

Offer regarding the Allied Health Professionals (AHP) Public Sector Unions Wages Agreement 2019

Period of Agreement

- Agreement operating for three years.

Salaries

- 2.3% per annum with effect from the ffpccoaa 1 December 2019;
- 2.3% per annum with effect from the ffpccoaa 1 December 2020;
- 2.35% per annum with effect from the ffpccoaa 1 December 2021.

Professional Development

- Increase in the Professional Development Allowance from \$624 per annum to \$724 per annum. Provide a maximum accumulation of \$3 620 over five years. This will allow AHP's to roll over funds and provide flexibility as to when they access the funds and attend conferences or training.

Removal of AHP Level 1-1 and insertion of AHP Level 1-6

- Remove AHP Level 1-1 from the Classification Structure and insert a new AHP Level 1-6, with a salary of \$73 104 wef from ffpccoaa 1 December 2019.
- The application of clause 22 of the current 2016 Agreement will be amended to clarify that the minimum salary on appointment will be the following:
 - 3 year degree – Level 1 Year 2
 - 4 year degree – Level 1 Year 3
- An employee that is currently at AHP 1-1 will move to AHP 1-2 on registration of the Agreement or effective ffpccoaa 1 December 2019.
- Advancement to AHP 1-6 will occur after 12 months service at AHP 1-5.
- Competency Progression will now be available for an AHP after reaching the classification Level 1 Year 6.
- Accelerated Competency Progression will now be available for an AHP after reaching Level 1 Year 5.

Extension of the Personal Upgrade Scheme (PUGS)

- Amendment of Schedule 11 to create clarity regarding the PUGS process.
- Insertion of AHP PUG level 3 pay points to the Salary Schedule, which are taken from AHP 4-2 and AHP 4-3, as follows:

Classification	Current Salary as at October 2019
AHP 3-2	\$90,269
AHP 3-3	\$94,087
AHP 3-4	\$96,974
AHP 3-5	\$98,257
AHP 3-5 (Qual)	\$100,483
AHP 3 PUG 1 (without PG Qual)	\$100,483
AHP 3 PUG 2 (PUGS with PG Qual)	\$104,257
AHP 3 PUG 3 (PUGS with PG Qual)	\$106,796
PROMOTION	
AHP 4-2	\$104,257
AHP 4-3	\$106,796
AHP 4-4	\$108,129
AHP 4-4 (Qual)	\$111,051

- Amendment to extend PUGS to employees engaged by the Department of Education, Department of Justice and the Department of Police, Fire and Emergency Management, excluding Forensic Scientists.

Level 5 Senior Professional Specialist

- Provide clarification of the process for an AHP Level 5 Senior Professional to apply for progression.

Communicable Disease Leave for School Based Employees

- Amend Appendix 16 of the Tasmanian State Service Award to include AHP's for communicable diseases leave and formalise the current Department of Education Policy which enables employees working within the school environment to take leave if they suffer from a communicable disease.

Night Shift Allowance Increase

- Increase night shift allowance from 22.5 per cent to 24 per cent.

On call and Availability Rate Increase

- Increase the current AHP on call rate from \$4.11 to \$4.50 per hour and the availability rate from \$2.38 to \$3.52 per hour.

Leave

- Re-credit Recreation Leave and Parental Leave where compassionate or bereavement conditions apply, from date of Agreement.

Superannuation

- Employer superannuation contributions will be paid during unpaid Parental Leave in first 12 months with effect from the first full pay period commencing on or after the increase in salaries is agreed.
- Employer superannuation contributions will be paid for employees on workers compensation with effect from the first full pay period commencing on or after the increase in salaries is agreed.

Family Friendly

- Paid Parental Leave to increase from 14 to 16 weeks for employees commencing paid parental leave on or after the first full pay period commencing on or after the increase in salaries is agreed.
- Paid Partner Leave (after birth of baby/adoption) to increase from 1 to 3 weeks for employees commencing paid partner leave on or after the first full pay period commencing on or after the increase in salaries is agreed.

Non-Agreement matter

The Department of Education are currently reviewing their professional support structure, which will include a review of AHP Level 3 positions.