledge and skills in general practice in four of six sonography areas of practice (as identified). <b>Clinical Specialist Advanced Sonographers</b> must demonstrate advanced level skills, knowledge, expertise, and clinical leadership in one clinical sonography speciality area via identified indicators.</p> <p><b>OR</b></p> <p>A <b>Sonographer Clinical Educator</b> responsible for:</p> <ul style="list-style-type: none"> <li>• facilitation of learning and professional development of sonographers.</li> </ul>

		<ul style="list-style-type: none"> <li>• designed, development and delivery of specialised clinician education programs.</li> <li>• contribute to strategic direction of PD programs.</li> <li>• Demonstrated participating in education beyond Department.</li> </ul>
<b>LEVEL 5 (PhD / Deputy / Chief)</b>		
<p><i>Possibly may include the following (based on experience, attributes, job requirements, and qualifications of employees):</i></p> <p><b>Cardiac Technologist – Grade 2</b> Means a person who has attained a Post Graduate Degree in Sonography or qualifications or competencies deemed equivalent by the employer and performs Cardiac Sonography or Electrophysiological Studies (EPS).</p> <p><b>OR</b></p> <p><b>Senior Cardiac Technologist</b> means a person who can perform all duties of Cardiac Technologist Grade 1 and assists the Chief Cardiac Technologist with management, either through:</p> <ul style="list-style-type: none"> <li>• undertaking supervisory duties in a Deputy or Second in Charge role overseeing other Cardiac Technicians and/or Cardiac Technologists;</li> </ul> <p>and / or</p> <ul style="list-style-type: none"> <li>• having responsibility for the day to day running of a discreet function within the department.</li> </ul>		<p><b>LEVEL 5 Grade 1 Post graduate PhD / Doctorate Qualification OR Deputy Chief</b> Has not less than seven years post AMS accreditation experience and possesses elevated skills and knowledge specific to sonography demonstrated / evidenced through the completion of a Post-graduate PhD / Doctorate related to their sonography practice.</p> <p><b>OR</b></p> <p>A Sonography service / facility with 1-5 FTE (Sonographers), in addition to any other associated department staff, will have one FTE <b>Deputy Chief Sonographer</b> at Level 5 Grade 1 appointed to the service / facility.</p>

<p><b>Possibly may include the following (based on experience, attributes, job requirements, and qualifications of employees):</b></p> <p><b>Senior Cardiac Technologist</b> means a person who can perform all duties of Cardiac Technologist Grade 1 and assists the Chief Cardiac Technologist with management, either through:</p> <ul style="list-style-type: none"> <li>• undertaking supervisory duties in a Deputy or Second in Charge role overseeing other Cardiac Technicians and/or Cardiac Technologists;</li> </ul> <p>and / or</p> <ul style="list-style-type: none"> <li>• having responsibility for the day to day running of a discreet function within the department.</li> </ul> <p><b>OR</b></p> <p><b>Chief Cardiac Technologist</b> means a person who can perform all the functions of a Cardiac Technologist and who is responsible for the management of the department including the development of operational protocols.</p>	<p><b>LEVEL 5 Grade 2 Deputy Chief or Chief</b></p> <p>A Sonography service / facility with 5-10 FTE (Sonographers), in addition to any other associated department staff, will have one FTE <b>Deputy Chief Sonographer</b> at Level 5 Grade 2 appointed to the service / facility.</p> <p><b>OR</b></p> <p>A Sonography service / facility with 1-5 FTE (Sonographers), in addition to any other associated department staff, will have one FTE <b>Chief Sonographer</b> at Level 5 Grade 2 appointed to the service / facility.</p>
<p><b>Possibly may include the following (based on experience, attributes, job requirements, and qualifications of employees):</b></p> <p><b>Senior Cardiac Technologist</b> means a person who can perform all duties of Cardiac Technologist Grade 1 and assists the Chief Cardiac Technologist with management, either through:</p> <ul style="list-style-type: none"> <li>• undertaking supervisory duties in a Deputy or Second in Charge role overseeing other Cardiac</li> </ul>	<p><b>LEVEL 5 Grade 3 Deputy Chief or Chief</b></p> <p>A Sonography service / facility with 10 plus FTE (Sonographers), in addition to any other associated department staff, will have one FTE <i>Deputy Chief Sonographer</i> at Level 5 Grade 3 appointed to the service / facility.</p> <p><b>OR</b></p> <p>A Sonography service / facility with 5-10 FTE (Sonographers), in addition to any other associated department</p>

<p>Technicians and/or Cardiac Technologists;</p> <p>and / or</p> <ul style="list-style-type: none"> <li>having responsibility for the day to day running of a discreet function within the department.</li> </ul> <p><b>OR</b></p> <p><b>Chief Cardiac Technologist</b> means a person who can perform all the functions of a Cardiac Technologist and who is responsible for the management of the department including the development of operational protocols.</p>	<p>staff, will have one FTE <i>Chief Sonographer</i> at Level 5 Grade 3 appointed to the service / facility.</p>
<p><i>Possibly may include the following (based on experience, attributes, job requirements, and qualifications of employees):</i></p> <p><b>Cardiac Tech Level 2</b> Means a person who has attained a Post Graduate Degree in Sonography or qualifications or competencies deemed equivalent by the employer and performs Cardiac Sonography or Electrophysiological Studies (EPS).</p> <p><b>OR</b></p> <p><b>Chief Cardiac Technologist</b> means a person who can perform all the functions of a Cardiac Technologist and who is responsible for the management of the department including the development of operational protocols.</p>	<p><b>LEVEL 5 Grade 4 Post Doctoral Fellow or Chief</b></p> <ul style="list-style-type: none"> <li>- Be an independent researcher and/or a team member in collaborative ultrasound research; and</li> <li>- Contribute to scholarly output, evidenced by citation and publication in recognised journals; and</li> <li>- Support the dissemination of research outcomes through appropriate channels and participate in and/or present at conferences and/or workshops; and</li> <li>- Demonstrate high-level leadership in contributing to a culture of research excellence and collegiality; and/or</li> <li>- Participate where applicable in national and international funding initiatives; and/or</li> <li>- As necessary, lead research teams and collaborate with researchers from national and international institutions;</li> <li>- Supervision of research students and mentoring staff.</li> </ul>

		<p><b>OR</b></p> <p>A Sonography service / facility with 10 plus FTE (Sonographers), in addition to any other associated department staff, will have one FTE <b>Chief Sonographer</b> at Level 5 Grade 4 appointed to the service / facility.</p>
<p><b>LEVEL 6 (Chief)</b></p>		
<p><i>Possibly may include the following (based on FTE of department).</i></p> <p><b>Chief Cardiac Technologist</b> means a person who can perform all the functions of a Cardiac Technologist and who is responsible for the management of the department including the development of operational protocols.</p>		<p><b>LEVEL 6 Grade 1</b></p> <p>Notwithstanding the criteria applied in Level 5, a Sonography service / facility at a Tertiary level hospital which supports at least three of the four following services / departments:</p> <ul style="list-style-type: none"> <li>- Level 3 Intensive Care / Neonate Intensive Care;</li> <li>- Level 5 Emergency Department;</li> <li>- Interventional procedure support;</li> <li>- Invasive ultrasound procedures,</li> </ul> <p>will have a <b>Chief Sonographer</b> at Level 6 Grade 1 appointed to the service / facility.</p>
<p><b>LEVEL 8 (LHD Wide Director)</b></p>		
<p><i>No such previous specific classification.</i></p>		<p><b>LEVEL 8</b></p> <p>Sonographers at Level 8 are <b>Directors</b> responsible for sonography services across a LHD <b>and / or</b> providing advice and leadership for sonography services at a LHD Executive level.</p>



## SECTION C - TRANSITIONAL ARRANGEMENTS

### TABLE 5 - MEDICAL PHYSICS

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**SECTION C - TRANSITIONAL ARRANGEMENTS**

**TABLE 6 - RADIOPHARMACEUTICAL SCIENTISTS**

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