

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 MRS professionals - Sonographers, Medical Physicists and Radiopharmaceutical Scientists - to bring your Awards into the 21st century.

The current Awards have not changed for over two decades. Pay and conditions do not match the value of your work. Change is well overdue.

Members have what it takes to win award reform: the attention of Government, public support, and union resources. By getting engaged and active members can make big reforms in MIR which will change the profession well into the future.

It was union members that dragged the current awards into the 20th century against fierce employer opposition. Members can and must again take up the challenge 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 limited “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The wages cap made genuine reform of out-of-date Awards impossible.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 current Government made an election commitment to reform Awards, including for MIR. We have a once in a generation opportunity to recognise the complexity of professional work and halt the attraction and retention crises.

Who does this new Award impact?

The HSU represents a broad group of Health classifications across many Awards and Determinations.

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

The proposed Award for Medical Imaging and Radiation is intended to contain the following professions:

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

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

- Conditions which will apply to all professions under the Award such as CPD allowances and leave
- Conditions which already exist and only apply to a sub-group of professionals, e.g. additional annual leave for Medical Physics and Radiopharmaceuticals
- Classifications and pay rates specific to each profession. With additional translation mechanisms (“Draft 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 current Award structure is not fit for purpose and allows each LHD to apply their own interpretation.

The professions proposed to be brought together work closely within a common area of Health. By working together we will get better outcomes.

There will need to be some profession-specific claims and each group will retain their own classification structure.

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

ENTITLEMENTS	AWARD	PROFESSIONS COVERED
Status of Employment	Health Industry Status of Employment (State) Award:	<ul style="list-style-type: none"> ■ Diagnostic Radiographers ■ Radiation Therapists ■ Nuclear Medicine ■ Sonographers with and without MRS backgrounds ■ Medical Physics ■ Radiopharmaceuticals
Conditions of Employment	Health Employees Conditions of Employment (State) Award:	<ul style="list-style-type: none"> ■ Diagnostic Radiographers ■ Radiation Therapists ■ Nuclear Medicine ■ Sonographers with and without MRS backgrounds
Conditions of Employment	Hospital Scientists (State) Award:	<ul style="list-style-type: none"> ■ Medical Physics ■ Radiopharmaceuticals
Classifications and pay	Health Employees' Medical Radiation Scientists (State) Award	<ul style="list-style-type: none"> ■ Diagnostic Radiographers ■ Nuclear Medicine ■ Radiation Therapy ■ Sonographers 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"> ■ Radiopharmaceuticals
Classifications and pay	Health Employees (State) Award AND Information Bulletin IB2013_017	<ul style="list-style-type: none"> ■ Sonographers without MRS background

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How have the HSU claims been developed?

The HSU conducted a large online survey for all professions on the key Award reform issues.

Member Industrial Advisory Committees were established for each profession to review the survey results, Committee members have spent thousands of unpaid hours researching and developing the claims you see today. They look forward to receiving your feedback on them.

The HSU has conducted an extensive and diligent consultation process on amalgamation, for full information please see the Award reform website and refer to the “Award Amalgamation” section: www.hsu.asn.au/our-latest/award-reform/health-professionals

These Committees continue to be open for all members to join.

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

Today is the launch of these detailed claims to the HSU members. Now members will have their say by voting on whether these are the right claims. When the claims are finalised, they will be taken to the negotiation table.

It is impossible to tell how long this may take. What we do know is that the only way to win will be through member led action. The best thing you can do to get a fast outcome is to be involved in the campaign.

Are our claims winnable?

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

The likelihood of success depends on the strength of members to campaign together to make change.

How will the claim for 35 hours working week operate?

Currently, Radiographers (including radiography background Sonographers) and Radiation Therapists receive a 35-hour working week. Delegates for Nuclear Medicine and non-MRS Sonographers have put forward a claim for a 35-hour working week without loss of pay.

Medical Physics and Radiopharmaceutical delegates have not taken a position on this claim and are keen to hear feedback from affected members.

The HSU claim is about equity, but it will not be easy to achieve. Members should only endorse this claim if they are ready and willing to campaign hard collectively to win it.

How can I get involved?

The best way to be involved is joining your Industrial Advisory Committees. You can do so by emailing Alliedhealth@hsu.asn.au and including your name, worksite, profession and confirming your membership status.

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 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:

For MRS professions and Sonographers, 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.

For Medical Physics and Radiopharmaceuticals, the classification structure is still being finalised, please see the document titled ‘Medical Imaging and Radiation Draft Award’, Part H ‘Classifications structure’, Schedule 5 and 6. This contains the titles of the Medical Physics and Radiopharmaceuticals in the proposed structure, with the detailed wording to be finalised and released shortly for each level.

Will I go backwards in level or pay?

HSU members will stand strong: no one goes backwards. In the unlikely situation where someone does not meet the new requirements of the Award for their level, we are seeking that the employee will nonetheless be placed in the Level and Grade available in the new Award most comparable to the role / personal regrade they held immediately prior to its commencement.

How can I find out about our pay / allowance claims?

HSU members have not developed pay claims for the new Award. Member feedback will inform the pay claim.

3. NEXT STEPS AND YOUR ROLE IN THEM

How will we finalise the claims?

On May 16, the HSU held a huge stop-work meeting with over 1,000 staff attending to get a firsthand explanation of the changes.

We could only scratch the surface of the proposed changes and now all members will need to be active in the coming 4 weeks in the following:

- 1. Workplace meetings:** Local site meetings will be run by Delegates and Organisers to discuss the changes in detail, particularly as they relate to classifications.
- 2. Online meetings:** Some online meetings will be held for those in smaller and decentralised professions who will not have access to site meetings.
- 3. Endorsement vote:** Once all feedback is collected, there will be a large online vote to endorse or reject the Award claims.

This process will be rolled out over a month-long period to ensure plenty of time for members to have input.

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

No. Anyone who joins the HSU before the end of the consultation period can attend meetings and 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 time to join which can be done here - <https://members.hsu.asn.au/join>