

Introduction

HSU members are in the process of endorsing claims for the CHAP Award Reform. This document outlines the proposed classification and pay claims. HSU members have spent two years developing a draft Award that is fit for purpose and properly values the work of Allied Health Professionals.

This document provides for each classification grouping under the Award a 1-page briefing on the proposed changes. If you would like more detail, please review the Draft CHAP Award.

Note: for some professions, a final pay claim is not ready for release and feedback as it is subject to ongoing review within the relevant committee. This information will be provided as soon as possible once ready.

Please review the proposed claims in this document and then complete the feedback survey contained in the HSU newsletter.

Contents

Introduction	1
SALARIES – HEALTH PROFESSIONALS (PRACTITIONERS)	2
SALARIES – HEALTH PROFESSIONALS (MANAGERS)	3
SALARIES – PSYCHOLOGISTS (PRACTITIONERS)	4
SALARIES CLAIMS – PSYCHOLOGISTS (MANAGERS)	5
SALARIES – PHARMACISTS (CLINICIANS)	6
SALARIES – PHARMACISTA (MANAGERS LEVELS 6 AND 7)	7
SALARIES – PHARMACISTS (MANAGERS LEVEL 8 AND 9)	8
SALARIES – PHARMACY TECHNICIANS	9
SALARIES – ABORIGINAL HEALTH WORKERS.....	10
SALARIES – ABORIGINAL HEALTH PRACTITIONERS	11
SALARIES – BIOMEDICAL ENGINEERS AND TECHNICIANS.....	12
SALARIES – CARDIAC PHYSIOLOGISTS	14
SALARIES – INTERPRETERS	15
SALARIES – LIBRARIANS.....	16
SALARIES – LIBRARY ASSISTANTS	16
SALARIES – LIBRARY TECHNICIANS.....	16
SALARIES – LIVED EXPERIENCE (PEER) WORKERS.....	17
SALARIES – PERFUSIONISTS.....	18

CLINICAL HEALTH AND ASSOCIATED PROFESSIONALS AWARD

LOG OF CLAIMS

SALARIES – HEALTH PROFESSIONALS (PRACTITIONERS)

HEALTH PROFESSIONAL CLASSIFICATION	HSU Pay Claim	Notes on Level
SPP / Clinical Placement		
Year 1	\$79,051	Holds provisional registration and completing SPP OR employed as a casual whilst completing clinical placement.
Newly Qualified Clinician / Graduate		
Year 1	\$86,609	New graduate AND / OR holds newly obtained general registration with AHPRA (if required). OR Genetic Counsellors completing post-graduate qualification.
Year 2 and thereafter rate	\$91,813	
Proficient Clinician - Clinical		
Year 1	\$97,806	Clinician with 2 years' experience at Level 1, progression to this level is automatic from Graduate level. OR Genetic counsellors eligible for membership with HGSA will progress to this level.
Year 2	\$101,600	
Year 3	\$106,147	
Year 4	\$110,689	
Year 5 and thereafter rate	\$116,189	
Senior Clinician - Clinical		
Year 1	\$128,169	Progression via personal regrade or appointment. Clinicians at this level demonstrate higher-level skills, knowledge and experience in a speciality area or as a generalist across multiple clinical areas. OR Genetic Counsellors who are a fellow of HGSA will progress to this level. This is a clinical level but may perform research, education, clinical team leadership or policy functions with set portion of contracted hours for such duties.
Year 2	\$130,843	
Year 3	\$134,261	
Year 4 and thereafter rate	\$137,918	
Advanced Practitioner - Clinical, Education, Research, Projects / Policy, Clinical Team Leadership		
Year 1	\$144,991	Advanced practitioners, progression available via personal regrade or appointment. Practitioners at this level demonstrate advanced level skills, knowledge and experience which shapes clinical practice. Practitioners at this level may be dedicated clinicians, educators, researchers, clinical team leaders or policy / project officers.
Year 2 and thereafter rate	\$151,289	
Expert Clinician - Clinical, Education, Research, Projects / Policy, Clinical Team Leadership		
Year 1	\$161,540	Expert practitioners, progression available via personal regrade or appointment. Clinicians at this level are experts providing consultancy services in area of practice. OR Strategic lead of Education, Research or Policy / Projects. OR Clinical Team Lead of a highly complex team requiring expert level clinical leadership.
Year 2 and thereafter rate	\$167,217	

CLINICAL HEALTH AND ASSOCIATED PROFESSIONALS AWARD LOG OF CLAIMS

SALARIES – HEALTH PROFESSIONALS (MANAGERS)

Managerial positions will be graded according to Total Weighted Reports (WTR):

- Operational report = 1.
- Professional report = 0.75.

Team Leader roles performing operational management translate to a Deputy or Manager level corresponding to the relevant WTR.

HEALTH PROFESSIONAL CLASSIFICATION	HSU Pay Claim	Notes on Level
Deputy Manager Grade 1 - Graded according to WTR		
Year 1	\$128,169	Responsible for 0-10 WTR. Current Deputy Managers will translate to a Deputy level corresponding with WTR. Current Team Leaders who perform operational management responsibilities under delegation of a manager will translate to a Deputy level corresponding with their WTR.
Year 2	\$130,843	
Year 3	\$134,261	
Year 4 and thereafter rate	\$137,918	
Deputy Manager Grade 2 - Graded according to WTR		
Year 1	\$144,991	As per Grade 1 but responsible for 11-30 WTR.
Year 2	\$151,289	
Deputy Manager Grade 3 - Graded according to WTR		
Year 1	\$161,540	As per Grade 1 but responsible for 30+ WTR.
Year 2 and thereafter rate	\$167,217	
Manager and / or Professional Lead Grade 1 - Graded according to WTR		
Year 1	\$144,991	Responsible for 0-10 WTR.
Year 2 and thereafter rate	\$151,289	
Manager and / or Professional Lead Grade 2 - Graded according to WTR		
Year 1	\$161,540	Responsible for 11-30 WTR.
Year 2 and thereafter rate	\$167,217	
Manager and / or Professional Lead Grade 3 - Graded according to WTR		
Year 1 and thereafter rate	\$173,569	Responsible for 31-55 WTR.
Manager and / or Professional Lead Grade 4 - Graded according to WTR		
Year 1 and thereafter rate.	\$179,599	Responsible for 55+ WTR.
Facility AH Director or Discipline Specific Director / Advisor Grade 1 - Graded according to WTR		
Year 1 and thereafter rate	\$173,569	Responsible for 0-25 WTR.
Facility AH Director or Discipline Specific Director / Advisor Grade 2 - Graded according to WTR		
Year 1 and thereafter rate	\$179,599	Responsible for 26-55 WTR.
Facility AH Director or Discipline Specific Director / Advisor Grade 3 - Graded according to WTR		
Year 1 and thereafter rate	\$184,018	Responsible for 56-100 WTR.
Facility AH Director or Discipline Specific Director / Advisor Grade 4 - Graded according to WTR		
Year 1 and thereafter rate	\$197,206	Responsible 100+ WTR.
Executive Director		
Year 1 and thereafter rate	TBC	Director of Allied Health District or Network.

CLINICAL HEALTH AND ASSOCIATED PROFESSIONALS AWARD

LOG OF CLAIMS

SALARIES – PSYCHOLOGISTS (PRACTITIONERS)

PSYCHOLOGY CLASSIFICATION	HSU Pay Claim	Notes on Level
SPP / Clinical Placement		
Year 1	TBC	Engaged in a transitional or remedial program with AHPRA.
Level 1 - Provisional Psychologist		
Year 1	\$81,813	Provisional registration in 5 th year of study.
Year 2 and thereafter rate	\$95,317	Provisional registration in 6 th year of study.
Level 2 Grade 1 / 2 - Generally Registered Psychologist OR Registrar		
Grade 1 Year 1	\$99,220	Commencing rate for general registered psychologist.
Grade 1 Year 2	\$102,676	Automatic progression through year increments on employee's anniversary of employment.
Grade 1 Year 3	\$106,131	
Grade 2 Year 1	\$114,115	Commencing rate for Registrar OR automatic year progression for generally registered Psychologist from Level 2, Grade 1, Year 3.
Grade 2 Year 2	\$127,309	Automatic year progression for both Registrars and generally registered Psychologists.
Grade 2 Year 3	\$140,502	
Level 3 - Senior Psychologist or Endorsed Psychologist		
Year 1	\$144,991	Automatic progression on completion of registrar program and obtaining endorsement.
Year 2	\$148,229	
Year 3	\$151,468	
Year 4 and thereafter rate	\$154,706	OR Personal / positional progression for generally registered psychologist with demonstrated high-level skills in a clinical speciality area or across speciality areas a generalist. OR Clinical team lead. OR Policy officer.
Level 4 Advanced Psychologist - Clinical, Education, Research, Policy, Clinical Team Leadership		
Year 1	\$161,540	Advanced Psychologist practitioners, progression available via personal regrade or appointment. Practitioners at this level demonstrate advanced level skills, knowledge and experience which shapes clinical practice.
Year 2 and thereafter rate	\$167,217	
Practitioners at this level may be clinicians, educators, researchers, clinical team leaders or policy / project officers.		
Level 5 Expert Psychologist - Clinical, Education, Research, Projects / Policy, Clinical Team Leadership		
Year 1	\$175,392	Expert practitioners, progression available via personal regrade or appointment.
Year 2 and thereafter rate	\$181,556	Clinicians at this level are experts providing consultancy services in area of practice.
		OR Strategic lead of Education, Research or Policy / Projects. OR Clinical Team Lead of a highly complex team requiring expert level clinical leadership.

CLINICAL HEALTH AND ASSOCIATED PROFESSIONALS AWARD LOG OF CLAIMS

SALARIES CLAIMS – PSYCHOLOGISTS (MANAGERS)

Managerial positions will be graded according to Total Weighted Reports (WTR):

- Operational report = 1.
- Professional report = 0.75.

Team Leader roles performing operational management translate to a Deputy or Manager level corresponding to the relevant WTR.

PSYCHOLOGY CLASSIFICATION	HSU Pay Claim	Notes on Level
Deputy Manager Grade 1 - Graded according to WTR		
Year 1	\$144,991	Responsible for 0-10 WTR.
Year 2	\$148,229	
Year 3	\$151,468	
Year 4 and thereafter rate	\$154,706	
Deputy Manager Grade 2 - Graded according to WTR		
Year 1	\$161,540	As per Grade 1 but responsible for 11-30 WTR.
Year 2	\$167,217	
Deputy Manager Grade 3 - Graded according to WTR		
Year 1	\$175,392	As per Grade 1 but responsible for 30+ WTR.
Year 2 and thereafter rate	\$181,556	
Manager and / or Professional Lead Grade 1 - Graded according to WTR		
Year 1	\$161,540	Responsible for 0-10 WTR.
Year 2 and thereafter rate	\$167,217	
Manager and / or Professional Lead Grade 2 - Graded according to WTR		
Year 1	\$175,392	Responsible for 11-30 WTR.
Year 2 and thereafter rate	\$181,556	
Manager and / or Professional Lead Grade 3 - Graded according to WTR		
Year 1 and thereafter rate	\$184,018	Responsible for 31-55 WTR.
Manager and / or Professional Lead Grade 4 - Graded according to WTR		
Year 1 and thereafter rate.	\$187,315	Responsible for 55+ WTR.
Facility AH Director or Discipline Specific Director / Advisor Grade 1 - Graded according to WTR		
Year 1 and thereafter rate	\$184,018	Responsible for 0-25 WTR.
Facility AH Director or Discipline Specific Director / Advisor Grade 2 - Graded according to WTR		
Year 1 and thereafter rate	\$187,315	Responsible for 26-55 WTR.
Facility AH Director or Discipline Specific Director / Advisor Grade 3 - Graded according to WTR		
Year 1 and thereafter rate	\$190,612	Responsible for 56-100 WTR.
Facility AH Director or Discipline Specific Director / Advisor Grade 4 - Graded according to WTR		
Year 1 and thereafter rate	\$197,206	Responsible 100+ WTR.
Executive Director		
Year 1 and thereafter rate	TBC	Director of Allied Health District or Network.

SALARIES – PHARMACISTS (CLINICIANS)

PHARMACIST CLASSIFICATION	HSU Pay Claims	Notes on Level
Student Pharmacist		
Year 1	TBC	
Intern Pharmacist - Provisional Registration		
Year 1	\$79,051	Pharmacist with provisional registration with AHPRA.
Level 1 Entry Level Pharmacist		
Year 1	\$86,609	Entry level Pharmacist with general registration and less than 12 months experience.
Level 2 Proficient Pharmacist		
Year 1	\$91,813	Pharmacist with more than 12 months post-registration experience.
Year 2	\$97,806	
Year 3	\$106,147	
Year 4 and thereafter rate	\$116,189	
Level 3 Highly Proficient Pharmacist		
Year 1	\$128,169	Progression via personal regrade or appointment. Has a minimum of 3 years post-registration experience; AND Demonstrated high-level skills in either: <ul style="list-style-type: none"> • A clinical speciality area of practice; OR • Broad generalist experiences enabling work across diverse range of clinical specialities.
Year 2	\$130,843	
Year 3	\$134,261	
Year 4	\$137,918	
Year 5 and thereafter rate	\$144,991	
Level 4 Advanced Pharmacist		
Year 1	\$151,289	Positional appointment. Advanced pharmacist with demonstrated extensive knowledge, skills and expertise within a speciality area or as a generalist.
Year 2 and thereafter rate	\$155,289	
Level 5 Advanced Leader Pharmacist		
Year 1	\$158,394	Personal regrade from Level 4. Advanced Pharmacist (as per Level 4) and in addition undertakes the role of team or unit lead. OR Provides expert-level professional and consultative leadership extending beyond immediate work unit or team.
Year 2 and thereafter rate	\$161,540	

CLINICAL HEALTH AND ASSOCIATED PROFESSIONALS AWARD LOG OF CLAIMS

SALARIES – PHARMACISTA (MANAGERS LEVELS 6 AND 7)

Note: Managers employed at level 7 and 8 are classified according to hospital service level standards as described here: <https://www.health.nsw.gov.au/services/publications/role-delineation-of-clinical-services.PDF>

PHARMACIST CLASSIFICATION	HSU Pay Claims	Notes on Level
Level 6 Pharmacy Service Manager Band 6A		
Year 1	\$158,394	Pharmacy service manager at facility, LHD or speciality network in a state-wide role operating independently.
Year 2 and thereafter rate	\$161,540	
Level 6 Pharmacy Service Manager 6B		
Year 1	\$163,540	As per 6A but in addition has supervision and oversight of pharmacists (up to level 5 only) and support staff.
Year 2 and thereafter rate	\$167,217	
Level 7 Deputy Director of Pharmacy Band 7A		
Year 1	\$151,289	Deputy at a facility of pharmacy service level 4 OR a regional facility level 1-4.
Year 2 and thereafter rate	\$155,289	
Level 7 Deputy Director of Pharmacy Band 7B		
Year 1	\$158,394	Deputy at a facility of pharmacy service level 5.
Year 2 and thereafter rate	\$161,540	
Level 7 Deputy Director of Pharmacy Band 7C		
Year 1	\$163,540	Deputy at a facility of pharmacy service level 5 that has additional oversight of either: <ul style="list-style-type: none"> on-site pharmacy services at another facility of service level 3 or above OR <ul style="list-style-type: none"> Regional facilities of any service level where regional directors are responsible for medication management and governance over a wide geographical area.
Year 2 and thereafter rate	\$167,217	
Level 7 Deputy Director of Pharmacy Band 7D		
Year 1	\$170,561	Deputy at a facility pharmacy service level 6.
Year 2 and thereafter rate	\$173,973	
Level 7 Deputy Director of Pharmacy Band 7E		
Year 1	\$175,452	Deputy at a facility pharmacy service level 6 an in addition: oversight to one or more facilities at service level 3 or above.
Year 2 and thereafter rate	\$177,001	

SALARIES – PHARMACISTS (MANAGERS LEVEL 8 AND 9)

Note: Managers employed at level 7 and 8 are classified according to hospital service level standards as described here: <https://www.health.nsw.gov.au/services/publications/role-delineation-of-clinical-services.PDF>

PHARMACIST CLASSIFICATION	HSU Pay Claims	Notes on Level
Level 8 Director of Pharmacy Band 8A		
Year 1	\$158,394	Director at a facility of pharmacy service level 4 OR a regional facility level 1-4.
Year 2 and thereafter rate	\$161,540	
Level 8 Director of Pharmacy Band 8B		
Year 1	\$163,540	Director at a facility of pharmacy service level 5.
Year 2 and thereafter rate	\$167,217	
Level 8 Director of Pharmacy Band 8C		
Year 1	\$170,561	Director at a facility of pharmacy service level 5 that has additional oversight of either: <ul style="list-style-type: none"> on-site pharmacy services at another facility of service level 3 or above OR <ul style="list-style-type: none"> regional facilities of any service level where regional directors are responsible for medication management and governance over a wide geographical area.
Year 2 and thereafter rate	\$173,972	
Level 8 Director of Pharmacy Band 8D		
Year 1	\$177,452	Director at a facility pharmacy service level 6.
Year 2 and thereafter rate	\$181,001	
Level 8 Director of Pharmacy Band 8E		
Year 1	\$191,340	Director at a facility pharmacy service level 6 an in addition: oversight to one or more facilities at service level 3 or above.
Year 2 and thereafter rate	\$197,206	
Level 9 Executive Director of Pharmacy		
TBC	TBC	Responsible for the overarching strategic and operational direction, accountabilities and management for Pharmacy services across District / Network AND Primary responsibility for undertaking peak level advisory role advocating for and assisting Pharmacy services within District / Network.

CLINICAL HEALTH AND ASSOCIATED PROFESSIONALS AWARD

LOG OF CLAIMS

SALARIES – PHARMACY TECHNICIANS

PHARMACY TECHNICIAN CLASSIFICATION	HSU Pay Claims	Notes on Level
Level 1A - Entry Level Pharmacy Technician		
Year 1	\$67,936	Does not hold a qualification and performs routine duties.
Level 1B - Entry Level Pharmacy Technician		
Year 1	\$72,897	Performs duties of Level 1A and in addition holds a Certificate III.
Level 2 Proficient Pharmacy Technician		
Year 1	\$74,458	Performs duties of a level 1, and in addition: <ul style="list-style-type: none"> • Is undertaking a relevant certificate IV; OR <ul style="list-style-type: none"> • Performs routine Pharmacy technician responsibilities and in addition is undergoing training in specialist or complex duties.
Year 2 and thereafter rate	\$76,045	
Level 3 Highly Proficient Pharmacy Technician		
Year 1	\$79,045	Has completed a relevant Certificate IV; OR Demonstrates high-level skills and in at least one speciality area.
Year 2	\$82,045	
Year 3	\$85,778	
Year 4 and thereafter rate	\$87,568	
Level 4 Pharmacy Technician Lead or Technical Lead		
Year 1	\$89,985	Is a team leader responsible for administration and day-to-day operational supervision of a technical area. OR Is a technical leader providing technical consultancy, training, supervision and clinical leadership in speciality area.
Year 2 and thereafter rate	\$93,777	
Level 5 Advanced Practice Pharmacy Technician		
Year 1	\$97,597	Personal regrade from Level 4 for Pharmacy Technicians providing advanced practice with demonstrated expertise in their specialty area and clinical leadership.
Year 2 and thereafter rate	\$101,209	
Level 6A Pharmacy Technician Service Manager		
Year 1	\$97,597	Primary responsibility for the management of all Pharmacy Technicians at a facility of service level 1-4.
Year 2 and thereafter rate	\$101,209	
Level 6B Pharmacy Technician Service Manager		
Year 1	\$106,957	Primary responsibility for the management of all Pharmacy Technicians at service level 5-6 OR In a regional area of any service level over a wide geographical area.
Year 2 and thereafter rate	\$108,608	
Level 7 District Pharmacy Technician Manager		
Year 1	\$112,116	Strategic and operational leadership at a District / Network level.
Year 2	\$115,143	

SALARIES – ABORIGINAL HEALTH WORKERS

ABORIGINAL HEALTH WORKER CLASSIFICATION	HSU Pay Claims	Notes on Level
Level 1 Entry Aboriginal Health Worker		
Year 1	Pay Claims to be Determined.	Entry level Aboriginal Health Worker who may be able to perform some aspects of Level 2, although may need significant supervision and assistance.
Year 2 and thereafter rate		
Level 2 Proficient Aboriginal Health Worker		
Year 1	Pay Claims to be Determined.	<ul style="list-style-type: none"> • Holds cultural competency that enables them to perform their duties in a culturally sensitive manner, OR • Has completed 2 years' experience at AHW Level 1, OR • Has completed a relevant Certificate III. <p>Performs with greater independence than at Level 1 and has a scope of practice consistent with a Certificate III in Aboriginal and / Torres Strait Islander Primary Health Care.</p>
Year 2		
Year 3		
Year 4		
Year 5		
Year 6		
Year 7		
Year 8 and thereafter rate		
Level 3 Senior Aboriginal Health Worker		
Year 1	Pay Claims to be Determined.	<p>Performs level 2 responsibilities with high levels of autonomy, skill or cultural competency. This may be demonstrated through:</p> <ul style="list-style-type: none"> • Extensive cultural competency, OR • 12-years' experience as an Aboriginal Health Worker, OR <p>Has completed a Certificate IV and 4-years' experience as an Aboriginal Health Worker.</p>
Year 2		
Year 3 and thereafter rate		
Level 4 Lead or Specialist Aboriginal Health Worker		
Year 1	Pay Claims to be Determined.	<p>May have either:</p> <ul style="list-style-type: none"> • Supervisory / managerial responsibilities, OR <p>Hold and apply specialist skills in a particular field of a complex nature consistent with those holding a diploma of Aboriginal / Torres Strait Islander Primary Health care.</p>
Year 2		
Year 3 and thereafter rate		
Level 5 Principal Aboriginal Health Worker		
Year 1	Pay Claims to be Determined.	Provides graduate tertiary level clinical / professional services to the Aboriginal community, demonstrates advanced skills in Aboriginal primary health care, and manages a specific service or program.
Year 2 and thereafter rate		

SALARIES – ABORIGINAL HEALTH PRACTITIONERS

ABORIGINAL HEALTH PRACTITIONER CLASSIFICATION	HSU Pay Claims	Notes on Level
Level 1 Registered / newly qualified Aboriginal Health Practitioner		
Year 1	Pay Claims to be Determined.	Holds registration with AHPRA as an Aboriginal and Torres Strait Islander Health Practitioner.
Year 2		
Year 3		
Year 4		
Year 5		
Year 6		
Year 7 and thereafter rate		Aboriginal Health Workers who obtain registration with AHPRA as an Aboriginal Health Practitioner will automatically progress to this classification.
Level 2 Lead or Specialist Aboriginal Health Practitioner		
Year 1	Pay Claims to be Determined.	May have either: <ul style="list-style-type: none"> • Supervisory / managerial responsibilities, OR • Hold and apply specialist skills in a particular field of a complex <i>clinical</i> nature consistent with those holding a diploma of Aboriginal / Torres Strait Islander Primary Health care. Practitioners at this level would be expected to have a minimum of 6 years' experience post AHPRA registration.
Year 2		
Year 3 and thereafter rate		
Level 3 Principal Aboriginal Health Practitioner		
Year 1	Pay Claims to be Determined.	Provides graduate tertiary level clinical / professional services to the Aboriginal community, has advanced skills in Aboriginal primary health care, and manages a specific Aboriginal service or program.
Year 2 and thereafter rate		

SALARIES – BIOMEDICAL ENGINEERS AND TECHNICIANS

BIOMEDICAL ENGINEERING CLASSIFICATION	HSU Pay Claims	Notes on Level
Level 1 Trainee / Apprentice		
Year increments to be determined	Pay claim to be determined	Enrolled in a prerequisite education, training or supervision necessary to progress to Level 2 / 3.
Level 2 Biomedical Engineering Technician OR Biomedical Engineering Intern		
Year increments to be determined	Pay claim to be determined	<p><i>(Technical stream):</i> Has completed a relevant technician qualification at minimum of AQF3.</p> <p>OR</p> <p><i>(Professional stream)</i> Enrolled in final year of relevant engineering undergraduate degree.</p>
Level 3 Higher Biomedical Engineering Technician OR Biomedical Engineer Professional		
Year increments to be determined	Pay claim to be determined	<p><i>(Technical stream):</i> Has completed a relevant technician qualification at minimum of AQF4 and a minimum of 3 years' experience at level 2.</p> <p>OR</p> <p><i>(Professional stream)</i> Completed relevant undergraduate engineering degree.</p>
Level 4 Senior Biomedical Engineering Technician OR Higher Biomedical Engineer		
Year increments to be determined	Pay claim to be determined	<p><i>(Technical stream):</i> Has completed a relevant technician qualification at minimum of AQF5 and a minimum of 5 years' experience.</p> <p>OR</p> <p><i>(Professional stream)</i> Completed relevant undergraduate engineering degree, 5 years' experience and completed or undertaking CPEng / relevant engineering masters / PhD.</p>
Level 5 Statewide Technical Specialist / Consultant OR Biomedical Engineering Specialist		
Year increments to be determined	Pay claim to be determined	<p><i>(Technical stream):</i> Has completed a relevant technician qualification at minimum of AQF5, 8 years' experience and recognised as a state-wide authority in an area of practice.</p> <p>OR</p> <p><i>(Professional stream)</i> Completed relevant undergraduate engineering degree, 8 years' experience, completed CPEng / relevant engineering masters / PhD and performs specialist duties.</p>
Level 6 Biomedical Engineering State-Wide Specialist / Consultant OR Deputy Director Biomedical Engineering with Primary or Secondary Facilities		
Year increments to be determined	Pay claim to be determined	<p><i>(Professional stream)</i> Completed relevant undergraduate engineering degree, 8 years' experience, completed CPEng / relevant engineering masters / PhD and recognised as a state-wide authority in an area of practice.</p> <p><i>(Deputy Management Stream)</i></p>

CLINICAL HEALTH AND ASSOCIATED PROFESSIONALS AWARD

LOG OF CLAIMS

		Deputy Director (LHD with primary or secondary facilities) performing operational management and leadership functions.
Level 7 Biomedical Engineering Director (Primary or Secondary Facilities) OR Deputy Director (Tertiary or Quaternary Facilities)		
Year increments to be determined	Pay claim to be determined	<p><i>(Deputy Management Stream)</i> Deputy Director (LHD with tertiary or quaternary facilities) performing operational management and leadership functions.</p> <p><i>(Director Management Stream)</i> Director (LHD with primary or secondary facilities) performing operational management and leadership functions.</p>
Level 8 Biomedical Engineering Director (Tertiary or Quaternary Facilities)		
Year increments to be determined	Pay claim to be determined	<p><i>(Director Management Stream)</i> Director (LHD with tertiary or quaternary facilities) performing operational management and leadership functions.</p>

CLINICAL HEALTH AND ASSOCIATED PROFESSIONALS AWARD

LOG OF CLAIMS

SALARIES – CARDIAC PHYSIOLOGISTS

CARDIAC PHYSIOLOGIST CLASSIFICATION	HSU Pay Claims	Notes on Level
Level 1 Newly Qualified Clinician		
Year 1	Pay claim to be determined	Holds an ACCP undergraduate degree and is in the first 2-years post qualification practice.
Year 2 and thereafter rate		
Level 2 Proficient Clinician		
Year 1	Pay claim to be determined	Completed 2 years post-qualification experience. Progression to level 1 to 2 is automatic on completion of 2 years' experience.
Year 2		
Year 3		
Year 4		
Year 5		
Year 6 and thereafter rate		
Level 3 Senior Cardiac Physiologist		
Year 1	Pay claim to be determined	Demonstrated high-level knowledge, skills and experience in advanced modality. Competency is demonstrated through: <ul style="list-style-type: none"> • Holding a qualification or certification in advanced clinical modality speciality, OR • Demonstrated through clinical practice and performance of complex duties, OR Is a sole Cardiac Physiologist on-site.
Year 2		
Year 3		
Year 4 and thereafter rate		
Level 4 Lead Cardiac Physiologist		
Year 1	Pay claim to be determined	Holds an advanced modality as per level 3, and in addition: <ul style="list-style-type: none"> • Is a <i>Clinical Team Leader</i>, OR • Holds two or more advanced modalities, OR • Is a <i>Cardiac Physiologist Educator</i>, OR Is a Cardiac Physiologist researcher.
Year 2		
Year 3		
Year 4 and thereafter rate		
Level 5 Deputy Chief - Graded According to FTE Under Management		
Level 1: 0-5FTE	Pay claim to be determined	Holds an advanced modality as per level 3, and in addition are responsible as Department Deputy Chief.
Level 2: 5-10FTE		
Level 3: 10+ FTE		
Level 6 Chief		
Level 1: 0-5FTE	Pay claim to be determined	Holds an advanced modality as per level 3, and in addition are responsible as Department Chief.
Level 2: 5-10FTE		
Level 3: 10+ FTE		

SALARIES – INTERPRETERS

INTERPRETER CLASSIFICATION	HSU Pay Claims	Notes on Level
Grade 1 Recognised Practicing Interpreter		
Year 1	Pay Claims to be Determined.	Provides interpreting services required but currently: <ul style="list-style-type: none"> Does not have a test available to determine the Interpreter's ability / no recognition from an equivalent international body. OR <ul style="list-style-type: none"> Interpreter does not hold Certified Provisional Interpreter Status ('CPI') in a position the LHD has not been able to fill with an Interpreter of CPI status.
Year 2		
Year 3		
Year 4		
Year 5		
Year 6 and thereafter rate		
Grade 2 Certified Provisional Interpreter		
Year 1	Pay Claims to be Determined.	An Interpreter Grade 2 has attained CPI status from a recognised Interpreting certifying authority, such as NAATI. At Grade 2, the Interpreter can be engaged in non-specialised community dialogue interpreting assignments.
Year 2		
Year 3		
Year 4		
Year 5		
Year 6 and thereafter rate		
Grade 3 Certified Interpreter		
Year 1	Pay Claims to be Determined.	An Interpreter Grade 3 has attained Certified Interpreter ('CI') status from a recognised Interpreting certifying authority, such as NAATI. At Grade 3, the Interpreter demonstrates higher level generalist interpreting skills.
Year 2		
Year 3		
Year 4		
Year 5		
Year 6 and thereafter rate		
Grade 4 Certified Specialist Interpreter - Health		
Year 1	Pay Claims to be Determined.	An Interpreter Grade 4 has attained Certified Specialist Interpreter ('CSI') status in the field of health from a recognised Interpreting certifying authority, such as NAATI.
Year 2		
Year 3		
Year 4		
Year 5		
Year 6 and thereafter rate		
Grade 5 Manager - Graded according to Total Weighted Reports		
Level 1	Pay Claims to be Determined.	Responsible for management of 0-5 WTR.
Level 2		Responsible for management of 5-15 WTR.
Level 3		Responsible for management of 15+ WTR.

SALARIES – LIBRARIANS

LIBRARIAN CLASSIFICATION	HSU Pay Claims	Notes on Level
Grade 1		
Year 1	Pay claim to be determined	Newly qualified Librarian in their first 2-years of practice.
Year 2 and thereafter rate		
Grade 2		
Year increments to be determined	Pay claim to be determined	Has 2-years' experience at Level 1 and works as an experienced Librarian Practitioner OR developing Librarian Specialist.
Grade 3		
Year increments to be determined	Pay claim to be determined	Has 7-years' Librarian experience and performs at a higher level in one or more of the following areas: <ul style="list-style-type: none"> • Managerial; AND / OR • Electronic Services.
Grade 4		
Year increments to be determined	Pay claim to be determined	Has 10-years Librarian experience and may be: <ul style="list-style-type: none"> • A principal Librarian; AND / OR • Senior Manager; AND / OR • Senior Librarian Specialist Meets the duties and competency requirements of the level.

SALARIES – LIBRARY ASSISTANTS

LIBRARY ASSISTANT CLASSIFICATION	HSU Pay Claims	Notes on Level
Library Assistant		
Year increments to be determined.	Pay claim to be determined	Employee eligible for enrolment in a course of study which leads to a qualification acceptable for either professional or library technician membership of ALIA.

SALARIES – LIBRARY TECHNICIANS

LIBRARY TECHNICIAN CLASSIFICATION	HSU Pay Claims	Notes on Level
Grade 1		
Year increments to be determined	Pay claim to be determined	Newly qualified Library Technician and has completed an ALIA accredited Library Technician qualification.
Grade 2		
Year increments to be determined	Pay claim to be determined	Experienced Library Technician who performs additional competencies and skills.

SALARIES – LIVED EXPERIENCE (PEER) WORKERS

LIVED EXPERIENCE (PEER) WORKER CLASSIFICATION	HSU Pay Claims	Notes on Level
Level 1 Entry Lived Experience Worker		
Year 1	Pay claim to be determined	Less than 2 years' experience in profession and work under supervision of Lived Experience Worker Level 2.
Year 2 and thereafter rate		
Level 2 Proficient Lived Experience Worker		
Year 1	Pay claim to be determined	Completed 2 years of service at Level 1. Practitioners at this level will perform routine practice with independence and competency.
Year 2		
Year 3		
Year 4		Progression from Level 1 to Level 2 is automatic on completion of 2 years' service.
Year 5		
Year 6 and thereafter rate		
Year 7 and thereafter rate		
Level 3 Senior Lived Experience Worker		
Year 1	Pay claim to be determined	Lived Experience Worker demonstrating high-level knowledge, skills and experience in their practice.
Year 2		
Year 3		Progression requires positional or personal regrade or appointment to role.
Year 4 and thereafter rate		
Level 4 Lead Lived Experience Worker		
Grade 1 (0-5 employee reports)	Pay claim to be determined	Provides supervision to Lived Experience Workers Level 1-3. May have one of the following focuses: <ul style="list-style-type: none"> • Leadership / Operational, OR • Educational, OR • Advanced Practice. Operational Leaders will be graded according to Weighted Total Reports.
Grade 2 (6-15 employee reports)		
Grade 3 (16-25 employee reports)		
Grade 4 (> 25 employee reports)		
Level 5 Director (District or Network)		
Grade 1 (0-5 employee reports)	Pay claim to be determined	Responsible for leading, co-ordinating and providing strategic advice on Lived Experience Workforce. Scope of role is across District or Network.
Grade 2 (6-15 employee reports)		
Grade 3 (16-25 employee reports)		
Grade 4 (> 25 employee reports)		

SALARIES – PERFUSIONISTS

PERFUSIONIST CLASSIFICATION	HSU Pay Claims	Notes on Level
Grade 1 Trainee		
Year 1	Pay claim to be determined	Holds an appropriate tertiary qualification (Bachelor of Science, Bachelor of Applied Science or equivalent qualification) and meets the trainee entry requirements as set by the Australian and New Zealand Board of Perfusion ('ANZBP').
Year 2 and thereafter rate		
Year 3 and thereafter rate		
Grade 2 Certified		
Year 1	Pay claim to be determined	Is certified by ANZBP as a Certified Clinical Perfusionist or is other deemed to hold equivalent qualifications / experience by employer. Progress through level 2 is automatic occurring on anniversary date of employment.
Year 2		
Year 3		
Year 4		
Year 5		
Year 6		
Year 7		
Year 8 and thereafter rate		
Grade 3 Senior Clinical Perfusionist / Deputy Clinical Perfusionist		
Grade 3 Senior Year 1	Pay claim to be determined	<i>Senior Clinical Perfusionist Years 1-3:</i> Certified Clinical Perfusionist with a minimum of 5-years' experience, demonstrates high-level clinical expertise through performance of additional duties. <i>Deputy Clinical Perfusionist Years 4-5:</i> Undertakes responsibilities of Grade 3 Senior Clinical Perfusionist and in addition performs role of Deputy to the Director Clinical Perfusionist. Supporting the operational running of the Department.
Grade 3 Senior Year 2		
Grade 3 Senior Year 3		
Grade 3 Deputy Year 4		
Grade 3 Deputy Year 5		
Grade 4 Director of Clinical Perfusion		
Year 1	Pay claim to be determined	Responsible for operational management, coordinating and overseeing supervision, and other aspects of relevant organisational requirements of clinical perfusion within a hospital.
Year 2		