

This document contains three sections to assist you in understanding the MIR Award claims.

1. Briefing on Award reform and the proposed amalgamated structure for the MIR Award.
2. Explainer on the Award documents and claims developed.
3. Next steps and your role in them.

1. AWARD REFORM AND AMALGAMATION

Why should I care about award reform?

HSU members have forced the Government to the table to reform Awards. This is a once in a generation opportunity for – Diagnostic Radiographers, Radiation Therapists, Nuclear Medicine Technologists, Sonographers, Medical Physicists and Radiopharmaceutical Scientists - to bring your pay and conditions into the 21st century.

The current Awards have not changed for over two decades, meaning your pay and conditions do not match the value of your work.

HSU members have what it takes to win award reform: the attention of Government, public support, and an engaged, motivated and growing membership.

And we've won before- it was union members that dragged the current awards into the 20th century against fierce employer opposition. Now is the time to unite again- to ensure that your career paths, your pay, your conditions are fit for today and tomorrow.

Why has it taken so long to commence negotiations?

On June 16, 2011, the then NSW Government introduced the **Industrial Relations Amendments (Public Sector Conditions of Employment) Act 2011**, colloquially known as the “wages cap”.

The wages cap operated to limit “employee related costs” at 2.5% each year. Employee related costs included pay rates, classification changes, conditions of employment – everything.

The wages cap made genuine reform of out-of-date Awards impossible. Negotiations did not occur so pay and conditions were not adjusted to reflect the increasing complexity and cost for professionals in Health.

The NSW Government has now removed the wages cap and made an election commitment to reform HSU awards, including for MIR professions. Finally, HSU awards can reflect the complexity of professional work and halt the attraction and retention crises.

Who does this new Award impact?

HSU members hail from a broad group of Health classifications, whose pay and conditions are currently drawn from many awards and determinations.

This creates challenges for improving conditions and overall accessibility of awards, as within one area of Health there are several Awards which apply to staff working together.

In place of this, HSU members are proposing one Award for Medical Imaging and Radiation, intended to contain the following HSU members:

- Diagnostic Radiographers.
- Radiation Therapists.
- Nuclear Medicine Technologists.
- Sonographers with and without MRS backgrounds.
- Medical Physicists.
- Radiopharmaceutical scientists.

This will create one Award where members from these professions will find three different categories of entitlements:

- Conditions specific and only relevant to Medical Imaging and Radiation professionals which will apply to all professions under the Award such as CPD allowances and leave.

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- Conditions which already exist and only apply to a sub-group of professionals, e.g. additional annual leave for Medical Physicists and Radiopharmaceutical Scientists.
- Classifications and pay rates specific to each profession. With additional translation mechanisms (**Medical Imaging and Radiation Award, Section C**) to ensure members transition to the appropriate rate.

Why are we amalgamating Awards and not each having our own Awards?

The professions proposed to be brought together work closely within a common area of Health. By working together, we will get better outcomes. By contrast the current Award structure allows each LHD to apply their own interpretation.

This is a breakdown of all the current Awards which apply to the professions under the proposed MIR Award:

ENTITLEMENTS	AWARD	PROFESSIONS COVERED
Status of Employment	Health Industry Status of Employment (State) Award:	<ul style="list-style-type: none"> ■ Diagnostic Radiography ■ Radiation Therapy ■ Nuclear Medicine ■ Sonography, including those with and without MRS backgrounds. ■ Medical Physics ■ Radiopharmaceutical Science
Conditions of Employment	Health Employees Conditions of Employment (State) Award:	<ul style="list-style-type: none"> ■ Diagnostic Radiography ■ Radiation Therapy ■ Nuclear Medicine ■ Sonography, including those with and without MRS backgrounds
Conditions of Employment	Hospital Scientists (State) Award:	<ul style="list-style-type: none"> ■ Medical Physics ■ Radiopharmaceutical science
Classifications and pay	Health Employees' Medical Radiation Scientists (State) Award	<ul style="list-style-type: none"> ■ Diagnostic Radiography ■ Nuclear Medicine ■ Radiation Therapy ■ Sonography, including those with MRS background
Classifications and pay	Public Hospitals Medical Physicists (State) Award	<ul style="list-style-type: none"> ■ Medical Physics
Classifications and pay	Health Professional and Medical Salaries (State) Award	<ul style="list-style-type: none"> ■ Radiopharmaceutical science

The above structure is confusing, overlapping, and inconsistent. It divides workers who share a common interest and common challenges from working together to improve staffing, patient outcomes, pay, and conditions across the Radiation and Imaging workforce.

While the proposed Award brings professions together, there will need to be some profession-specific claims, and each group will retain their own classification structure.

How have the HSU claims been developed?

The development of the proposed Medical Imaging and Radiation Award has been member led throughout a 2-year period as outlined below:

1. August 2022: The HSU conducted a large online survey for all professions on the key Award reform issues.
2. HSU Industrial Advisory Committees were established in early 2023. The Committees were open to all HSU members and have drafted the new Awards.
3. July 2023: HSU members undertook a consultation and review of the Award structure and endorsed a process of amalgamation which resulted in the decision to create a Medical Imaging and Radiation Award.
4. Over the next ten months, the relevant HSU Industrial Advisory Committees worked tirelessly to turn this concept into a reality - a draft MIR Award that reflected both the commonality and uniqueness of each MIR profession.
5. May 2024: Mass-meetings held for the draft MIR Award to be shared with members.
6. June 2024 – October 2024: the Industrial Advisory Committee reviewed and reformed the documents based on member feedback.
7. December 2024: HSU members vote to endorse the proposed HSU MIR Award to go forward as your claim.

What stage are we at and how long will this take?

The Award is in a final draft form and ready for members to vote to endorse it as the totality of HSU Award claims for MIR professions.

Once the Award is endorsed, they are ready to be served on the Government and negotiations commence.

Can the Health system afford award reform?

The real question is – can the health system afford not to?

HSU members in Medical Imaging and Radiation are leaving in droves for other states who recognise the skills and complexity of these roles. NSW Health must address the pay and conditions which have stagnated in NSW over the last decade and a half to avoid further attraction and retention challenges. HSU members fought hard and successfully won the implementation of the NSW Government's Special Commission of Inquiry in Health Funding. This Inquiry is tasked with identifying waste and rorts within NSW Health. Any wastage must be redirected into improved pay and conditions for Health workers to attract and retain skilled staff.

What is the timeline for Award Reform?

HSU members have a proven history of achieving great change. But it never occurs just through good arguments or because we deserve it.

If HSU members endorse the proposed Award, then negotiations will commence in early-2025 with members gearing up campaign activity throughout February and March. Campaign activity will continue to support negotiations for a new MIR Award. The current underpinning Awards all expire on 30 June 2025, so the target date for having a single, new MIR Award up and running is 1 July 2025.

How can I get involved?

Getting involved is crucial to seeing successful Award reform. In each LHD and Network HSU members are forming "Organising Networks" made up of local HSU Allied Health members to roll out vital campaign activity.

Playing your part means joining your local network. If you would like to get involved, please email Alliedhealth@hsu.asn.au

2. EXPLAINER ON THE AWARD DOCUMENTS AND CLAIMS DEVELOPED

How to read the documents

Members now have access to several documents which outline the claims across the Medical Imaging and Radiation Professions. The following documents are available:

1. Medical Imaging and Radiation Log of Claims.
2. Medical Imaging and Radiation Draft Award – inclusive of conditions, classifications, pay rates and translation principles and tables.

Changes to conditions:

Step one is to read the document titled **“Medical Imaging and Radiation Log of Claims”**. This document categorises the proposed substantive improvements to the new Award.

Step two is to read the document titled **“Draft Medical Imaging and Radiation Award”**. This provides the word for word proposal so you can assess the operation of each improved condition.

Changes to classification structures:

The next step is to review your profession’s classification structure and translation table. These are contained within the document **“Draft Medical Imaging and Radiation Award”**. Please go to Part H titled **“classification structures”** to see the new classification structures being proposed.

To see how your position will change read Section C, **“Transitional Arrangements”** which contains the proposed process for transitioning to new roles and tables identifying the potential landing spot for current classification levels in the new Award.

Will I go backwards in level or pay?

The HSU has made a key claim that no one goes backwards because of the new Award. The proposed pay claims are substantial and if successfully obtained will ensure all members are better off.

3. NEXT STEPS AND YOUR ROLE IN THEM

How will we finalise / endorse the claims?

On December 16 voting will commence for endorsing the HSU Award claims. Voting will be open for 7 days and occur online.

You are asked to vote on whether the claims developed become the formal negotiating position for HSU members. This does not mean the Award changes; this does not occur until negotiations are successful. You will be asked to vote on any offer received during negotiations which HSU delegates believe may be agreeable.

The vote will ask members from each professional craft group to vote on your sections individually. For example, Medical Physicists will vote on the proposed changes to Medical Physics.

To achieve endorsement requires each professional craft group voting to endorse the Award by majority. If one group rejects the Award then the negotiations will be delayed for all groups.

If you do not receive a voting link or details, please email Alliedhealth@hsu.asn.au as soon as possible.

I am not a member - can I have a say?

No. Anyone who joins the HSU before the end of the voting period can vote on the proposed changes. Remaining a member will then be crucial to enable you to continue to have a say as negotiations commence and take shape. It allows you to be part of any member developed campaigns designed to aid negotiations. There has never been a better or more important time to join which can be done here - <https://members.hsu.asn.au/join>