
Health Services Union of Australia

Employers Listed in Schedule 1

Health Services Union of Australia -
Health Professionals - Victorian
Public Sector - Multiple Business
Agreement 2004 – 2007

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Agreed terms

1 Interpretation

1.1 Definitions

In this Agreement:

Act means *Workplace Relations Act 1996* (Cth);

ADO means accrued day off;

Agreement means the Health Services Union of Australia – Health Professionals – Victorian Public Sector – Multi Business Certified Agreement 2004 – 2007;

Commission means Australian Industrial Relations Commission;

DHS means Department of Human Services;

Employee means a person employed by an Employer and whose employment is, at any time when this Agreement is in operation, subject to this Agreement;

Employer means an employer listed in **Schedule 1** or a successor to the business or part of the business of such an Employer;

FFPPOA means the first full pay period on or after;

Health Professionals Award means the Health Professional Services – Public Sector – Victoria Award 2003;

Health Super means Health Super Pty Ltd;

HESTA means Health Employees Superannuation Trust of Australia;

HSUA means Health Services Union of Australia;

Incorporated Term means a term or condition incorporated into this Agreement under **clause 5.4(a)**;

MX Awards means the awards which are binding on some of the Parties to this Agreement made by the Commission under section 170MX (3) of the Act arising from its decision in Print S3476;

OH&S means occupational health and safety;

OH&S Act means the *Occupational Health and Safety Act 1985* (Vic);

Parties means the HSUA and the Employers listed in **Schedule 1**;

Pre-simplified award terms means terms previously contained in the HSUA (Victoria – Public Sector) Interim Award 1993 which were excluded from the Health Professionals Award because the terms were not allowable award matters;

RDNS Award means the Health Services Union of Australia (Royal District Nursing Service) Award 1994;

The 2000 agreements mean Health Services Union of Australia – Health Professionals – Victorian Public Sector - Multi Employer Certified Agreement 2000-2004 and the Health Services Union of Australia – Health Professionals – Victorian Public Sector - Peter Mac Certified Agreement 2000-2004;

The 2000 MECA means the Health Services Union of Australia – Health Professionals – Victorian Public Sector – Multi Employer Certified Agreement 2000 – 2004;

Union means Health Services Union of Australia No 3 Branch;

VHIA means the Victorian Hospitals Industrial Association.

1.2 Construction

Unless expressed to the contrary, in this Agreement:

- (a) words in the singular include the plural and vice versa;
- (b) any gender includes the other gender;
- (c) if a word or phrase is defined its other grammatical forms have corresponding meanings;
- (d) “includes” means includes without limitation;
- (e) no rule of construction will apply to a clause to the disadvantage of a party merely because that party put forward the clause or would otherwise benefit from it.

1.3 Headings

Except in Schedule 3, headings do not affect the interpretation of this Agreement.

1.4 Undefined words, terms and phrases

If a word, term or phrase:

- (a) is not defined or the meaning cannot be ascertained from the context in which the word, term or phrase appears or from reading this Agreement as a whole; and
- (b) the word, term or phrase:
 - (i) is defined by or its meaning can be determined by reference to the Health Professionals Award; or
 - (ii) the word, term of phrase has an accepted health industry meaning,

then that word, term or phrase will carry the meaning ascribed to it by the aforementioned award or the accepted health industry meaning.

1.5 Advancement through experience increments

Advancement by an Employee through the experience increments within UG 1 grades in the classification structure in **Schedule 4** will occur upon the completion by the Employee of each 12 month period calculated from the Employee’s commencement in a grade within the UG1 classifications,

irrespective of whether a 12 month period (or any part) was served as a full-time or part-time Employee.

2 Title

This Agreement shall be known as the Health Services Union of Australia – Health Professionals – Victorian Public Sector – Multiple Business Certified Agreement 2004 - 2007.

3 Period of operation

This Agreement comes into operation on the date it is certified. The nominal expiry date of this Agreement is 30 September 2007.

4 Parties bound and scope

4.1 Parties bound

The parties to this Agreement are the Employers listed in Schedule 1 and the HSUA. This Agreement also binds all persons whose employment is, at any time when this Agreement is in operation, subject to this Agreement.

4.2 Scope

A person's employment is subject to this Agreement if that person is employed by an Employer in any one of the following occupations:

Physiotherapist, Occupational Therapist, Speech Pathologist, Medical Imaging Technologist (MIT), Podiatrist, Health Information Manager, Medical Photographer/Illustrator, Medical Librarian, Music Therapist, Research Technologist (Peter MacCallum Cancer Centre only), Nuclear Medicine Technologist (NMT), Radiation Engineer (Peter MacCallum Cancer Centre only), Radiation Therapy Technologist (RTT), Recreation Therapist, Cardiac Technologist, Orthoptist, Social Worker, Orthotist/Prosthetist, Medical Laboratory Technician, Medical Technician/Renal Dialysis Technician, Child Psychotherapist, Welfare Worker, Community Development Worker, Technical Officer, Biomedical Technologist, Client Adviser/Rehabilitation Consultant, Health Aide and Dental Technician.

4.3 Exclusions

A person's employment is not subject to this Agreement if that person is employed as a Social Worker by a Community Health Centre which is listed as a respondent and marked with an asterix (*) in **Schedule 1** to this Agreement

4.4 Successor employers

This Agreement is binding on a successor, transmittee or assignee (whether immediate or not) of the whole or part of the business of an Employer, to the extent that this Agreement relates to the whole or part of the business.

5 Relationship with other awards and agreements

5.1 Awards

To the extent that the Health Professionals Award applies to persons whose employment is subject to this Agreement, or any successor award or awards thereto, it will continue to operate. Where there is an inconsistency between this Agreement and the Health Professionals Award, this Agreement will prevail.

5.2 MX Awards

This Agreement operates to the exclusion of the MX Awards.

5.3 Other certified agreements cease to operate

Subject to **clause 5.4**, this Agreement wholly replaces any other certified agreement (including the 2000 agreements and any terms incorporated by reference therein), only to the extent that any other such certified agreement is binding on the HSUA and an Employer and which, save for this **clause 5.3**, would have applied to some or all of the Employees whose employment is subject to this Agreement.

5.4 Incorporated terms

- (a) The particular terms and conditions of certified agreements between the HSUA and respondent Employers which are specified in **Schedule 2** to this Agreement, insofar as they apply to some or all of the Employees engaged in classifications covered by this Agreement, shall be incorporated into this Agreement and are enforceable as provisions of this Agreement.
- (b) For the avoidance of doubt a term or condition of a certified agreement which is incorporated into this Agreement because of **clause 5.4(a)** does not bind an Employer or apply to an Employee unless the certified agreement:
 - (i) would have been binding on the Employer; and
 - (ii) would have applied to the employment of the Employee if the certified agreement had remained in operation.
- (c) If an Incorporated Term is inconsistent with an express term of this Agreement then the express term will prevail to the extent of any inconsistency.

5.5 Savings and exclusions

- (a) Subject to this **clause 5**, nothing in this Agreement will diminish any existing entitlement of any Employee covered by the Agreement, unless otherwise provided for in this Agreement.
- (b) A certified agreement which deals solely with organisational change is not replaced under **sub-clause 5.3(a)** and its terms are not incorporated into this Agreement under **clause 5.4**.

5.6 Schedules

The Schedules attached to this Agreement form part of this Agreement and are express terms of this Agreement for all purposes.

5.7 Maintenance of award conditions

- (a) The terms and conditions of the Health Professionals Award including its Pre-simplified terms will continue to apply subject to:
 - (i) those terms or conditions applying or would have applied to the employment of an Employee; and
 - (ii) those terms and conditions binding or would have bound the parties to this agreement; and
 - (iii) the terms of **sub-clause 5.7(b)**.
- (b) If a term or condition of the Health Professionals Award or a Pre-simplified award term is inconsistent with this Agreement then:
 - (i) in the case of a term or condition of the Health Professionals Award, **clause 5.1** applies; and
 - (ii) in the case of a Pre-simplified award term, this Agreement prevails.

6 Employment arrangements

6.1 Australian workplace agreements

No Employee is to be offered an Australian Workplace Agreement by an Employer during the life of this Agreement.

6.2 Fixed term employment

Fixed term employment can only be offered for true fixed term arrangements, including special projects, post graduate training, graduate year positions, maternity leave and long service leave relief. The application of this **clause 6.2** should be consistent with the requirements of the Health Professionals Award.

6.3 Advertising of vacancies

Where a vacancy arises within an allied health staffing profile, the responsible manager will initiate action to advertise the vacant position internally and/or externally immediately after receiving notice of resignation or termination. The Employer shall advertise all vacancies that arise where the vacancy relates to a position that, but for the vacancy occurring would have been ongoing, as soon as practicable (ordinarily within 8 working days).

7 Service delivery and workplace flexibility

- (a) The parties are committed to achieving on-going service delivery improvement throughout the life of this Agreement.
- (b) Accordingly in reaching this Agreement, the parties confirm acceptance and support for:

- (i) improved approaches to workload management across the sector through agreement to implement and maintain systems that enable the more efficient and effective allocation of resources to match service demands; and
- (ii) the continued introduction of new technologies to improve service delivery and efficiency.

8 Pay rates

8.1 Salaries

The salaries payable under the 2000 agreements shall be increased by the amount shown from the respective dates as follows:

- (a) FFPPOA 1 April 2004 – 3%;
- (b) FFPPOA 1 October 2004 – 3%;
- (c) FFPPOA 1 October 2005 – 3%;
- (d) FFPPOA 1 October 2006 – 3%.

8.2 Salary related allowances

The percentage increases provided for in **clause 8.1** will apply to all salary related allowances with the same date of effect. Meal, uniform, and sleep over allowances will be adjusted in line with adjustments to the Health Professionals Award, as varied from time to time. Travel Allowance will be adjusted according to the provisions of clause 40.1 of the Health Professionals Award.

8.3 Salary and allowance scales

Salaries and salary based allowances adjusted in accordance with **clauses 8.1** and **8.2** are set out in the salary and allowance scales in **Schedule 4**.

8.4 Salary Packaging

All Employees covered by this Agreement will have access to salary packaging arrangements as follows:

- (a) By agreement with the Employee, the current rate of pay specified in **Schedule 3**, may be salary packaged in accordance with the hospital policy on salary packaging.
- (b) The Employee shall compensate the hospital from his or her rate of pay for any FBT incurred as a consequence of any salary packaging arrangement the Employee has entered into. Where the Employee chooses not to pay any of the costs associated with their salary packaging, the hospital may cease the Employee's salary packaging arrangements.
- (c) The parties agree that in the event that salary packaging ceases to be an advantage to the Employee (including as a result of subsequent changes to FBT legislation) the Employee may elect to convert the amount packaged to salary. Any costs associated with the conversion to salary

shall be borne by the Employee and the Employer shall not be liable to make up any benefit lost as a consequence of an Employee's decision to convert to salary.

- (d) The Employee shall be responsible for all costs associated with the administration of their salary packaging arrangements, provided that such costs shall be confined to reasonable commercial charges as levied directly by the external salary packaging provider and/or in-house payroll service (as applicable), as varied from time to time.
- (e) The parties recommend to Employees who are considering salary packaging that they seek independent financial advice. The Employer shall not be held responsible in any way for the cost or outcome of any such advice and furthermore, the parties agree that the Employee shall pay for any costs associated with salary packaging.
- (f) Superannuation contributions paid by the hospital into an approved Fund will be calculated on the rates of pay for the applicable classification as specified in **Schedule 4**.

9 New increments, classifications and staffing

9.1 Additional increments

- (a) From 1 April 2004, an additional automatic increment of \$26.00 per week will apply to UG1 salaries for Grade 1 Year 6 (that is a new Year 7 maximum increment). An Employee who has, as at 31 March 2004, completed twelve months service in a UG1 classification at Grade 1 Year 6 shall progress to the new maximum increment for the classification with effect from 1 April, 2004. An Employee who has been classified for less than one anniversary year as UG1 Grade 1 Year 6 will be automatically reclassified as UG1 Grade 7 on their next anniversary year.
- (b) From 1 April, 2004 the automatic increment payable to UG1 salaries for Grade 2 Year 4 will be increased by \$15.00 per week.
- (c) The additional weekly increment will be added to an affected Employee's salary prior to the calculation of the salary increase provided for in **clause 8.1**.
- (d) The adjusted increments are set out in **Schedule 4**.

9.2 Radiation therapy classifications

- (a) Consistent with the parties' commitment to improve the career paths of Radiation Therapists, from 1 April 2004, new Radiation Therapist pay rates and additional classifications apply as are set out in **Schedule 5**. The new Radiation Therapist rates of pay will be adjusted in accordance with **clause 8.1** and incorporated into **Schedule 5**. The definitions of the classifications to apply to the Radiation Therapists are set out in **sub-clauses 1.14 (a), (h), (i), (j), (k), (l) and (m) of Schedule 3**.

- (b) The Radiation Therapist classification structures and staffing numbers set out in **Schedule 6** for the respective health services, may be varied in respect of the mix of classifications if the total staffing numbers per Radiation Therapist classification specified in **Schedule 6** for the health service are met as a minimum.

9.3 Allied health – other classifications

- (a) The parties are committed to ongoing discussions to try to reach agreement on the appropriate rates of pay and definitions for new classifications not presently covered by the Health Professional Award or this Agreement. These classifications include, but are not limited to, case managers, play therapists, creative arts therapists, sleep technologists, hyperbaric technologists, clinical trials co-ordinators, data managers, health promotions.
- (b) In the event agreement is reached in relation to these matters, application may be made to vary this Agreement in accordance with the Act.

9.4 Entry Level – New Graduates – Rural, Regional and Community Health Centres/Services

- (a) This **clause 9.4** applies to Employees employed in a Rural or Regional Health Service or in a Community Health Centre/Service.
- (b) An Employee who holds:
 - (i) a four year undergraduate qualification; or
 - (ii) a three year undergraduate qualification and, either, holds an Honors degree, or is required to do a 12 month internship,shall be classified as, or deemed to have been classified as, and paid at the rate of UG1 Grade 1 3rd year of experience after qualification.
- (c) Any Employee classified as UG1 Grade 1 2nd year of experience shall be reclassified as, or be deemed to have been reclassified as, and have their rate of pay adjusted to that of UG1 Grade 1 3rd year of experience after qualification. Such Employee will thereafter receive his or her subsequent incremental increase on the anniversary of his or her qualification.

10 Hours

10.1 ADO

- (a) All full-time Employees covered by this Agreement are entitled to an ADO.
- (b) An Employee who receives an ADO and who is transferred to a new position within the Employer's business will continue to receive an ADO unless otherwise agreed.

- (c) New Employees will be apprised of the relevant department's work arrangements and provisions regarding hours of work and entitlements to an ADO.
- (d) An Employer will not refuse new Employees the option of an ADO.

10.2 Daylight savings

Despite anything to the contrary in this Agreement or the Health Professionals Award, if an Employee works on a shift during the daylight saving change over period, that Employee will be paid ordinary time or the applicable shift rate for the actual hours worked.

10.3 Ten hour break

- (a) When overtime work, including re-call work, is necessary it should be arranged so that Employees have at least ten consecutive hours off duty between all bodies of work.
- (b) An Employee who works so much overtime or re-call between the cessation of the Employee's previous rostered ordinary hours and the commencement of the next succeeding rostered period of ordinary hours, that the Employee would not have at least ten consecutive hours off duty between the end of the recall or overtime and the commencement of the next rostered period of ordinary hours shall, subject to this **clause 10.3**, be released after completion of such overtime or re-call worked until the Employee has had ten consecutive hours off duty without loss of pay for rostered ordinary hours occurring during such absence.
- (c) If, on the instructions of the Employer, an Employee resumes or continues work without having had ten successive hours off duty the Employee will be paid at the rate of double time until the Employee is released from duty for such rest period and the Employee will then be entitled to be absent until the Employee has had ten consecutive hours off duty without loss or pay for rostered hours occurring during such absence.
- (d) If an Employee resumes work of the Employee's own volition, overtime will be calculated in accordance with the overtime clause in the Health Professionals Award. An Employee who resumes work voluntarily will be entitled without loss of pay to attend to ablution and sustenance matters.

10.4 On call and rostered overtime

- (a) This **clause 10.4** operates to the exclusion of clause 15.3 of the 2000 MECA.
- (b) Employees who are rostered on call or who perform rostered overtime on 10 or more weekends per annum (as defined in the Health Professionals Award) will be entitled to an additional 5 days annual leave. This entitlement is in addition to the weekend Employee's entitlement provided for by clause 33.8 of the Health Professionals Award but both entitlements cannot be claimed for the same bodies of work.

- (c) **Clause 10.4(b)** does not apply to any weekend on which four hours or less is worked or on call.
- (d) Leave loading does not apply to leave accrued under **clause 10.4(b)**.
- (e) A part-time Employee paid in accordance with clause 14.5.1 of the Health Professionals Award will accrue paid leave entitlements under **clause 10.4(b)** on a pro rata basis.
- (f) A part-time Employee paid in accordance with clause 14.5.2 of the Health Professionals Award shall not be entitled to additional paid leave under **clause 10.4(b)**.
- (g) This **clause 10.4** commences to operate from 1 April 2004. If by the date of certification of this Agreement, an Employer has not made the calculation under clause 15.3(c)(iii) of the 2000 MECA for the relevant accrual year, an Employee's entitlement for that year will be exclusively determined by this **clause 10.4**.

11 Leave entitlements

11.1 Parental leave

- (a) From 1 April 2004:
 - (i) an Employee will be entitled to seven weeks paid leave or 14 weeks leave on half pay, upon commencement of maternity leave or adoption leave;
 - (ii) an Employee who will be the primary care giver of an adopted child who commences adoption leave will be entitled to seven weeks' paid leave or 14 weeks leave on half pay from the date that the child is placed with the Employee.
- (b) From 1 April 2005:
 - (i) an Employee will be entitled to eight weeks paid leave or 16 weeks leave on half pay, upon commencement of maternity leave or adoption leave;
 - (ii) an Employee who will be the primary care giver of an adopted child who commences adoption leave will be entitled to the payment of eight weeks' paid leave or 16 weeks leave on half pay from the date that the child is placed with the Employee.
- (c) Previous service within the public health sector is to be regarded for the purposes of accessing the entitlement to paid maternity leave or adoption leave for an Employee with less than 12 months service with an Employer.
- (d) Employees who are partners and are employed by the same Employer may access contemporaneous paid and unpaid parental leave.
- (e) An Employee, whose spouse or de facto spouse (including same sex couples) is giving birth or will be the primary care giver of an adopted

child, is entitled to payment of one week's salary upon the commencement of parental leave.

11.2 Prenatal leave

If an Employee is required to attend pre-natal appointments or parenting classes and such appointments or classes are only available or can only be attended during the ordinary rostered shift of an Employee, then on production of satisfactory evidence of attendance at such appointment or class, the Employee may access his or her carers leave credit under the Health Professionals Award. The Employee must give the Employer prior notice of the Employee's intention to take such leave.

11.3 Leave loading cap

The cap on the leave loading of 17.5 percent payable to an Employee on the first four weeks of annual leave per year will be adjusted by movements in the salary rates for health professionals classified at UG1 Grade 3, Year 1.

11.4 Professional development leave

- (a) A full time Employee is entitled to three days paid professional development leave per year, in addition to other prescribed leave entitlements.
- (b) To access the benefits of this provision it is the responsibility of the Employee to make an application for this leave.
- (c) The leave is to be taken within each calendar year and is not cumulative.
- (d) An application for this leave, nominating the preferred date(s) will be made in writing to the Chief/Manager providing a brief description of the nature of the professional development activity to be undertaken. The application may be utilised for, but not limited to, research, home study, attendance at seminars and conferences and shall be granted without conditions such as a compulsory requirement to report on the seminar or conference.
- (e) The application must be made at least six weeks prior to the requested date(s) and shall be approved by the Chief/Manager unless there are exceptional circumstances that exist that justify non-approval. The applicant will be notified in writing if the leave is approved or not within seven (7) days of the request being made. If leave is not granted the reasons will be included in the notification to the applicant.
- (f) The entitlement of Employees whose employment was subject to the Women's and Children's Health Care Network and Health Services Union of Australia (Health Professionals) Enterprise Agreement 1997 [C33399 of 1998] will have professional development leave entitlements determined by clause 27 of that agreement as incorporated into this Agreement by **clause 5.4(a)** instead of this **clause 11.4**.

11.5 Study leave

- (a) Paid study leave will be available to all full-time and part-time Employees at the Employer's discretion.
- (b) Paid study leave may be taken as mutually agreed by, for example, 4 hours per week, 8 hours per fortnight or blocks of 38 hours at a residential school.
- (c) A part-time Employee will be entitled to paid study leave on a pro-rata basis.
- (d) An Employee wishing to take study leave in accordance with this clause must apply in writing to the Employer as early as possible prior to the proposed leave date. The Employee's request should include:
 - (i) details of the course and institution in which the Employee is enrolled or proposes to enrol; and
 - (ii) details of the relevance of the course to the Employee's employment.
- (e) The Employer will notify the Employee of whether her or his request for study leave has been approved within 7 days of the application being made.
- (f) Leave pursuant to this clause does not accumulate from year to year.

11.6 Conference/seminar leave

- (a) All full-time and part-time Employees are entitled to two days' paid study/conference/seminar leave per annum. The two days' paid study/conference/seminar leave will be based on the individual Employee's usual shift length.
- (b) Leave pursuant to this **clause 11.6** does not accumulate from year to year.
- (c) Study/conference/seminar leave may be taken:
 - (i) to attend a health related conference or seminar; or
 - (ii) for undertaking study.
- (d) An Employee seeking leave in accordance with this clause can be requested to provide details of the conference/seminar name, venue and date/time. An Employee is not required to report back in any way or provide in-services following conference/seminar attendance.
- (e) Where possible the leave should be requested in writing 6 weeks in advance of the proposed leave date.
- (f) The approval of leave will not be unreasonably withheld provided the leave is for a health related conference/seminar or for undertaking study.
- (g) The Employer must, wherever possible, notify the Employee whether leave will be granted within 7 days of the application being made.

11.7 Long service leave

- (a) If an Employee becomes entitled to a period of long service leave and makes a request to take the Employee's long service leave entitlement or any part of that entitlement at:
 - (i) double the quantum of leave on half pay; or
 - (ii) half the quantum of leave on double pay,the Employer should whenever it is practical, permit the Employee to do so.
- (b) If the granting of the request under **clause 11.7(a)** results in an additional cost to the Employer, then it is not practical to grant an Employee's request

11.8 Personal Leave – St Vincent's Hospital and St George's Health Service

- (a) All full-time and part-time Employees of St Vincent's Hospital Melbourne Ltd and St George's Health Service Ltd are entitled to 12 days Personal Leave per year.
- (b) Employees can use this personal leave in respect of:
 - (i) personal illness or injury;
 - (ii) to provide care and support for a member of their immediate family or household when they are ill; or
 - (iii) if a member of the employee's immediate family or household within Australia dies or is seriously ill or a member of the employee's immediate family outside of Australia dies.
- (c) For the purposes of this **clause 11.8**, the term "immediate family" has the same meaning as in clause 34.2.2 of the Award.
- (d) For the purposes of this **clause 11.8**, the provisions of the Award which require the provision of medical certificate's, statutory declarations or death certificates as evidence of the reason given for the taking of leave apply.
- (e) All full-time and part-time Employees of St Vincent's Hospital Melbourne Ltd and St George's Health Service Ltd will be provided with Income Maintenance Insurance, the terms of which will be determined between St Vincent's Hospital Melbourne Ltd and St George's Health Service Ltd and an insurance provider selected at the discretion of St Vincent's Hospital Melbourne Ltd and St George's Health Service Ltd.
- (f) Should the cost of providing Income Maintenance Insurance become excessive, employees will be notified of the date of expiration of their policy and that the policy will not be renewed. From the date of expiration of the policy Employees will be entitled to personal leave as provided for in the Award.

12 Discretionary backfill for certain absences

12.1 Annual Leave

If an Employee is absent on annual leave for a period of 10 days or more and the services provided by the relevant work area would be seriously jeopardised by the absence of the Employee, the Employer should seriously consider providing 100% leave cover for that period.

12.2 ADO's, conference and study leave

An Employer will use its discretion to provide backfill for Conference Leave, Study Leave and ADO's.

12.3 Consultation

For the purposes of this **clause 12**, the Employer will consult with the Head/Chief of the allied health department or facility, community health centre or mental health team.

13 On call/recall

13.1 Recall to duty

If an Employee is recalled to duty during an off duty period where the work is not continuous with the Employee's next succeeding rostered period of ordinary duty, such Employee will be paid a minimum of three hours pay at the appropriate overtime rates.

13.2 Telephone recall (non CATT areas)

- (a) Where recall to duty can be managed without the Employee returning to the workplace (for example by telephone) such Employee will be paid a minimum of one hour of overtime for such recall work.
- (b) For subsequent recalls beyond the first hour, the Employee will be paid a minimum of one hour of overtime, but multiple recalls within a discrete hour will not attract additional overtime.

13.3 Period of on call

Each period of on-call will be no longer than twelve hours. Any period of on-call that exceeds twelve hours, will attract a further on-call allowance.

14 Allowances

14.1 Psychiatric services (CATT only) on-call arrangements

- (a) Employees engaged in on call/recall for the provision of a crisis response (CATT type function) will be paid an allowance which is set out at **Schedule 4**, for each on call period of 12 hours or part thereof.
- (b) The allowance includes payment of work performed of up to one hour's aggregate duration for each on-call period.

- (c) For work performed in excess of an aggregate of one hour during an on-call period, payment shall be made at the normal overtime rate paid at the Employee's substantive classification and increment level.
- (d) The parties are to regard telephone attendance as recall to duty.
- (e) Only one Employee per team each night will be rostered on-call and in receipt of the allowance. No other team member (other than a psychiatrist) will be required or requested to provide out of hours service for that particular night.
- (f) Employees are to receive an uninterrupted break of at least eight hours between the end of the re-call and the next shift. If the eight hour break is not observed double time will be paid until such break is observed.
- (g) The maximum period of on-call for CATT is to be twelve hours, with existing arrangements below the twelve hours not to be disturbed.
- (h) The parties acknowledge the unique nature of the on-call requirements for crisis response (CATT type functions) and that it is not comparable to any other health care arrangement or setting.

14.2 Higher qualifications allowance

- (a) An Employee who holds an additional post graduate qualification which is of direct relevance to her or his current position or functional work area, shall be paid an allowance of 7.5% of the UG 1, Year 3 rate.
- (b) An Employee who holds a doctorate which is of direct relevance to her or his current position or functional work area shall be paid an allowance of 10% of the UG 1 Year 3 rate.
- (c) An Employer who receives an allowance under **clause 14.2(a)** above cannot also receive an allowance under **clause 14.2(b)** above.

15 Superannuation

- (a) An Employer will be a participating employer of HESTA and/or the Health Super fund and will participate in accordance with the funds' trust deeds. Employees will be a member of either HESTA or the Health Superfund.
- (b) For Employees who earn more than \$450.00 per month, an Employer will contribute to the fund of which an Employee is a member at the rate required to comply with the Superannuation Guarantee (Administration) Act 1992 and the Superannuation Guarantee Charge Act 1992 as amended from time to time. :
- (c) The Employer will provide each Employee upon commencement of employment membership forms of HESTA or the Health Superfund and will forward the complete membership form of the Employee's choice of fund to the relevant fund within 28 days. In the event that the Employee has not completed an application form within 28 days, the Employer will forward contributions and Employee details to Health Super fund.

- (d) Subject to the terms of the relevant trust deed, an Employee may make additional contributions to the fund chosen by the Employee and upon receiving written authorisation from the Employee, the Employer will deduct such contributions from an Employee's salary and will forward such contributions to the chosen fund.
- (e) The parties note that an Employer has other superannuation obligations and this **clause 15** does not purport to exhaustively describe those obligations. Rather, this clause repeats some pre-existing obligations and adds some new requirements. An Employer will comply with the requirements set out in this Agreement to the extent that they are consistent with law.

16 Mental Health

16.1 Scope

This **clause 16** only applies to Allied Health Professionals engaged by an Employer in the provision of DHS funded psychiatric and/or mental health programs.

16.2 Supervision

Professional clinical supervision, as opposed to management supervision, is to be offered to Employees in each discipline of no more than 2 hours per month. The supervision will be provided by a person of the clinician's choice, from either within the organisation or from an external source, as determined by mutual agreement between the Employee, the proposed supervisor and the Employer.

17 Access to new employees

17.1 Purpose and access

For the purposes of facilitating the orientation of new Employees and, in particular, familiarising such Employees with this Agreement the Union shall be provided, in writing on a quarterly basis, with the dates, times and venues of any orientation/induction programs and be permitted to attend. If the dates of these programs are fixed in advance for a regular day and time then a list should be sent to the Union forthwith.

17.2 Notification

Where the dates of orientation/induction programs Employees are not fixed in advance, the Union should receive reasonable notification of at least 14 days to enable a Union representative to attend.

18 Amenities

18.1 Breastfeeding

As soon as practicable, each Employer is to provide private and comfortable areas at each worksite for Employees who are breast feeding to enable them to express breast milk or feed children while at work.

18.2 Union

For the purposes of facilitating involvement in the avoidance and resolution of disputes between Employees and their Employer as provided for in **clause 19** of this Agreement and improving occupational health and safety, each Employer is to provide Union delegates and Employees with access to facilities such as telephones, computers, email, notice boards and meeting rooms, in a manner that does not adversely affect service delivery and work requirements.

19 Grievance procedure and dispute settlement

19.1 Preamble

- (a) The parties recognise that from time to time individual Employees may have grievances that need to be resolved in the interest of good relationships. It is also recognised that disputes, including disputes about the application of this Agreement, may arise between the parties.
- (b) It is the objective of this procedure to ensure that such matters are resolved by negotiation and discussion between the parties.
- (c) These procedures should be applied in all circumstances where individual grievances or disputes between the parties to the Agreement arise.

19.2 Procedure

- (a) Employees covered by this Agreement have the right for grievances or disputes to be heard through all levels of line management. The Union has the right to raise disputes, including disputes concerning the application of this Agreement, at the local workplace level. Accordingly the following steps are to be applied in the resolution of grievances or disputes:
 - (i) In the first instance the Employee will attempt to resolve a grievance with his/her immediate supervisor. The local Union will be present if desired by either party. Where a dispute arises the Employee or local Union will attempt to resolve the matter with the relevant workplace supervisor or manager.
 - (ii) If the Employee or Union still feels aggrieved, then the dispute or grievance shall be referred to the relevant Department Head. In the case of Employee grievance the local Union will be present if desired by either party.

- (iii) If the matter is still unresolved then it shall be referred to senior management and the senior local or State Union representative or a representative nominated by the Employee.
 - (iv) If the matter is still unresolved then the State Union or other representative nominated by the Employee shall be advised and a meeting arranged. At this stage the Employer's representative shall be advised and will be represented at the request of either party.
 - (v) It is agreed steps in **sub-clause 19.2(a)(i) to (iv)** will take place within seven days.
 - (vi) Until the matter is determined, work shall continue normally in accordance with custom or practice existing before the grievance or dispute arose, while discussions take place.
- (b) No party shall be prejudiced as to the final settlement by the continuance of work. Health and safety matters are exempted from **sub-clause 19.2(a)(vi)**.

19.3 Role of the Commission

If a dispute or grievance about the application of this Agreement remains unresolved, then once the steps in **sub-clauses 19.2(a)(i) to (iv)** have been completed, a party directly affected by the dispute or grievance may refer the matter to the Commission. The Commission is empowered to resolve such a grievance or dispute by conciliation in the first instance or, where necessary, by arbitration.

20 Occupational health and safety

20.1 Commitment

The parties recognise that health services operated by the Employers have particular OH&S issues. The parties are committed to the promotion of a joint approach to focus a renewed effort towards reforms in workplace OH& S including improved OH&S consultation and issue resolution processes.

20.2 Mental Health OH&S committees

The parties agree to establish mental health specific OH&S committees in accordance with the OH&S Act where these do not already exist.

20.3 Allied health OH&S working party

The parties acknowledge that the Union raised a wide range of matters concerning the occupational health and safety of Employees of the Employers. Accordingly, there will be established an Allied Health OH&S working party consisting of representatives of DHS, the Employers and/or VHIA and the Union (representing the Employees) to discuss, investigate and, where possible, agree and advance the resolution of these OH&S matters.

21 Consolidating this Agreement

21.1 Consolidation

During the nominal life of this Agreement the parties will work to finalise a consolidated agreement to expressly include Incorporated Terms and to expressly include post simplified provisions of the Health Professionals Award.

21.2 Variation

The parties agree to process the outcome of any agreed consolidation under **clause 21.1** in accordance with section 170MD of the Act.

22 No extra claims

22.1 The parties acknowledge that this Agreement settles all claims in relation to terms and conditions of employment of all employees to whom it applies and agree that they will not pursue any extra claims during the term of this Agreement.

22.2 Subject to an Employer meeting obligations to consult arising under this Agreement or a contract of employment binding on that Employer, it is not the intention of this provision to inhibit, limit or restrict an Employer's right to introduce change at the workplace.

22.3 The Parties agree to commence discussions no later than six months prior to the nominal expiry date of this Agreement. **Clause 22.1** does not prevent a party from making a claim during the six month period prior to the nominal expiry date of this Agreement.

22.4 Posting Agreement

A copy of this Agreement shall be posted up by the Employers in a conspicuous place accessible to all Employees.

Executed as an agreement.

Executed by Health Services Union)
of Australia by its duly appointed)
officer in the presence of:)

.....
Witness

.....
Name of Witness (print)

.....
Officer

.....
Name of Officer (print)

Signed for and on behalf of the)
Employers Listed in Schedule 1 in)
the presence of:)

.....
Witness

.....
Name of Witness (print)

.....

Schedule 1 – Employer Parties

Stand alone Community Health Centres are identified with an asterix (*).

Alexandra District Hospital
Alpine Health
Australian Red Cross Blood Bank
Austin Health
Bairnsdale Regional Health Service
Ballarat Community Health Centre*
Ballarat Health Services
Banyule Community Health*
Barwon Health
Bass Coast Community Health Service*
Bass Coast Regional Health
Bayside Health
Beaufort & Skipton Health Service
Beechworth Health Service
Bellarine Peninsula Community Health Service Inc*
Benalla Hospital
Bendigo Community Health Services Inc.*
Bendigo Health Care Group
Bentleigh Bayside Community Health Service*
Calvary Health Care Bethlehem Ltd
Boort District Hospital
Casterton Memorial Hospital
Castlemaine District Community Health*
Central Bayside Community Health Service*
Central Gippsland Health Service
Cobaw Community Health Service*
Cobram District Hospital
Cohuna District Hospital
Colac Area Health
Coleraine District Health Service
Darebin Community Health*
Darlingford Goulburn Nursing Home
Dental Health Services Victoria
Dianella Community Health Service*
Djerriwarrh Health Services
Doutta Galla Community Health Service*
Dunmunkle Health Services
East Grampians Health Service
East Wimmera Health Service
Eastern Access Community Health*
Eastern Health
Echuca Regional Health
Edenhope and District Memorial Hospital
Ensay Community Health Centre *

Gippsland Southern Health Service
Glenview Community Care Inc.
Goulburn Valley Community Health*
Goulburn Valley Health
Grampians Community Health Centre*
Hepburn Health Service
Hesse Rural Health Service
Heywood Rural Health
Inglewood & District Health Service
Inner East Community Health*
Inner South Community Health Service
ISIS Primary Care Inc*
Kerang District Health
Kilmore & District Hospital, The
Knox Community Health Service*
Koo Wee Rup Regional Health Service
Kyabram & District Health Services
Kyneton District Health Service
Lakes Entrance Community Health Centre*
Latrobe Community Health Service
Latrobe Regional Hospital
Lorne Community Hospital
Lyndoch Residential and Community Care
Macedon Ranges Health Service
Maldon Hospital
Mallee Track Health and Community
Manangatang & District Hospital
Manningham Community Health Service
Mansfield District Hospital
Maryborough District Health Service
McIvor Health & Community Services
Melbourne Health
Mercy Public Hospitals Inc.
Mildura Base Hospital
Mitchell Community Health Service*
Monashlink Community Health Service*
Moreland Community Health Service*
Moyne Health Services
Mt Alexander Hospital
Murrindindi Community Health Service*
Nathalia District Hospital
Nillumbik Community Health Services *
North East Health – Wangaratta
North Richmond Community Health Centre*
North Yarra Community Health Centre*
Northern District Community Health Centre*
Northern Health
Nowa Nowa Community Health Centre Inc.

Numurkah & District Health Service
Omeo District Hospital
Orbost Regional Health
Otway Health and Community Services
Ovens & King Community Health Service*
Peninsula Community Health Service*
Peninsula Health
Peter MacCallum Cancer Centre
Plenty Valley Community Health*
Portland & District Community Health
Queen Elizabeth Centre Noble Park
Ranges Community Health Services*
Robinvale District Health Service
Rochester & Elmore District Health Service
Royal Childrens Hospital
Royal District Nursing Service
Royal Victorian Eye and Ear Hospital
Royal Womens Hospital
Rural North West Health
Seymour District Memorial Hospital
South Gippsland Hospital
South West Healthcare
Southern Health
St. Vincent's Health
Stawell Regional Health
Sunbury Community Health Centre*
Sunraysia Community Health Service Inc.*
Swan Hill District Hospital
Tallangatta Health Service
Terang & Mortlake Health Service
Timboon and District Health Care Service
Tweddle Child and Family Health Service
Upper Hume Community Health*
Upper Murray Health and Community Services
West Gippsland Healthcare Group
West Wimmera Health Service
Western District Health Service
Western Health
Western Region Health Centre Ltd
Whitehorse Community Health Service Inc*
Wimmera Health Care Group
Wodonga Regional Health Service
Yarram & District Health Service
Yarrawonga District Health Service
Yea & District Memorial Hospital

Schedule 2 – Incorporated terms

For the purposes of **clause 5.4** - Incorporated Terms, **clauses 12 and 15.2** of the following certified agreements are incorporated into this Agreement:

Alexandra District Hospital and HSUA (Health Professionals) Certified Agreement 1997
Australian Red Cross Blood Service – Victoria and HSUA (Health Professionals) Certified Agreement 1997
Bairnsdale Regional Health Services and HSUA (Health Professionals) Certified Agreement 1997
Ballarat Community Health Centre and HSUA (Health Professionals) Certified Agreement 1997
Ballarat Health Services and HSUA (Health Professionals) Certified Agreement 1997
Barwon Health and HSUA (Health Professionals) Certified Agreement 1997
Bendigo Health Care Group and HSUA (Health Professionals) Certified Agreement 1997
Castlemaine District Community Health Centre and HSUA (Health Professionals) Certified Agreement 1997
Cobaw Community Health Service and HSUA (Health Professionals) Certified Agreement 1997
Coleraine and District Hospital and HSU (Health Professionals) Certified Agreement 1997
Dianella Community Health Inc. and HSUA No. 3 Branch Certified Agreement 1998
Doutta Galla Health Services and HSUA (Health Professionals) Certified Agreement 1997
Echuca Regional Health and HSUA (Health Professionals) Certified Agreement 1997
Grampians Community Health Centre and HSUA (Health Professionals) Certified Agreement 1997
Hepburn Health Service and HSUA (Health Professionals) Certified Agreement 1997
Hesse Rural Health Service and HSUA (Health Professionals) Certified Agreement 1997
Inglewood and District Health Service and HSUA (Health Professionals) Certified Agreement 1997
Inner East Community Health Centre and HSUA (Health Professionals)

Certified Agreement 1997
Inner South Community Health Centre and HSUA (Health Professionals) Certified Agreement 1997
ISIS Primary Care and HSUA (Health Professionals) Enterprise Certified Agreement 1997
Kerang and District Hospital and HSUA (Health Professionals) Certified Agreement 1997
Knox Community Health Centre and HSUA (Health Professionals) Certified Agreement 1997
Kyabram and District Memorial Community Hospital and the HSUA (Health Professionals) Certified Agreement 1997
LaTrobe Community Health Centre Inc. and HSUA (Health Professionals) Certified Agreement 1997
Mallee Track and Community Services and HSUA (Health Professionals) Certified Agreement 1997
Manangatang and District Hospital and HSUA (Health Professionals) Certified Agreement 1997
Maryborough District Health Service and HSUA (Health Professionals) Certified Agreement 1997
Mildura Base Hospital and HSUA (Health Professionals) Certified Agreement 1997
Mitchell Community Health Centre and HSUA (Health Professionals) Certified Agreement 1997
Moreland Community Health Service Inc and HSUA (Health Professionals) Certified Agreement 1997
North Richmond Community Health Centre and HSUA (Health Professionals) Certified Agreement 1997
North Yarra Community Health Centre and HSUA (Health Professionals) Certified Agreement 1997
Omeo District Hospital and HSUA (Health Professionals) Certified Agreement 1997
Ovens and King Community Health Service Inc and HSUA (Health Professionals) Certified Agreement 1997
Ranges Community Health Service and HSUA (Health Professionals) Certified Agreement 1997
Rochester and Elmore District Health Service and HSUA (Health Professionals) Certified Agreement 1997
Royal District Nursing Service and the HSUA (Health Professionals) Certified Agreement 1997

Rural North West Health and HSUA (Health Professionals) Certified Agreement 1997
Seymour District Memorial Hospital and the HSUA (Health Professionals) Certified Agreement 1997
Stawell District Hospital and HSUA (Health Professionals) Certified Agreement 1997
Sunbury Community Health Centre and HSUA (Health Professionals) Certified Agreement 1997
Swan Hill District Hospital and HSUA (Health Professionals) Certified Agreement 1997
Tallangatta Hospital and HSUA (Health Professionals) Certified Agreement 1997
Upper Murray Health and Community Services and HSUA (Health Professionals) Certified Agreement 1997
West Gippsland Health Care Group and the HSUA (Health Professionals) Certified Agreement 1997
West Wimmera Health Service and the HSUA (Health Professionals) Certified Agreement 1997
Western Regional Community Health Centre and the HSUA (Health Professionals) Certified Agreement 1997
Wimmera Health Care Group and HSUA (Health Professionals) Certified Agreement 1997
Wodonga Regional Health Services and HSUA (Health Professionals) Certified Agreement 1997
Yarram and District Health Service and the HSUA (Health Professionals) Certified Agreement 1997
Yarrowonga Community Health Centre and the HSUA (Health Professionals) Certified Agreement 1997

For the purposes of **clause 5.4** - Incorporated Terms, **clause 12** of the following certified agreements are incorporated into this Agreement:

Bendigo Community Health Services Inc and HSUA Certified Agreement 1995
Boort District Hospital and HSUA Certified Agreement 1995
Central Bayside Community Health Service & HSUA Certified Agreement 1995
Cobram District Hospital and HSUA Certified Agreement 1995
Cohuna District Hospital & HSUA Certified Agreement 1995
Dunmunkle Health Services and Health Services Union of Australia Certified

Agreement 1995
Eastern Health Care Network and HSUA Certified Agreement 1995
Heywood & District Memorial Hospital and HSUA Certified Agreement 1995
Kyneton District Health Service/Health Services Union of Australia Certified Agreement 1995
Maldon Hospital and HSUA Certified Agreement 1995
Manangatang Hospital and Health Services Union of Australia Certified Agreement 1995
Mansfield District Hospital and HSUA Certified Agreement 1995
Mclvor Health and Community Services and HSUA Certified Agreement 1995
Mt Alexander Hospital and HSUA Certified Agreement 1995
Northern District Community Health Service and HSUA Certified Agreement 1995
Numurkah Hospital and HSUA Certified Agreement 1995
Otway Health and Community Service & HSUA Certified Agreement 1995
St Vincent's Hospital and HSUA Certified Agreement 1995
Timboon and District Hospital and Health Services Union of Australia Certified Agreement 1995
Tweddle Child & Family Health Service and HSUA Certified Agreement 1995
Western Health Care Network and HSUA Certified Agreement 1995

For the purposes of **clause 5.4** - Incorporated Terms the following clauses of the following certified agreements are incorporated into this Agreement:

Agreement	Clause/s
Gippsland Southern Health Service (Health Professionals) Enterprise Agreement 1995	8
Southern Health Care Network and HSUA (Health Professionals) Certified Agreement 1997	14
Royal Victorian Eye & Ear Hospital Health Professionals Certified Agreement 1996	9 & 15
St Vincent's Hospital, Melbourne and HSUA (Health Professionals) Certified Agreement 1997	18.2
Women's and Children's Health Care Network and Health Services Union of Australia (Health Professionals) Enterprise Agreement 1997	27, 36.3 & 43

The Women's and Children's Health Care Network (Allied Health Professionals of the Royal Women's Hospital Campus) Enterprise Agreement 1996	34
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Schedule 3 - Classifications

1 Classification definitions - UG1 definitions (alphabetical order)

1.1 Cardiac technology

(a) Cardiac Technologist (Qualified)

An Employee employed as such who holds an appropriate Bachelor of Science Degree, Bachelor of Applied Science Degree or equivalent as recognised by the Employer.

(b) Cardiac Technologist Grade 2

A Cardiac Technologist appointed to the grade with additional responsibilities for example:

- (i) Teaching of Cardiac Technology students; or
- (ii) Employed on work which in the opinion of the Chief Cardiac Technologist requires special knowledge or depth of experience, in for example, echocardiography, electrophysiology, cardiac catheterisation, holtermonitor interpretation; or
- (iii) Supervision of cardiology staff.

(c) Cardiac Technologist Grade 3

A Cardiac Technologist with at least 7 years post graduate experience, possessing extensive knowledge in one or more specific branches of the profession, with a proven record in teaching and/or research, and working in an area that requires high levels of specialised knowledge and performance, as recognised by the Employer. Parameters for this position would include some of the following: consultative role, lecturing in their clinical speciality, teaching undergraduate and/or post graduate students and providing education to staff from other disciplines.

1.2 Health Information Management

(a) Health Information Manager (Qualified)

An Employee who has passed examinations qualifying him/her for admission as a full graduate of the Health Information Management Association of Australia.

(b) Health Information Manager Grade 2

A Health Information Manager appointed to the grade with additional responsibilities, for example:

- (i) Responsible for clinical trial/data management at recognised trials including national and international trials; or

- (ii) Appointed in charge at a department where no other Health Information Manager is employed; or
- (iii) Employed on work which in the opinion of the Chief Health Information Manager requires special knowledge and depth of experience.

(c) Health Information Manager Grade 3

A Health Information Manager with at least 7 years post graduate experience, possessing extensive knowledge in one or more specific branches of the profession, with a proven record in teaching and/or research, and working in an area that requires high levels of specialised knowledge and performance, as recognised by the Employer. Areas of specialty may include casemix analysis and clinical costing, specialised information technology software development and/or application, provision and/or supervision of services across a number of different (geographically or by service type) facilities, coordination of a Clinical Trials service and/or Quality Assurance project work. Parameters for this position may include some of the following: consultative role, specialised project work, lecturing in their clinical speciality, teaching undergraduate and/or post graduate students, and providing supervision and education to other Health Information Managers and staff from other disciplines.

1.3 Health Information Manager Chief Positions

(a) Chief HIM Grade 1

An Employee in charge of 1-5 full time health information managers and/or other Employees totalling at least 6 in number.

(b) Chief HIM Grade 2

An Employee in charge of 6-14 full time health information managers and/or other Employees totalling at least 15 in number.

(c) Chief HIM Grade 3

An Employee in charge of 15-24 full time health information managers and/or other Employees totalling at least 26 in number.

(d) Chief HIM Grade 4

An Employee in charge of 25-39 full time health information managers and/or other Employees totalling at least 28 in number.

(e) Chief HIM Grade 5

An Employee in charge of 40 and over full time health information managers and/or other Employees totalling at least 46 in number.

1.4 Library

(a) Medical Librarian

An Employee who is eligible for professional membership of the Library Association of Australia, that is., the Employee has obtained either a

Registration Certificate of the Library Association of Australia; a Royal Melbourne Institute of Technology or College of Advanced Education degree or diploma in Librarianship; a Graduate Diploma in Librarianship; or the equivalent recognised by the Library Association of Australia.

(b) **Medical Librarian Grade 2**

A Medical Librarian appointed to the grade with additional responsibilities, for example:

- (i) A librarian in a teaching hospital with university clinical Departments on site; or
- (ii) A librarian, who is required to apply specialised knowledge, and to be in charge of one or more of the following areas on the recommendation of the librarian in charge:
 - (A) Computerised information retrieval; or
 - (B) Inter library loans; or
 - (C) another such area recognised by the Employer.

1.5 Medical Imaging Technology

(a) **Medical Imaging Technology Intern**

An Employee employed in a centre accredited by the Australian Institute of Radiography, who has obtained a Bachelor of Applied Science (Medical Radiations) or its equivalent and is in the process of attaining a Statement of Accreditation from the Australian Institute of Radiography.

(b) **Medical Imaging Technologist (Qualified)**

An Employee who has obtained a Bachelor of Applied Science (Medical Radiations) or its equivalent and who is eligible to hold a Statement of Accreditation of the Australian Institute of Radiography.

(c) **Medical Imaging Technologist Grade 2**

A Medical Imaging Technologist with additional responsibilities and/or experience who demonstrates a degree of competence and ability to work independently and without supervision which reflects a level of continuing education and/or practical expertise. Parameters for this position would include one or more of the following:

- (i) Supervision of other Medical Imaging Staff or a section of the department as designated by the Chief Medical Imaging Technologist;
- (ii) Demonstrating extensive knowledge, experience and competence in any of the specialist modalities or areas of additional responsibilities such as ultrasound, computed tomography, digital subtraction angiography, cardiac angiography, mammography, magnetic resonance imaging, clinical teaching or quality assurance activities;

- (iii) 12 months clinical experience in ultrasound and the successful completion of at least half of the postgraduate qualification in ultrasound.
- (d) Medical Imaging Technologist Grade 3, or Tutor (department of less than 25)

A Medical Imaging Technologist, with at least 7 years post graduate experience, possessing extensive knowledge in one or more specific branches of the profession, with a proven record in teaching and/or research, and working in an area that requires high levels of specialised knowledge and performance, as designated by the Chief Medical Imaging Technologist. Parameters for this position would include some of the following: consultative role, lecturing or publication in their clinical speciality, teaching undergraduate and/or post graduate students and providing education to staff from other disciplines.
- (e) Medical Imaging Technologist Grade 4

A Medical Imaging Technologist in a large or multi-campus department, with at least 10 years postgraduate experience, who holds significant educational, administrative and managerial responsibilities as designated by the Chief Medical Imaging Technologist, and is at a supervisory level, either in one or more specific branches of the profession which require extensive specialised knowledge and performance, or over multiple diagnostic units in the same modality. Other responsibilities would include management of the department's clinical teaching or research program, quality assurance program or imaging specific computer systems.
- (f) Medical Imaging Technologist Grade 4, Tutor (department of 25 or more)

A Medical Imaging Technologist in a large or multi-campus department, with at least 10 years postgraduate experience, who holds significant educational, administrative and managerial responsibilities as designated by the Chief Medical Imaging Technologist, and is at a supervisory level, either in one or more specific branches of the profession which require extensive specialised knowledge and performance, or over multiple diagnostic units in the same modality. Other responsibilities would include management of the department's clinical teaching or research program, quality assurance program or imaging specific computer systems.
- (g) Deputy Chief Medical Imaging Technologist

A qualified Medical Imaging Technologist appointed to assist and to deputise for the Chief Medical Imaging Technologist:

 - (i) Grade 1 - Where the Chief is classified at Grade 2
 - (ii) Grade 2- Where the Chief is classified at Grade 3
 - (iii) Grade 3 – Where the Chief is classified at Grade 4
 - (iv) Grade 4 – Where the Chief is classified at Grade 5

1.6 Music Therapy

(a) Music Therapist (Qualified)

An Employee with a tertiary degree or an equivalent qualification in the field of music therapy or such courses recognised by the Australian Music Therapy Association as being equivalent.

(b) Music Therapist Grade 2

A Music Therapist appointed to the grade with additional responsibilities, for example:

- (i) Teaching of therapy students; or
- (ii) On the recommendation of the Medical Director is in charge of a Music Therapy section of the therapy department; or
- (iii) Holds an equivalent position at a smaller establishment, such as a day hospital/centre, nursing home or community health centre.

1.7 Nuclear Medicine Technology

(a) Nuclear Medicine Technology Intern

An Employee employed in a centre accredited by the Australian and New Zealand Society of Nuclear Medicine., who has obtained a Bachelor of Applied Science in Medical Radiations (Nuclear Medicine Technology) or its equivalent and is in the process of attaining a Statement of Accreditation from the Australian and New Zealand Society of Nuclear Medicine.

(b) Nuclear Medicine Technologist (Qualified)

An Employee who has obtained a Bachelor of Applied Science in Medical Radiations (Nuclear Medicine Technology) or its equivalent and who is eligible for Accreditation by the Australian and New Zealand Society of Nuclear Medicine.

(c) Nuclear Medicine Technologist Grade 2

A Nuclear Medicine Technologist with additional responsibilities which in the opinion of the Chief Nuclear Medicine Technologist requires special knowledge of depth of experience.

(d) Nuclear Medicine Technologist Grade 3

A Nuclear Medicine Technologist with at least 7 years post graduate experience, possessing extensive knowledge in one or more specific branches of the profession, with a proven record in teaching and/or research, and working in an area that requires high levels of specialised knowledge and performance, as recognised by the Chief Nuclear Medicine Technologist. Parameters for this position would include some of the following: consultative role, lecturing or publication in their clinical speciality, teaching undergraduate and/or post graduate students and providing education to staff from other disciplines.

(e) Nuclear Medicine Technologist Grade 4

A Nuclear Medicine Technologist in an amalgamated or multi-campus department, with at least 10 years postgraduate experience, who holds significant educational, administrative and managerial responsibilities as designated by the Chief Nuclear Medicine Technologist, or other relevant manager in an amalgamated department, and is at a supervisory level in one or more specific branches of the profession which require extensive specialised knowledge and performance. Other responsibilities would include management of the department's clinical teaching or research program, quality assurance program or imaging specific computer systems.

1.8 Occupational Therapy

(a) Occupational Therapist (Qualified)

An Employee who is a graduate of an Occupational Therapy Training Centre recognised by both or either the Victorian Association of Occupational Therapists and the World Federation of Occupational Therapists.

(b) Occupational Therapist Grade 2

An Occupational Therapist appointed to the grade, with additional responsibilities, for example:

- (i) Teaching of occupational therapy students; or
- (ii) On the recommendation of the Chief Occupational Therapist, is in charge of a section of the Occupational Therapy department recognised by the Employer; or
- (iii) Holds an equivalent position at a smaller establishment, such as a day hospital/centre, nursing home or community health centre.

1.9 Orthoptics

(a) Orthoptist (Qualified)

An Employee holding a qualification recognised by the Orthoptic Board of Australia.

(b) Orthoptist Grade 2

An Orthoptist appointed to the Grade, with additional responsibilities, for example:

- (i) Teaching of Orthoptic students; or
- (ii) Employed on work which in the opinion of the Chief Orthoptist required special knowledge and depth of experience; or
- (iii) On the recommendation of the Chief Orthoptist is in charge of a section of the Orthoptic Department recognised by the Employer.

1.10 Orthotics/Prosthetics

(a) Orthotist/Prosthetist (Qualified)

An Employee who holds the Diploma in Applied Science (Prosthetics and Orthotics) conferred by the Lincoln Institute of Health Sciences or its equivalent as recognised by the National Certifying Board of the Australian Orthotic/Prosthetic Association.

(b) Orthotist/Prosthetist Grade 2

An Orthotist/Prosthetist appointed to the Grade, with additional responsibilities, for example:

- (i) Teaching of Orthotist/Prosthetics students; or
- (ii) Employed on work which in the opinion of the Chief Orthotist/Prosthetics or the Medical Director requires special knowledge and depth of experience in any one or more of the following: scoliosis, cerebral palsy, spinal cord injuries, plastic surgery, or is part of an amputee clinical team; or,
- (iii) Supervision of a section of the Orthotic/Prosthetic Department recognised by the Employer, on the recommendation of the Chief Orthotist/Prosthetist.

(c) Chief

An Employee immediately responsible to the Medical Director for the organisation of the department.

(d) Grade 1

An Employee in charge of 1 to 3 full-time professionals

(e) Grade 2

An Employee in charge of 4 to 8 full-time professionals

(f) Grade 3

An Employee in charge of 9 to 14 full-time professionals.

1.11 Photography or Illustration

(a) Medical Photographer or Illustrator

An Employee possessing a Diploma or Degree in Photography or Art as recognised by the Australian Institute of Medical and Biological Illustration.

(b) Medical Photographer/Illustrator Grade 2

A Medical Photographer/Illustrator appointed to the grade with additional responsibilities, for example

- (i) Teaching and or supervision of staff; or
- (ii) Employed on work which in the opinion of the Chief Medical Photographer/Illustrator requires special knowledge or depth of experience.

1.12 Physiotherapy

(a) Physiotherapist (Qualified)

An Employee holding a Degree or Diploma issued by or approved by the Physiotherapy Registration Board of Victoria.

(b) Physiotherapist Grade 2

A Physiotherapist appointed to the Grade, with additional responsibilities, for example:

- (i) Teaching of Physiotherapy students; or
- (ii) Employed on work which in the opinion of the Chief Physiotherapist requires special knowledge and depth of experience in any one or more of the following: neurosurgery, surgical thoracic, plastic surgery, cerebral palsy, traumatic spinal cord lesions; or
- (iii) On the recommendation of the Chief Physiotherapist is in charge of a section of the Physiotherapy Department recognised by the Employer; or
- (iv) Holds an equivalent position at a smaller establishment, such as a day hospital/centre, nursing home or community health centre.

1.13 Podiatry

(a) Podiatrist (Qualified)

An Employee holding a Degree or Diploma approved by the Podiatrists Registration Board of Victoria.

(b) Podiatrist Grade 2

A Podiatrist appointed to the grade, with additional responsibilities, for example:

- (i) Teaching of Podiatry students; or
- (ii) Employed on work which in the opinion of the Chief Podiatrist or the Employer requires special knowledge or depth of experience in any one or more of the following: diabetes mellitus peripheral vascular disease, cerebro-vascular accident, arthroses, orthotic/prosthetic therapy, nail surgery and local anaesthesia; or
- (iii) On the recommendation to the Chief Podiatrist is in charge of a Section or Annexe of the Podiatry Department.

1.14 Radiation Therapy Technology

(a) Intern

A person employed in a centre approved by the Conjoint Board of the College of Radiologists of Australasia and the Australasian Institute of Radiography, who has obtained a Bachelor or its equivalent and is in the process of attaining a Certificate of Competence issued by the Conjoint

Board of the College of Radiologists of Australasia and the Australasian Institute of Radiography.

- (b) Radiation Therapy Technologist (Qualified)

An Employee who possesses a Certificate of Competence issued by the Conjoint Board of the College of Radiologists of Australasia and the Australasian Institute of Radiography or its equivalent recognised by the Australasian Institute of Radiography and is engaged in therapeutic duties.
- (c) Radiation Therapy Technologist Grade 2

A qualified radiation therapy technologist appointed to this grade who is required to undertake additional responsibilities such as a major tutoring role or a role requiring specialised knowledge in computer technology, simulation or brachytherapy.
- (d) Radiation Therapy Technologist Grade 2(a)

Second in charge of Treatment Unit - A qualified radiation therapy technologist appointed to this grade and who is required to undertake responsibility additional to that of the grade 1 radiation therapy technologist.
- (e) Radiation Therapy Technologist Grade 2(b)

In charge of a Treatment Unit - A qualified radiation therapy technologist appointed to this grade and who is in charge of a Treatment Unit (MVT, DXRT, SXRT), peripheral unit, or planning sub-unit.
- (f) Radiation Therapy Technologist Grade 2(c)
 - (i) In charge of a departmental unit– A qualified radiation therapy technologist appointed to this grade and who ins in charge of a treatment, planning or peripheral unit; or
 - (ii) Major Administrative role - A qualified radiation therapy technologist appointed to this grade and who undertakes significant administrative or educational responsibility.
- (g) Radiation Therapy Technologist Grade 3

Major Administrative role – A qualified radiation therapy technologist appointed to this grade and who undertakes significant administrative or educational responsibility.
- (h) Grade 4 Assistant Radiation Therapy Manager Level 1[#]

A state registered radiation therapist required to efficiently and effectively lead, manage and provide direction to a Section or substantial operational area of the radiation therapy service.

[#]Peter MacCallum cannot use this classification
- (i) Grade 4 Assistant Radiation Therapy Manager Level 2

A state registered radiation therapist required to efficiently and effectively lead, manage and provide direction to a Section or substantial operational area in a large multi campus radiotherapy service, or a satellite centre of the radiation therapy service.

(j) Grade 5 Deputy Radiation Therapy Manager Level 1

A state registered radiation therapist required to provide management assistance and operational support to the Radiation Therapy Manager in ensuring the efficient and effective development and delivery of a high quality radiation therapy service.

(k) Grade 5 Deputy Radiation Therapy Manager Level 2*

A state registered radiation therapist required to provide management assistance and operational support to the Radiation Therapy Manager in ensuring the efficient and effective development and delivery of a high quality radiation therapy service in a large multi campus radiotherapy service.

*Peter MacCallum Only

(l) Grade 6 Radiation Therapy Manager Level 1

A state registered radiation therapist responsible for the effective and efficient management, operation, development and delivery of a high quality radiation therapy service.

(m) Grade 6 Radiation Therapy Manager Level 2*

A state registered radiation therapist responsible for the effective and efficient management, operation, development and delivery of a high quality radiation therapy service in a large multi campus radiotherapy service.

*Peter MacCallum Only

1.15 Recreation Therapy

(a) Recreation Therapist (Qualified)

An Employee employed as such with a degree or equivalent in Recreation or Physical Education and employed in a Rehabilitation Hospital, clinic or service, a geriatric home, hospital or centre, hostel giving residential care, nursing home, convalescent home or retirement home, lodge or village.

(b) Recreation Therapist Grade 2

A Recreation Therapist appointed to the grade with additional responsibilities, for example:

- (i) Teaching of therapy students; or
- (ii) On the recommendation of the Medical Director is in charge of a recreation therapy section of the therapy department.

1.16 Social Work

(a) Social Worker (Qualified)

An Employee whose qualifications make him or her eligible for membership of the Australian Association of Social Workers and who is formally employed as a Social Worker.

(b) Social Worker Grade 2

A Social Worker appointed to the grade with additional responsibilities, for example:

- (i) Teaching of Social Work students; or
- (ii) Employed on work which in the opinion of the Chief Social Worker requires special knowledge and depth of experience in any one or more of the following:
- (iii) Individual and family and/or group practice; or
- (iv) Program development and management; or
- (v) Research evaluation.

On the recommendation of the Chief Social Worker, is in charge of a section of the Social Work Department recognised by the Employer.

1.17 Speech Pathology

(a) Speech Pathologist (Qualified)

An Employee holding a Bachelor of Applied Science in Speech Pathology from the Lincoln Institute, a licentiateship of the Australian College of Speech Therapists, or an equivalent qualification as recognised by the Australian Association of Speech and Hearing.

(b) Speech Pathologist Grade 2

A Speech Pathologist appointed to the Grade, with additional responsibilities, for example:

- (i) Supervision of Speech Pathology Students; or
- (ii) On the recommendation of the Chief Speech Pathologist is in charge of a section of the Speech Pathology Department recognised by the Employer; or
- (iii) Holds an equivalent position at a smaller establishment, such as a day hospital/centre, nursing home or community health centre.

1.18 General Definitions

(a) Senior Clinician

A Physiotherapist, Occupational Therapist, Speech Pathologist, Social Worker, Podiatrist, Prosthetist and Orthotist, Orthoptist, Medical Photographer and/or Illustrator, Medical Librarian, Music Therapist and Recreation Therapist with at least 7 years experience, possessing specific knowledge in a branch of the profession and working in an area

that requires high levels of specialist knowledge as recognised by the Employer. Parameters of this position would include some of the following: consultative role, lecturing in their clinical speciality, teaching under graduates and/or post-graduate students and providing education to staff from other disciplines.

(b) Grade 4 Allied Health

A Physiotherapist, Cardiac Technologist, Health Information Manager, Occupational Therapist, Speech Pathologist or Social Worker with at least 10 years postgraduate experience, who holds significant educational, administrative and managerial responsibilities as designated by the Employer and is at a supervisory level in one or more of the specific branches of the discipline which require extensive specialised knowledge and performance. Other responsibilities would include management of the department's clinical teaching, research program or quality assurance programme. An Employer is not obliged by this classification provision to employ to the Grade 4 Allied Health.

(c) Allied Health Grade 4/Clinical Educator (Department of 25 or more)

A Physiotherapist, Cardiac Technologist, Health Information Manager, Occupational Therapist, Speech Pathologist or Social Worker in a large or multi-campus department with at least 10 years postgraduate experience, who holds significant educational, administrative and managerial responsibilities as designated by the Employer and is at a supervisory level in one or more of the specific branches of the discipline which require extensive specialised knowledge and performance. Other responsibilities would include management of the department's clinical teaching, research program or quality assurance programme. An Employer is not obliged by this classification provision to employ to the Grade 4 Allied Health/ Clinical Educator.

(d) All other Deputy Chief Positions

An Employee qualified in the profession and appointed to assist and to deputise for the Chief where the Chief is classified at Grade 2 or higher.

(e) All Other Chief Positions

An Employee appointed as such who is responsible for the organisation of the department and the supervision of staff.

(f) Chief Grade 1

An Employee in charge of 1-5 full-time professionals and or other employees totalling at least 6 in number.

(g) Chief Grade 2

An Employee in charge of 6-14 full-time professionals and/or other employees totalling at least 15 in number.

(h) Chief Grade 3

An Employee in charge of 15-24 full-time professionals and/or other employees totalling at least 26 in number.

(i) Chief Grade 4

An Employee in charge of 25-39 full-time professionals and/or other employees totalling at least 28 in number.

(j) Chief Grade 5

An Employee in charge of 40 and over full-time professionals and/or other employees totally at least 46 in number.

2 Classification definitions - UG3 definitions

2.1 Medical Laboratory Technology

(a) Qualified Medical Laboratory Technician

An Employee employed as such who holds a Certificate or Associate Diploma of Applied Science (Medical Laboratory) or equivalent as recognised by the Employer.

(b) Medical Laboratory Technician Trainee

An Employee engaged in studies leading to the above qualification.

(c) Medical Laboratory Technician Grade 2

A Medical Laboratory Technician appointed to the Grade with additional responsibilities, for example:

- (i) Employed on work which in the opinion of the Employer requires special knowledge or depth of experience; or
- (ii) Has a teaching role.

2.2 Renal Dialysis Technology

(a) Renal Dialysis Technician (Grade 1)

An Employee who is engaged as such in a renal dialysis unit.

(b) Renal Dialysis Technician (Grade 2) (Melbourne Health only)

An Employee appointed as such who has at least two years experience as a Renal Dialysis Technician and has successfully completed the Bonent examination. Such an Employee shall be committed to a bi-annual re-examination or undertake professional development activities, as recommended by Bonent, to fulfil re-accreditation requirements to retain this grade together with the ability to display ongoing leadership in Quality projects, research and education.

3 Classification definitions - Other definitions

3.1 Child Psychotherapy

An Employee employed as such with a relevant tertiary qualification and eligible for membership of the Victorian Child Psychotherapists Associations Inc.

- (a) Level 1 - Child Psychotherapist
 - (i) Holds a basis bachelor degree in Occupational Therapy, Psychology or Social work and has at least two years post graduate clinical experience in a child mental health setting as a pre-requisite for acceptance into Psychotherapy training.
 - (ii) Is undertaking a recognised post-graduate study as a Psychotherapist.
 - (iii) Provides a clinical service under supervision. Provided further that an Employee classified at level 1 shall have his or her years of service recognised one, two or three years in advance if the Employee holds an Honours, Masters or Doctorate respectively.
- (b) Level 2 - Qualified Child Psychotherapist
 - (i) Has completed a post-graduate course of study in Psychotherapy.
 - (ii) Provides a clinical service.
- (c) Level 3 - Senior Child Psychotherapist
 - (i) An Employee appointed as such. Appointees will provide:
 - (ii) A specialist clinical service.
 - (iii) Teaching/supervision for employees on a recognised Psychotherapy training program.
 - (iv) A Psychotherapy component to the Child and Family Psychiatry Department's Continuing Education Program.
 - (v) Accept responsibility for a clinical consultation service to professional staff within and external to the hospital.
- (d) Level 4 - Principal Child Psychotherapist
 - (i) Holds a basic bachelor degree in an appropriate field.
 - (ii) Has at least 5 - 6 years clinical experience since completing a post-graduate course in Psychotherapy.
 - (iii) Expected to ensure and maintain the provision of a high professional standard of specialised psychotherapy service delivery.
 - (iv) Is responsible and accountable for the administration of a psychotherapy unit within an organisation.

- (v) Is responsible for formulating and implementing policies for the psychotherapy discipline in consultation with the Professor/Director of the Department of Child and Family Psychiatry.
- (vi) Is responsible for the clinical supervision of qualified psychotherapy staff.
- (vii) Holds major training responsibilities in one or more of the Psychotherapy Training Schools.
- (viii) Responsible for initiating and conducting relevant research.

3.2 Welfare Work

Welfare Work within Social and Community Service includes:

- Information collection and provision related to benefits and services and community resources available to clients;
- Assistance in the resolution of specified problems;
- Supportive counselling to clients without complex personal problems;
- Direct service provision and care for people in residential settings, day and occasional care settings;
- Referral and liaison to other professionals and agencies;
- Community work including the organising of community facilities to meet gaps in services or developing community interest and action in providing for social welfare needs.

(a) **Qualified Welfare Worker**

- (i) An Employee working in the field of social and community service who is qualified from a tertiary institution after two years' study (one year if admission age is 21 years or over) including major studies in welfare work.
- (ii) Provided that an Employee covered by this classification may, by way of practical experience in welfare work or related areas of employment, be recognised by notice in writing by his or her Employer as coming within the scope of this definition.

(b) **Unqualified Welfare Worker**

An Employee employed in Welfare Work who is not a qualified Welfare Worker.

(c) **Welfare Worker Class I**

All qualified Welfare Workers, appointed as such, who perform their duties under supervision.

(d) **Welfare Worker Class II**

All qualified Welfare Workers, who are appointed to work as such, and who have some administrative responsibility, including:

- (i) A Welfare Worker in charge of an agency or department, with a staff of up to 3 workers covered under this Agreement, or with a staff of at least one worker covered under this Agreement and other employees, totalling at least 6 in number, who are employed as part of the permanent establishment on a regular monthly contract of employment of at least the normal full-time ordinary hours of such agency or department;
 - (ii) A sole Welfare Worker who shall have a minimum of twelve months experience (although this condition may be waived by mutual agreement between the Employer and Employee);
 - (iii) A Welfare Worker appointed to be responsible for a major activity or group of activities within an Agency or department; or
 - (iv) A Welfare Worker appointed as a Deputy to a Welfare Worker Class III.
- (e) Welfare Worker Class III
- All qualified Welfare Workers appointed as such to positions including:
- (i) A Welfare Worker in charge of an Agency or Department with a staff of more than 3 and up to 7 workers, covered under this Agreement, or with a staff of at least two workers covered under this Agreement, plus other employees totalling 12 in number, who are employed as part of the permanent establishment on a regular monthly contract of employment of at least the normal full-time ordinary hours of such Agency or Department;
 - (ii) A Welfare Worker appointed as a Deputy to a Welfare Worker Class IV;
 - (iii) A Welfare Worker in a position which requires special skill and experience and where the responsibilities are mutually agreed by the Employer and Employee to be equal to those of a Welfare Worker appointed under (1) hereof.
- (f) Welfare Worker Class IV
- All qualified Welfare Workers appointed as such who have a senior administrative responsibility including:
- (i) A Welfare Worker in charge of an Agency or Department with a staff of 8 or more Employees, covered under this Agreement, or with a staff of at least 6 Employees covered under this Agreement, plus other employees totalling at least 13 in number who are employed as part of the permanent establishment on a regular monthly contract of employment of at least the normal full-time ordinary hours of such Agency or Department;
 - (ii) Any Welfare Worker employed in a position the responsibilities of which are mutually agreed by the Employer and the Employee to be equal to those of a Welfare Worker employed under (1) hereof.

(g) Community Development Worker

Community means a group defined in geographical, cultural, economic, social, demographic, special interest, and/or political terms and is deemed to include those based on gender, race, ethnicity, disability, workplace, residence or age and may be self defined;

Community Development Work means working with a community to address issues, needs and problems for that community through facilitating collective solutions, by the use of one or more of the following:

- Research and analysis of community issues, needs or problems;
- Development and maintenance of community resources;
- Community organisation;
- Development, maintenance and evaluation of community programs;
- Community policy development, interpretation and implementation;
- Community planning;
- Representation, advocacy, negotiation and mediation within and between communities, agencies, institutions and government;
- Development and maintenance of networks;
- Liaison with community groups, other workers and professional, agencies and government;
- Development and transfer of skills and knowledge in community organisation, community education, advocacy, resource development, cultural awareness and other relevant areas, within the community;
- Public and community education and public relations;
- Preparation and distribution of written, audio-visual and other material as required;
- Administrative tasks associated with the maintenance of 'community' projects including preparation of submissions, reports of financial documentation;
- Assisting individual members of a community in relation to other professionals, institutions, community agencies, government and other bodies;
- Community campaign development and organisation, but excluding the predominant use of direct service delivery to clients, individual casework and counselling.

Community Development Worker

- (i) Any person (however titled) carrying out Community Development Work in:
- (ii) Community or neighbourhood houses and learning centres;
- (iii) Community housing or tenant's rights services or projects;

- (iv) Equal opportunity or affirmative action projects;
 - (v) Women's service or projects;
 - (vi) Disabilities rights projects and services for people with disabilities;
 - (vii) Community financial counselling services, community legal services, social justice services or projects, community health and occupational health and safety projects;
 - (viii) Self-help groups or projects;
 - (ix) Environmental action groups or projects;
 - (x) Community information projects or services;
 - (xi) Community arts, writing, theatre or other cultural projects;
 - (xii) International aid agencies or projects;
 - (xiii) Any agency, group, project or service including the following:
 - (A) Aboriginal community workers, including Aboriginal Health Liaison Officers;
 - (B) Ethnic community workers (however titled), including Ethnic health workers;
 - (C) Community education officers.
- (h) Qualified Community Development Worker
- (i) An Employee engaged in Community Development Work who holds a post-secondary qualification in Community Work, Community Education Multicultural or Ethnic Studies, Aboriginal Studies, Urban Studies, Community or Welfare Administration (all however titled) or a related and relevant post secondary qualification from a post-secondary educational institution.
 - (ii) For the purposes of this **clause 3.2**, post-secondary qualifications in Social Work, Welfare Work and Youth Work (however titled) are recognised as relevant qualifications.
 - (iii) An Employee may, through practical experience and skills in Community Development Work, or related areas of employment, be recognised by notice in writing by the Employer as coming within the scope of this definition.
 - (iv) An Indigenous Community Worker who has participated in relevant short courses of training in the practical skills of community development work is deemed to be a Qualified Community Development Worker when engaged in Community Development Work with or within his or her 'Indigenous Community'.
- (i) Unqualified Community Development Worker
- An Employee engaged in Community Development Work who is not a Qualified Community Development Worker.

(j) Indigenous Community Development Worker

An Employee who has:

- (i) direct life experience in and as a member of a particular 'community' (as defined) from which the Employee is drawn and in which she or he is working;
- (ii) knowledge, skills and experience of the culture in which she or he belongs;
- (iii) fluency in the community language/s (where relevant).

An 'Indigenous Community Development Worker' includes an Aboriginal worker working with an Aboriginal Community, an Ethnic Worker working with the relevant Ethnic Community and a Self-Help Worker employed to work with the Self-Help community from which she or he came.

(k) Community Development Worker Class I

All persons who are performing Community Development Work under the direct supervision of more experienced community development workers who must be based in the same workplace as the persons being supervised.

(l) Community Development Worker Class II

An Employee who is performing Community Development Work and who is not working under the direct supervision of a more experienced community development worker and includes a sole community development worker employed in a workplace or one who has unsupervised administrative responsibilities.

(m) Community Development Worker Class III

All persons performing Community Development Work who are required to provide direct supervision of other community development workers, administrative or support workers. A community development worker employed in a position which requires special skill and experience and where the responsibilities are mutually agreed by the Employer and Employee to be equal to those of a Community Development Worker Class III may be employed as such.

3.3 Technical Officer

All work levels are performed in a Biomedical engineering or Medical Physics environment and are concerned with the management or repair/ calibration and clinical use of hospital based technology.

(a) Technical Officer Grade 1

With close technical guidance, and as a Technical practitioner, perform straightforward relevant tasks.

(b) Technical Officer Grade 2

With technical guidance, and as a Technical practitioner, perform straightforward relevant tasks or activities.

(c) Technical Officer Grade 3

With limited guidance, and as a Technical practitioner, perform straightforward relevant tasks, activities or functions of a moderately complex nature.

(d) Technical Officer Grade 4

With limited guidance or within broad guidelines perform activities or functions either as a Technical practitioner, Technical specialist or a Technical manager at moderately to very complex levels with limited management responsibility and corporate impact.

3.4 Biomedical Technology

(a) Biomedical Technologist

An Employee with Diploma Qualifications or their equivalent who is principally involved in duties including construction, maintenance, inspections, acceptance tests and quality tests on Biomedical Equipment and who provides other hospital staff with advice concerning suitability, reliability and correct use of Biomedical equipment.

(b) Biomedical Technologist Radiation

An Employee with diploma qualifications or equivalent who is principally involved in duties including the construction, maintenance, tests, inspections, acceptance tests and quality tests on Biomedical Radiation equipment and who provides other hospital staff with advice concerning suitability, reliability and correct usage of Biomedical Radiation equipment.

(c) Client Adviser/Rehabilitation Consultant

An Employee employed as a Client Adviser/Rehabilitation Consultant who possesses an appropriate degree in the health welfare or vocational fields.

(d) Grade 2 Client Adviser/Rehabilitation Consultant

A qualified Client Adviser/Rehabilitation Consultant appointed to the Grade with additional responsibilities, eg. Employed on work which in the opinion of the Employer requires special knowledge or depth of experience in the rehabilitation area.

(e) Grade 3 Senior Clinician or Senior Client Adviser/Rehabilitation Consultant

(i) A Senior Clinician is a qualified Client Adviser/Rehabilitation Consultant with at least 7 years' experience, possessing specific knowledge in a branch of the profession and working in an area that requires high levels of specialist knowledge as recognised by the Employer. Parameters of this position would include some of

the following: consultative role, lecturing in their clinical specialty, teaching under-graduates and/or post-graduate students and providing education to staff from other disciplines.

- (ii) A Senior Client Adviser or Rehabilitation Consultant is a qualified Client Adviser/Rehabilitation Consultant who has at least 7 years' experience and/or experience in the rehabilitation process deemed satisfactory by the Employer and who undertakes additional responsibility in regards to administration and supervision of staff and/or management.

- (f) Grade 4 Principal Client Adviser/Rehabilitation Consultant

A Principal Client Adviser/Rehabilitation Consultant has responsibility for the overall rehabilitation process and/or service delivery.

3.5 Dental Technician

- (a) Dental Technician Level I

An Employee who has successfully completed a trade certificate course and is a licensed Dental Technician.

- (b) Dental Technician Level II

An Employee who is a licensed Dental Technician and is appointed Technician in Charge and is either; a Dental Technician responsible for the production and quality of work of a specialist unit of the Dental Laboratory Service of the Royal Dental Hospital of Melbourne; or is appointed as such and is responsible for the administration and efficient functioning of Dental Technician Services in an establishment other than the Royal Dental Hospital of Melbourne.

- (c) Foreman Dental Technician

An Employee who is a Licensed Dental Technician and is appointed Foreman Technician and is either; responsible to the Dental Laboratory Manager for the production and quality of work of a major section of the Dental Laboratory Service at the Royal Dental Hospital of Melbourne; or is appointed as such and is responsible for the administration and efficient functioning of Dental Technician Services at an establishment other than at the Royal Dental Hospital of Melbourne.

- (d) Dental Laboratory Manager

An Employee who is a Licensed Dental Technician and is appointed Dental Laboratory Manager, responsible to the Director of Dental Services for the administration and efficient functioning of the Dental Technician Services of the Royal Dental Hospital of Melbourne.

- (e) Dental Prosthetist

- (i) An Employee appointed as such who is responsible to the Head of General Practice Dentistry for the clinical stages of patients, and any consequent instruction of Dental Technicians in the laboratory stages of treatment.

- (ii) A Dental Prosthetist appointed on or after 1 January 1995 must have successfully completed an Associate Diploma in Dental Technology.

3.6 Health Aide

A non professional health care worker who works within the philosophy and objectives of the RDNS. The health aide works under the instruction, guidance and supervision of a registered nurse who is continually accountable for the performance of the health aide and retains all responsibility for the care administered by the health aide to all RDNS patients.

3.7 Research Technologist (Research Scientists) – PMCC Only

This **clause 3.7** applies only to the Peter MacCallum Cancer Centre.

(a) Trainee Research Scientist

An Employee who is engaged as such in a research division and who is engaged in studies leading to an appropriate diploma or degree.

(b) Level A

An Employee who is appointed to this position holds a Bachelor of Science Degree, or another appropriate undergraduate qualification. An Employee who holds or is qualified to hold an Honours qualification shall be entitled to be classified as RA2, second year of experience after qualification.

(c) Level B

A Research Scientist who is appointed to this grade and who under the general direction of scientific research staff, is required to perform experimental work involving more complex or more specialised activities and requiring the exercise of initiative and judgement. This scientist works within the general framework of a research program and has the appropriate level of laboratory experience.

(d) Level C

A Research Scientist who is appointed to this grade and who in consultation with senior scientific research staff, is required to take charge of experimental work or provide expertise in a key technology which forms a significant component of one or more major scientific projects.

(e) Level D

A Research Scientist who is appointed to this grade is expected to have extensive research experience and make major original contributions to the research division or in the area he or she is appointed and to play a significant role within their profession or discipline. Research Scientists at this level may be appointed in recognition of marked distinction in their area of research or scholarship.

(f) Level E

A Research Scientist who is appointed to this grade will have achieved international recognition through original, innovative and distinguished contributions to his or her field of research, which is demonstrated by sustained and distinguished performance. Research Scientists at this level will provide leadership in his or her field of research, within his or her institution, discipline and/or profession and within the scholarly and research training.

(g) Level F

The director of a Research division.

(h) Trainees (Research Scientist only) as at 1 March 2003

- (i) The following rates of pay apply to the employment of a trainee research scientist except for Honours, Masters, or PhD enrolled students.

Year of Part-time Course	Percentage of rate for Level A 1st year after qualification	Wages per week
	%	\$
1st Year	50	\$20,391.50
2nd Year	60	\$24,469.80
3rd Year	75	\$30,587.25
4th Year	85	\$34,665.55
Thereafter	90	\$36,704.70

- (ii) Provided that:

- (A) An adult trainee shall receive not less than 80 per cent of the rate prescribed for the classification Level A, 1st year of experience after qualification.
- (B) A trainee who, as a full-time student passed all subjects specified in the first time year of a course approved by the Employee shall be paid not less than the rate prescribed for the third year of the course (part-time).
- (C) A trainee who, as a full-time student passed all subjects in the second full-time year of a course approved by the Employee shall be paid not less than the rate prescribed for fifth year and thereafter (part-time).
- (D) A trainee who, as a full-time student has not passed all subjects specified for the appropriate full-time year of a

course approved by the Employer, shall be paid a rate equivalent to the next lower part-time classification than that which would apply in this **clause 3.7(h)(i)(B) and (C)**.

- (iii) Provided further that:
 - (A) An Employee who holds or is qualified to hold the degree of Bachelor of Science Honours shall be entitled to be classified as a Level A second year of experience after qualification.
 - (B) An Employee who holds or is qualified to hold the degree of Master of Science shall be entitled it be classified as a Level A fourth year of experience after qualification.
 - (C) An Employee who holds or is qualified to hold the degree of Doctor of Philosophy shall be entitled to be classified as a Level A sixth year of experience after qualification.
 - (D) An Employee who holds a four year under-graduate qualification; or a three year under-graduate qualification and is required to do a 12 month internship shall be classified as or deemed to have been classified as a Level A, second year of experience after qualification.

Full medical	\$18,281.09	17.31 % of Level E
1/2 medical	\$9,135.27	8.65 % of Level E
Full dental	\$9,135.27	8.65% of Level E

3.8 Radiation Engineers - PMCC Only

This **clause 3.8** applies only to the Peter MacCallum Cancer Centre.

- (a) Grade 1
 - An Employee who possesses an Associate Diploma of Electronic Engineering or such courses recognised by the Australian Institute of Engineers.
- (b) Grade 2
 - A Radiation Engineer appointed to this grade with additional responsibilities. Parameters of this position will include some of the following:
 - (i) Teaching and supervision of students and radiation engineers;

- (ii) On the recommendation of the Chief Radiation Engineer is in charge of overseeing the implementation of the maintenance programme;
 - (iii) Works with minimal direction and supervision.
- (c) Grade 3
 - (i) A Radiation Engineers with at least 7 years experience possessing specific knowledge in radiation therapy treatment systems and working in an area that requires high levels of specialist knowledge as recognised by the Employer.
 - (ii) Parameters of this position would include some of the following;
 - (A) providing education to staff from other disciplines;
 - (B) development of technical procedures;
 - (C) generation of operational solutions and technical supports for radiation therapy equipment and services.
- (d) Deputy Chief Radiation Engineer
An Employee appointed to assist and deputise for the Chief Radiation Engineer
- (e) Chief Radiation Engineer
An Employee appointed as such and immediately responsible for the organisation of the radiation engineering department and supervision of staff.

Schedule 4 - Rates of pay and allowances

1 Rates of pay

Classification	Pay 1.3.03.3.03	3% incr. 1.4.04	3% incr. 1.10.04	3% incr. 1.10.05	3% incr. 1.10.06
INTERN MED IMAG TECH	\$555.8	\$572.5	\$589.7	\$607.3	\$625.6
MED IMAG TECH GR1 Y1	\$694.8	\$715.6	\$737.1	\$759.2	\$782.0
MED IMAG TECH GR1 Y2	\$745.8	\$768.2	\$791.2	\$815.0	\$839.4
MED IMAG TECH GR1 Y3	\$789.3	\$813.0	\$837.4	\$862.5	\$888.43
MED IMAG TECH GR1 Y4	\$844.3	\$869.6	\$895.7	\$922.6	\$950.3
MED IMAG TECH GR1 Y5	\$886.0	\$912.5	\$939.9	\$968.1	\$997.1
MED IMAG TECH GR1 Y6	\$931.2	\$959.1	\$987.9	\$1,017.5	\$1,048.1
MED IMAG TECH GR1 Y7	\$957.2	\$985.9	\$1,015.5	\$1,046.0	\$1,077.3
MED IMAG TECH GR2 Y1	\$931.2	\$959.1	\$987.9	\$1,017.5	\$1,048.1
MED IMAG TECH GR2 Y2	\$984.2	\$1,013.7	\$1,044.1	\$1,075.5	\$1,107.7
MED IMAG TECH GR2 Y3	\$1,034.1	\$1,065.1	\$1,097.1	\$1,130.0	\$1,163.9
MED IMAG TECH GR2 Y4	\$1,100.8	\$1,133.8	\$1,167.8	\$1,202.9	\$1,239.0
MED IMAG TECH GR3 Y1	\$1,144.6	\$1,178.9	\$1,214.3	\$1,250.7	\$1,288.2
MED IMAG TECH GR3 Y2	\$1,184.9	\$1,220.4	\$1,257.0	\$1,294.7	\$1,333.6
MED IMAG TECH GR3 Y3	\$1,216.5	\$1,252.9	\$1,290.5	\$1,329.2	\$1,369.1
MED IMAG TECH GR3 Y4	\$1,283.7	\$1,322.2	\$1,361.9	\$1,402.7	\$1,444.8
MED IMAG TECH GR4	\$1,446.3	\$1,489.7	\$1,534.4	\$1,580.4	\$1,627.8
TUTOR M I T YEAR 1	\$1,144.6	\$1,178.9	\$1,214.3	\$1,250.7	\$1,288.2
TUTOR M I T YEAR 2	\$1,184.9	\$1,220.4	\$1,257.0	\$1,294.7	\$1,333.6
TUTOR M I T YEAR 3	\$1,216.5	\$1,252.9	\$1,290.5	\$1,329.2	\$1,369.1
TUTOR M I T YEAR 4	\$1,283.7	\$1,322.2	\$1,361.9	\$1,402.7	\$1,444.8
TUTOR MIT GR4	\$1,446.3	\$1,489.7	\$1,534.4	\$1,580.4	\$1,627.8
DEP CHF M I T GR1 Y1	\$1,144.6	\$1,178.9	\$1,214.3	\$1,250.7	\$1,288.2
DEP CHF M I T GR1 Y2	\$1,184.9	\$1,220.4	\$1,257.0	\$1,294.7	\$1,333.6
DEP CHF M I T GR1 Y3	\$1,216.5	\$1,252.9	\$1,290.5	\$1,329.2	\$1,369.1

DEP CHF M I T GR2 Y1	\$1,283.7	\$1,322.2	\$1,361.9	\$1,402.7	\$1,444.8
DEP CHF M I T GR2 Y2	\$1,341.8	\$1,382.0	\$1,423.5	\$1,466.2	\$1,510.2
DEP CHF M I T GR3	\$1,446.3	\$1,489.7	\$1,534.4	\$1,580.4	\$1,627.8
DEP CHF MIT GR 4	\$1,561.7	\$1,608.6	\$1,656.8	\$1,706.5	\$1,757.7
CHIEF M I T GR 1 YR1	\$1,144.6	\$1,178.9	\$1,214.3	\$1,250.7	\$1,288.2
CHIEF M I T GR 1 YR2	\$1,184.9	\$1,220.4	\$1,257.0	\$1,294.7	\$1,333.6
CHIEF M I T GR 1 YR3	\$1,216.5	\$1,252.9	\$1,290.5	\$1,329.2	\$1,369.1
CHIEF M I T GR 2 YR1	\$1,283.7	\$1,322.2	\$1,361.9	\$1,402.7	\$1,444.8
CHIEF M I T GR 2 YR2	\$1,341.8	\$1,382.0	\$1,423.5	\$1,466.2	\$1,510.2
CHIEF M I T GRADE 3	\$1,446.3	\$1,489.7	\$1,534.4	\$1,580.4	\$1,627.8
CHIEF M I T GRADE 4	\$1,561.7	\$1,608.6	\$1,656.8	\$1,706.5	\$1,757.7
CHIEF M I T GR5	\$1,723.0	\$1,774.6	\$1,827.9	\$1,882.7	\$1,939.2
UNQLF WELFARE WKR Y1	\$503.3	\$518.4	\$533.9	\$549.9	\$566.4
UNQLF WELFARE WKR Y2	\$535.4	\$551.5	\$568.0	\$585.1	\$602.6
UNQLF WELFARE WKR Y3	\$548.9	\$565.3	\$582.3	\$599.8	\$617.7
UNQLF WELFARE WKR Y4	\$572.4	\$589.5	\$607.2	\$625.4	\$644.2
UNQLF WELFARE WKR Y5	\$590.5	\$608.2	\$626.5	\$645.3	\$664.6
UNQLF WELFARE WKR Y6	\$616.4	\$634.9	\$654.0	\$673.6	\$693.8
UNQLF WELFARE WKR Y7	\$636.5	\$655.6	\$675.2	\$695.5	\$716.3
WELFARE WKR CL 1 YR1	\$592.0	\$609.8	\$628.1	\$646.9	\$666.3
WELFARE WKR CL 1 YR2	\$629.9	\$648.8	\$668.2	\$688.3	\$708.9
WELFARE WKR CL 1 YR3	\$645.8	\$665.2	\$685.1	\$705.7	\$726.9
WELFARE WKR CL 1 YR4	\$673.4	\$693.6	\$714.4	\$735.8	\$757.9
WELFARE WKR CL 1 YR5	\$694.8	\$715.6	\$737.1	\$759.2	\$782.0
WELFARE WKR CL 1 YR6	\$725.2	\$747.0	\$769.4	\$792.5	\$816.2
WELFARE WKR CL 1 YR7	\$748.8	\$771.3	\$794.4	\$818.2	\$842.8
WELFARE WKR CL 2 YR1	\$694.8	\$715.6	\$737.1	\$759.2	\$782.0
WELFARE WKR CL 2 YR2	\$725.2	\$747.0	\$769.4	\$792.5	\$816.2
WELFARE WKR CL 2 YR3	\$748.1	\$770.6	\$793.7	\$817.5	\$842.0
WELFARE WKR CL 2 YR4	\$778.1	\$801.4	\$825.5	\$850.2	\$875.8
WELFARE WKR CL 3 YR1	\$778.1	\$801.4	\$825.5	\$850.2	\$875.8
WELFARE WKR CL 3 YR2	\$808.2	\$832.4	\$857.4	\$883.1	\$909.6
WELFARE WKR CL 3 YR3	\$833.2	\$858.21	\$883.9	\$910.5	\$937.8
WELFARE WKR CL 4 YR1	\$857.0	\$882.7	\$909.2	\$936.5	\$964.6
WELFARE WKR CL 4 YR2	\$884.5	\$911.0	\$938.3	\$966.5	\$995.5
WELFARE WKR CL 4 YR3	\$910.1	\$937.4	\$965.5	\$994.5	\$1,024.3

COMM DEV WKR CL1 YR1	\$651.8	\$671.4	\$691.5	\$712.3	\$733.6
COMM DEV WKR CL1 YR2	\$682.0	\$702.5	\$723.5	\$745.2	\$767.6
COMM DEV WKR CL1 YR3	\$712.3	\$733.6	\$755.6	\$778.3	\$801.7
COMM DEV WKR CL1 YR4	\$742.6	\$764.9	\$787.8	\$811.4	\$835.8
COMM DEV WKR CL2A Y1	\$682.0	\$702.5	\$723.5	\$745.2	\$767.6
COMM DEV WKR CL2A Y2	\$712.3	\$733.6	\$755.6	\$778.3	\$801.7
COMM DEV WKR CL2A Y3	\$742.6	\$764.9	\$787.8	\$811.4	\$835.8
COMM DEV WKR CL2A Y4	\$773.2	\$796.4	\$820.3	\$844.9	\$870.3
COMM DEV WKR CL2A Y5	\$806.6	\$830.8	\$855.7	\$881.4	\$907.8
COMM DEV WKR CL2A Y6	\$838.9	\$864.0	\$889.9	\$916.6	\$944.1
COMM DEV WKR CL2A Y7	\$852.6	\$878.2	\$904.6	\$931.7	\$959.6
COMM DEV WKR CL2A Y8	\$901.7	\$928.7	\$956.6	\$985.3	\$1,014.9
COMM DEV WKR CL2A Y9	\$933.7	\$961.7	\$990.6	\$1,020.3	\$1,050.9
COM DEV WKR CL2A Y10	\$965.8	\$994.8	\$1,024.6	\$1,055.4	\$1,087.0
COMM DEV WKR CL2B Y1	\$901.7	\$928.7	\$956.6	\$985.3	\$1,014.9
COMM DEV WKR CL2B Y2	\$933.7	\$961.7	\$990.6	\$1,020.3	\$1,050.9
COMM DEV WKR CL2B Y3	\$965.8	\$994.8	\$1,024.6	\$1,055.4	\$1,087.0
COMM DEV WKR CL2B Y4	\$998.2	\$1,028.1	\$1,059.0	\$1,090.8	\$1,123.5
COMM DEV WKR CL2B Y5	\$1,028.4	\$1,059.3	\$1,091.0	\$1,123.8	\$1,157.5
COMM DEV WKR CL2B Y6	\$1,060.8	\$1,092.6	\$1,125.4	\$1,159.2	\$1,193.9
COMM DEV WKR CL3 YR1	\$998.2	\$1,028.1	\$1,059.0	\$1,090.8	\$1,123.5
COMM DEV WKR CL3 YR2	\$1,028.4	\$1,059.3	\$1,091.0	\$1,123.8	\$1,157.5
COMM DEV WKR CL3 YR3	\$1,060.8	\$1,092.6	\$1,125.4	\$1,159.2	\$1,193.9
INTERN RAD THERAPIST	\$555.8	\$572.5	\$589.6	\$607.3	\$625.6
RAD THERAPIST GR1 Y1	\$694.8	\$715.6	\$737.1	\$759.2	\$782.0
RAD THERAPIST GR1 Y2	\$745.8	\$768.2	\$791.2	\$815.0	\$839.4
RAD THERAPIST GR1 Y3	\$789.3	\$813.0	\$837.4	\$862.5	\$888.43
RAD THERAPIST GR1 Y4	\$844.3	\$869.6	\$895.7	\$922.6	\$950.3
RAD THERAPIST GR1 Y5	\$886.0	\$912.6	\$940.0	\$968.2	\$997.2
RAD THERAPIST GR1 Y6	\$931.2	\$959.1	\$987.9	\$1,017.5	\$1,048.1
RAD THERAPIST GR1 Y7	\$957.2	\$985.9	\$1,015.5	\$1,046.0	\$1,077.3
RAD THERAPIST GR2 Y1	\$931.2	\$959.1	\$987.9	\$1,017.5	\$1,048.1
RAD THERAPIST GR2 Y2	\$984.2	\$1,013.7	\$1,044.1	\$1,075.5	\$1,107.7
RAD THERAPIST GR2 Y3	\$1,034.1	\$1,065.1	\$1,097.1	\$1,130.0	\$1,163.9
RAD THERAPIST GR2 Y4	\$1,100.8	\$1,133.8	\$1,167.8	\$1,202.9	\$1,239.0

RAD THERAPIST G2A/B Y1	\$1,144.6	\$1,178.9	\$1,214.3	\$1,250.7	\$1,288.3
RAD THERAPIST G2A/B Y2	\$1,184.9	\$1,220.4	\$1,257.1	\$1,294.8	\$1,333.6
RAD THERAPIST G2A/B Y3	\$1,216.5	\$1,253.0	\$1,290.6	\$1,329.3	\$1,369.2
RAD THERAPIST G2A/B Y4	\$1,283.7	\$1,322.2	\$1,361.9	\$1,402.7	\$1,444.8
RAD THERAPIST GR 2C/3 Y1	\$1,341.8	\$1,382.1	\$1,423.5	\$1,466.2	\$1,510.2
RAD THERAPIST GR 2C/3 Y2	\$1,561.7	\$1,608.6	\$1,656.8	\$1,706.5	\$1,757.7
Assist.R T Mgr Grade 4 Level 1#	\$1,682.7	\$1,733.2	\$1,785.2	\$1,838.7	\$1,893.9
Assist.R T Mgr Grade 4 Level 2	\$1,723.0	\$1,774.7	\$1,827.9	\$1,882.8	\$1,939.3
Deputy R T Mgr Grade 5 Level 1	\$1,826.8	\$1,881.6	\$1,938.1	\$1,996.2	\$2,056.1
Deputy R T Mgr Grade 5 Level 2*	\$1,930.6	\$1,988.5	\$2,048.2	\$2,109.6	\$2,172.9
R T Mgr Grade 6 Level 1	\$2,065.8	\$2,127.8	\$2,191.6	\$2,257.4	\$2,325.1
R T Mgr Grade 6 Level 2*	\$2,200.9	\$2,266.9	\$2,334.9	\$2,405.0	\$2,477.1

* Peter MacCallum only

Peter MacCallum can not use this classn.

INTERN NUC MED TECH	\$555.8	\$572.5	\$589.7	\$607.3	\$625.6
NUC MED TECH GR 1 Y1	\$694.8	\$715.6	\$737.1	\$759.2	\$782.0
NUC MED TECH GR 1 Y2	\$745.8	\$768.2	\$791.2	\$815.0	\$839.4
NUC MED TECH GR 1 Y3	\$789.3	\$813.0	\$837.4	\$862.5	\$888.43
NUC MED TECH GR 1 Y4	\$844.3	\$869.6	\$895.7	\$922.6	\$950.3
NUC MED TECH GR 1 Y5	\$886.0	\$912.5	\$939.9	\$968.1	\$997.1
NUC MED TECH GR 1 Y6	\$931.2	\$959.1	\$987.9	\$1,017.5	\$1,048.1
NUC MED TECH GR 1 Y7	\$957.2	\$985.9	\$1,015.5	\$1,046.0	\$1,077.3
NUC MED TECH GR 2 Y1	\$931.2	\$959.1	\$987.9	\$1,017.5	\$1,048.1
NUC MED TECH GR 2 Y2	\$984.2	\$1,013.7	\$1,044.1	\$1,075.5	\$1,107.7
NUC MED TECH GR 2 Y3	\$1,034.1	\$1,065.1	\$1,097.1	\$1,130.0	\$1,163.9
NUC MED TECH GR 2 Y4	\$1,100.8	\$1,133.8	\$1,167.8	\$1,202.9	\$1,239.0
NUC MED TECH GR 3 Y1	\$1,144.6	\$1,178.9	\$1,214.3	\$1,250.7	\$1,288.2
NUC MED TECH GR 3 Y2	\$1,184.9	\$1,220.4	\$1,257.0	\$1,294.7	\$1,333.6
NUC MED TECH GR 3 Y3	\$1,216.5	\$1,252.9	\$1,290.5	\$1,329.2	\$1,369.1
NUC MED TECH GR 3 Y4	\$1,283.7	\$1,322.2	\$1,361.9	\$1,402.7	\$1,444.8
NUC MED TECH GR4	\$1,446.3	\$1,489.7	\$1,534.4	\$1,580.4	\$1,627.8
DEP CHF N M T GR1 Y1	\$1,144.6	\$1,178.9	\$1,214.3	\$1,250.7	\$1,288.2
DEP CHF N M T GR1 Y2	\$1,184.9	\$1,220.4	\$1,257.0	\$1,294.7	\$1,333.6
DEP CHF N M T GR2 Y1	\$1,184.9	\$1,220.4	\$1,257.0	\$1,294.7	\$1,333.6
DEP CHF N M T GR2 Y2	\$1,216.5	\$1,252.9	\$1,290.5	\$1,329.2	\$1,369.1

DEP CHF N M T GR2 Y3	\$1,283.7	\$1,322.2	\$1,361.9	\$1,402.7	\$1,444.8
CHIEF N M T GR 1 YR1	\$1,144.6	\$1,178.9	\$1,214.3	\$1,250.7	\$1,288.2
CHIEF N M T GR 1 YR2	\$1,184.9	\$1,220.4	\$1,257.0	\$1,294.7	\$1,333.6
CHIEF N M T GR 1 YR3	\$1,216.5	\$1,252.9	\$1,290.5	\$1,329.2	\$1,369.1
CHIEF N M T GR 2 YR1	\$1,283.7	\$1,322.2	\$1,361.9	\$1,402.7	\$1,444.8
CHIEF N M T GR 2 YR2	\$1,341.8	\$1,382.0	\$1,423.5	\$1,466.2	\$1,510.2
CHIEF N M T GR 3	\$1,446.3	\$1,489.7	\$1,534.4	\$1,580.4	\$1,627.8
CHIEF N M T GR 4	\$1,561.7	\$1,608.6	\$1,656.8	\$1,706.5	\$1,757.7
CHIEF N M T GR 5	\$1,723.0	\$1,774.6	\$1,827.9	\$1,882.7	\$1,939.2
TRNE MED LAB TECH Y1	\$333.9	\$343.9	\$354.2	\$364.9	\$375.8
TRNE MED LAB TECH Y2	\$400.7	\$412.7	\$425.1	\$437.8	\$451.0
TRNE MED LAB TECH Y3	\$500.9	\$515.9	\$531.4	\$547.3	\$563.8
TRNE MED LAB TECH Y4	\$601.1	\$619.1	\$637.7	\$656.8	\$676.5
ADT TRN MED LAB TECH	\$534.3	\$550.3	\$566.8	\$583.8	\$601.3
MED LAB TECH GR1 YR1	\$607.6	\$625.8	\$644.6	\$663.9	\$683.9
MED LAB TECH GR1 YR2	\$637.7	\$656.9	\$676.6	\$696.9	\$717.8
MED LAB TECH GR1 YR3	\$667.8	\$687.9	\$708.5	\$729.7	\$751.6
MED LEB TECH GR1 YR4	\$692.1	\$712.9	\$734.3	\$756.3	\$779.0
MED LAB TECH GR1 YR5	\$716.4	\$737.9	\$760.0	\$782.8	\$806.3
MED LAB TECH GR1 YR6	\$740.7	\$762.9	\$785.8	\$809.4	\$833.7
MED LAB TECH GR1 YR7	\$765.0	\$788.0	\$811.6	\$836.0	\$861.0
MED LAB TECH GR1 YR8	\$789.3	\$813.0	\$837.4	\$862.5	\$888.43
MED LAB TECH GR2 YR1	\$789.3	\$813.0	\$837.4	\$862.5	\$888.43
MED LAB TECH GR2 YR2	\$821.7	\$846.4	\$871.8	\$897.9	\$924.9
MED LAB TECH GR2 YR3	\$854.1	\$879.8	\$906.1	\$933.3	\$961.3
MED LAB TECH GR2 YR4	\$884.8	\$911.3	\$938.7	\$966.8	\$995.8
MED TECH/RENAL DLYS YR 1	\$607.6	\$625.8	\$644.6	\$663.9	\$683.9
MED TECH /RENAL DLYS YR 2	\$637.7	\$656.9	\$676.6	\$696.9	\$717.8
MED TECHN /RENAL DLYS YR 3	\$649.7	\$669.1	\$689.2	\$709.9	\$731.2
MED TECH /RENAL DLYS YR 4	\$661.5	\$681.4	\$701.8	\$722.9	\$744.6
MED TECH /RENAL DLYS YR 5	\$681.5	\$702.2	\$723.3	\$745.0	\$767.4
MED TECHN /RENAL DLYS YR 6	\$699.4	\$720.4	\$742.0	\$764.3	\$787.2
PHYSIO GR 1 YR 1	\$694.8	\$715.6	\$737.1	\$759.2	\$782.0
PHYSIO GR 1 YR 2	\$745.8	\$768.2	\$791.2	\$8150	\$839.4
PHYSIO GR 1 YR 3	\$789.3	\$813.0	\$837.4	\$862.5	\$888.43

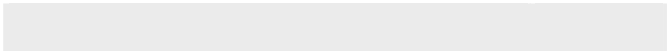
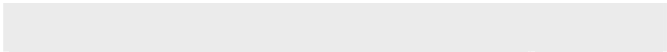
PHYSIO GR 1 YR 4	\$844.3	\$869.6	\$895.7	\$922.6	\$950.3
PHYSIO GR 1 YR 5	\$886.0	\$912.5	\$939.9	\$968.1	\$997.1
PHYSIO GR 1 YR 6	\$931.2	\$959.1	\$987.9	\$1,017.5	\$1,048.1
PHYSIO GR 1 YR 7	\$957.2	\$985.9	\$1,015.5	\$1,046.0	\$1,077.3
PHYSIO GR 2 YR 1	\$931.2	\$959.1	\$987.9	\$1,017.5	\$1,048.1
PHYSIO GR 2 YR 2	\$984.2	\$1,013.7	\$1,044.1	\$1,075.5	\$1,107.7
PHYSIO GR 2 YR 3	\$1,034.1	\$1,065.1	\$1,097.1	\$1,130.0	\$1,163.9
PHYSIO GR 2 YR 4	\$1,100.8	\$1,133.8	\$1,167.8	\$1,202.9	\$1,239.0
SNR CLIN PHYSIO YR 1	\$1,144.6	\$1,178.9	\$1,214.3	\$1,250.7	\$1,288.2
SNR CLIN PHYSIO YR 2	\$1,184.9	\$1,220.4	\$1,257.0	\$1,294.7	\$1,333.6
SNR CLIN PHYSIO YR 3	\$1,216.5	\$1,252.9	\$1,290.5	\$1,329.2	\$1,369.1
SNR CLIN PHYSIO YR 4	\$1,283.7	\$1,322.2	\$1,361.9	\$1,402.7	\$1,444.8
PHYSIO GR 4/CLINICAL EDUCATOR	\$1,446.3	\$1,489.7	\$1,534.4	\$1,580.4	\$1,627.8
DEP CHIEF PHYSIO YR1	\$1,144.6	\$1,178.9	\$1,214.3	\$1,250.7	\$1,288.2
DEP CHIEF PHYSIO YR2	\$1,184.9	\$1,220.4	\$1,257.0	\$1,294.7	\$1,333.6
DEP CHIEF PHYSIO YR3	\$1,216.5	\$1,252.9	\$1,290.5	\$1,329.2	\$1,369.1
CHIEF PHYSIO GR1 YR1	\$1,144.6	\$1,178.9	\$1,214.3	\$1,250.7	\$1,288.2
CHIEF PHYSIO GR1 YR2	\$1,184.9	\$1,220.4	\$1,257.0	\$1,294.7	\$1,333.6
CHIEF PHYSIO GR1 YR3	\$1,216.5	\$1,252.9	\$1,290.5	\$1,329.2	\$1,369.1
CHIEF PHYSIO GR2 YR1	\$1,283.7	\$1,322.2	\$1,361.9	\$1,402.7	\$1,444.8
CHIEF PHYSIO GR2 YR2	\$1,341.8	\$1,382.0	\$1,423.5	\$1,466.2	\$1,510.2
CHIEF PHYSIO GRADE 3	\$1,446.3	\$1,489.7	\$1,534.4	\$1,580.4	\$1,627.8
CHIEF PHYSIO GRADE 4	\$1,561.7	\$1,608.6	\$1,656.8	\$1,706.5	\$1,757.7
CHIEF PHYSIO GR5	\$1,723.0	\$1,774.6	\$1,827.9	\$1,882.7	\$1,939.2
OCC THER GR 1 YR 1	\$694.8	\$715.6	\$737.1	\$759.2	\$782.0
OCC THER GR 1 YR 2	\$745.8	\$768.2	\$791.2	\$815.0	\$839.4
OCC THER GR 1 YR 3	\$789.3	\$813.0	\$837.4	\$862.5	\$888.43
OCC THER GR 1 YR 4	\$844.3	\$869.6	\$895.7	\$922.6	\$950.3
OCC THER GR 1 YR 5	\$886.0	\$912.5	\$939.9	\$968.1	\$997.1
OCC THER GR 1 YR 6	\$931.2	\$959.1	\$987.9	\$1,017.5	\$1,048.1
OCC THER GR 1 YR 7	\$957.2	\$985.9	\$1,015.5	\$1,046.0	\$1,077.3
OCC THER GR 2 YR 1	\$931.2	\$959.1	\$987.9	\$1,017.5	\$1,048.1
OCC THER GR 2 YR 2	\$984.2	\$1,013.7	\$1,044.1	\$1,075.5	\$1,107.7
OCC THER GR 2 YR 3	\$1,034.1	\$1,065.1	\$1,097.1	\$1,130.0	\$1,163.9
OCC THER GR 2 YR 4	\$1,100.8	\$1,133.8	\$1,167.8	\$1,202.9	\$1,239.0
SNR CLIN OCC THER Y1	\$1,144.6	\$1,178.9	\$1,214.3	\$1,250.7	\$1,288.2

SNR CLIN OCC THER Y2	\$1,184.9	\$1,220.4	\$1,257.0	\$1,294.7	\$1,333.6
SNR CLIN OCC THER Y3	\$1,216.5	\$1,252.9	\$1,290.5	\$1,329.2	\$1,369.1
SNR CLIN OCC THER Y4	\$1,283.7	\$1,322.2	\$1,361.9	\$1,402.7	\$1,444.8
OCC THER GR 4/CLINICAL EDUCATOR	\$1,446.3	\$1,489.7	\$1,534.4	\$1,580.4	\$1,627.8
DEP CHF OCC THER YR1	\$1,144.6	\$1,178.9	\$1,214.3	\$1,250.7	\$1,288.2
DEP CHF OCC THER YR2	\$1,184.9	\$1,220.4	\$1,257.0	\$1,294.7	\$1,333.6
DEP CHF OCC THER YR3	\$1,216.5	\$1,252.9	\$1,290.5	\$1,329.2	\$1,369.1
CHF OCC THER GR1 YR1	\$1,144.6	\$1,178.9	\$1,214.3	\$1,250.7	\$1,288.2
CHF OCC THER GR1 YR2	\$1,184.9	\$1,220.4	\$1,257.0	\$1,294.7	\$1,333.6
CHF OCC THER GR1 YR3	\$1,216.5	\$1,252.9	\$1,290.5	\$1,329.2	\$1,369.1
CHF OCC THER GR2 YR1	\$1,283.7	\$1,322.2	\$1,361.9	\$1,402.7	\$1,444.8
CHF OCC THER GR2 YR2	\$1,341.8	\$1,382.0	\$1,423.5	\$1,466.2	\$1,510.2
CHF OCC THER GRADE 3	\$1,446.3	\$1,489.7	\$1,534.4	\$1,580.4	\$1,627.8
CHF OCC THER GRADE 4	\$1,561.7	\$1,608.6	\$1,656.8	\$1,706.5	\$1,757.7
CHIEF OCC THER GR5	\$1,723.0	\$1,774.6	\$1,827.9	\$1,882.7	\$1,939.2
SPEECH PATH GR 1 YR1	\$694.8	\$715.6	\$737.1	\$759.2	\$782.0
SPEECH PATH GR 1 YR2	\$745.8	\$768.2	\$791.2	\$815.0	\$839.4
SPEECH PATH GR 1 YR3	\$789.3	\$813.0	\$837.4	\$862.5	\$888.43
SPEECH PATH GR 1 YR4	\$844.3	\$869.6	\$895.7	\$922.6	\$950.3
SPEECH PATH GR 1 YR5	\$886.0	\$912.5	\$939.9	\$968.1	\$997.1
SPEECH PATH GR 1 YR6	\$931.2	\$959.1	\$987.9	\$1,017.5	\$1,048.1
SPEECH PATH GR 1 YR7	\$957.2	\$985.9	\$1,015.5	\$1,046.0	\$1,077.3
SPEECH PATH GR 2 YR1	\$931.2	\$959.1	\$987.9	\$1,017.5	\$1,048.1
SPEECH PATH GR 2 YR2	\$984.2	\$1,013.7	\$1,044.1	\$1,075.5	\$1,107.7
SPEECH PATH GR 2 YR3	\$1,034.1	\$1,065.1	\$1,097.1	\$1,130.0	\$1,163.9
SPEECH PATH GR 2 YR4	\$1,100.8	\$1,133.8	\$1,167.8	\$1,202.9	\$1,239.0
SNR CLIN SPEECH P Y1	\$1,144.6	\$1,178.9	\$1,214.3	\$1,250.7	\$1,288.2
SNR CLIN SPEECH P Y2	\$1,184.9	\$1,220.4	\$1,257.0	\$1,294.7	\$1,333.6
SNR CLIN SPEECH P Y3	\$1,216.5	\$1,252.9	\$1,290.5	\$1,329.2	\$1,369.1
SNR CLIN SPEECH P Y4	\$1,283.7	\$1,322.2	\$1,361.9	\$1,402.7	\$1,444.8
SPEECH PATH GR 4/CLINICAL EDUCATOR	\$1,446.3	\$1,489.7	\$1,534.4	\$1,580.4	\$1,627.8
DEP CHF SPEECH P YR1	\$1,144.6	\$1,178.9	\$1,214.3	\$1,250.7	\$1,288.2
DEP CHF SPEECH P YR2	\$1,184.9	\$1,220.4	\$1,257.0	\$1,294.7	\$1,333.6
DEP CHF SPEECH P YR3	\$1,216.5	\$1,252.9	\$1,290.5	\$1,329.2	\$1,369.1
CHF SPEECH P GR1 YR1	\$1,144.6	\$1,178.9	\$1,214.3	\$1,250.7	\$1,288.2
CHF SPEECH P GR1 YR2	\$1,184.9	\$1,220.4	\$1,257.0	\$1,294.7	\$1,333.6

CHF SPEECH P GR1 YR3	\$1,216.5	\$1,252.9	\$1,290.5	\$1,329.2	\$1,369.1
CHF SPEECH P GR2 YR1	\$1,283.7	\$1,322.2	\$1,361.9	\$1,402.7	\$1,444.8
CHF SPEECH P GR2 YR2	\$1,341.8	\$1,382.0	\$1,423.5	\$1,466.2	\$1,510.2
CHF SPEECH PATH GR 3	\$1,446.3	\$1,489.7	\$1,534.4	\$1,580.4	\$1,627.8
CHF SPEECH PATH GR 4	\$1,561.7	\$1,608.6	\$1,656.8	\$1,706.5	\$1,757.7
CHF SPEECH PATH GR 5	\$1,723.0	\$1,774.6	\$1,827.9	\$1,882.7	\$1,939.2
MUSIC THER GR 1 YR 1	\$694.8	\$715.6	\$737.1	\$759.2	\$782.0
MUSIC THER GR 1 YR 2	\$745.8	\$768.2	\$791.2	\$815.0	\$839.4
MUSIC THER GR 1 YR 3	\$789.3	\$813.0	\$837.4	\$862.5	\$888.43
MUSIC THER GR 1 YR 4	\$844.3	\$869.6	\$895.7	\$922.6	\$950.3
MUSIC THER GR 1 YR 5	\$886.0	\$912.5	\$939.9	\$968.1	\$997.1
MUSIC THER GR 1 YR 6	\$931.2	\$959.1	\$987.9	\$1,017.5	\$1,048.1
MUSIC THER GR 1 YR 7	\$957.2	\$985.9	\$1,015.5	\$1,046.0	\$1,077.3
MUSIC THER GR 2 YR 1	\$931.2	\$959.1	\$987.9	\$1,017.5	\$1,048.1
MUSIC THER GR 2 YR 2	\$984.2	\$1,013.7	\$1,044.1	\$1,075.5	\$1,107.7
MUSIC THER GR 2 YR 3	\$1,034.1	\$1,065.1	\$1,097.1	\$1,130.0	\$1,163.9
MUSIC THER GR 2 YR 4	\$1,100.8	\$1,133.8	\$1,167.8	\$1,202.9	\$1,239.0
MUSIC THER GR3 YR1	\$1,144.6	\$1,178.9	\$1,214.3	\$1,250.7	\$1,288.2
MUSIC THER GR3 YR2	\$1,184.9	\$1,220.4	\$1,257.0	\$1,294.7	\$1,333.6
MUSIC THER GR3 YR3	\$1,216.5	\$1,252.9	\$1,290.5	\$1,329.2	\$1,369.1
MUSIC THER GR3 YR4	\$1,283.7	\$1,322.2	\$1,361.9	\$1,402.7	\$1,444.8
DEP CHF MUSIC THER YR 1	\$1,144.6	\$1,178.9	\$1,214.3	\$1,250.7	\$1,288.2
DEP CHF MUSIC THER YR 2	\$1,184.9	\$1,220.4	\$1,257.0	\$1,294.7	\$1,333.6
DEP CHF MUSIC THER YR 3	\$1,216.5	\$1,252.9	\$1,290.5	\$1,329.2	\$1,369.1
CHF MUSIC THER GR1 YR 1	\$1,283.7	\$1,322.2	\$1,361.9	\$1,402.7	\$1,444.8
CHF MUSIC THER GR 1 YR 2	\$1,341.8	\$1,382.0	\$1,423.5	\$1,466.2	\$1,510.2
CHF MUSIC THER GR 1 YR 3	\$1,144.6	\$1,178.9	\$1,214.3	\$1,250.7	\$1,288.2
CHF MUSIC THER GR 2 YR 1	\$1,184.9	\$1,220.4	\$1,257.0	\$1,294.7	\$1,333.6
CHF MUSIC THER GR 2 YR 2	\$1,216.5	\$1,252.9	\$1,290.5	\$1,329.2	\$1,369.1
CHF MUSIC THER GR 3	\$1,446.3	\$1,489.7	\$1,534.4	\$1,580.4	\$1,627.8
CHF MUSIC THER GR 4	\$1,561.7	\$1,608.6	\$1,656.8	\$1,706.5	\$1,757.7
CHF MUSIC THER GR 5	\$1723.0	\$1,774.6	\$1,827.9	\$1,882.7	\$1,939.2
MED LIBRARIAN GR1 Y1	\$694.8	\$715.6	\$737.1	\$759.2	\$782.0
MED LIBRARIAN GR1 Y2	\$745.8	\$768.2	\$791.2	\$815.0	\$839.4

MED LIBRARIAN GR1 Y3	\$789.3	\$813.0	\$837.4	\$862.5	\$888.43
MED LIBRARIAN GR1 Y4	\$844.3	\$869.6	\$895.7	\$922.6	\$950.3
MED LIBRARIAN GR1 Y5	\$886.0	\$912.5	\$939.9	\$968.1	\$997.1
MED LIBRARIAN GR1 Y6	\$931.2	\$959.1	\$987.9	\$1,017.5	\$1,048.1
MED LIBRARIAN GR1 Y7	\$957.2	\$985.9	\$1,015.5	\$1,046.0	\$1,077.3
MED LIBRARIAN GR2 Y1	\$931.2	\$959.1	\$987.9	\$1,017.5	\$1,048.1
MED LIBRARIAN GR2 Y2	\$984.2	\$1,013.7	\$1,044.1	\$1,075.5	\$1,107.7
MED LIBRARIAN GR2 Y3	\$1,034.1	\$1,065.1	\$1,097.1	\$1,130.0	\$1,163.9
MED LIBRARIAN GR2 Y4	\$1,100.8	\$1,133.8	\$1,167.8	\$1,202.9	\$1,239.0
MED LIBRARIAN GR3 YR1	\$1,144.6	\$1,178.9	\$1,214.3	\$1,250.7	\$1,288.2
MED LIBRARIAN GR3 YR2	\$1,184.9	\$1,220.4	\$1,257.0	\$1,294.7	\$1,333.6
MED LIBRARIAN GR3 YR3	\$1,216.5	\$1,252.9	\$1,290.5	\$1,329.2	\$1,369.1
MED LIBRARIAN GR3 YR4	\$1,283.7	\$1,322.2	\$1,361.9	\$1,402.7	\$1,444.8
DEP CHF LIB YR 1	\$1,144.6	\$1,178.9	\$1,214.3	\$1,250.7	\$1,288.2
DEP CHF LIB YR 2	\$1,184.9	\$1,220.4	\$1,257.0	\$1,294.7	\$1,333.6
DEP CHF LIB YR 3	\$1,216.5	\$1,252.9	\$1,290.5	\$1,329.2	\$1,369.1
CHF LIBRARIAN GR1 Y1	\$1,144.6	\$1,178.9	\$1,214.3	\$1,250.7	\$1,288.2
CHF LIBRARIAN GR1 Y2	\$1,184.9	\$1,220.4	\$1,257.0	\$1,294.7	\$1,333.6
CHF LIBRARIAN GR1 Y3	\$1,216.5	\$1,252.9	\$1,290.5	\$1,329.2	\$1,369.1
CHF LIBRARIAN GR2 Y1	\$1,283.7	\$1,322.2	\$1,361.9	\$1,402.7	\$1,444.8
CHF LIBRARIAN GR2 Y2	\$1,341.8	\$1,382.0	\$1,423.5	\$1,466.2	\$1,510.2
CHF LIBRARIAN GR3	\$1,446.3	\$1,489.7	\$1,534.4	\$1,580.4	\$1,627.8
CHF LIBRARIAN GR4	\$1,561.7	\$1,608.6	\$1,656.8	\$1,706.5	\$1,757.7
CHF LIBRARIAN GR5	\$1,723.0	\$1,774.6	\$1,827.9	\$1,882.7	\$1,939.2
MED PHOTO/ILL GR1 Y1	\$694.8	\$715.6	\$737.1	\$759.2	\$782.0
MED PHOTO/ILL GR1 Y2	\$745.8	\$768.2	\$791.2	\$815.0	\$839.4
MED PHOTO/ILL GR1 Y3	\$789.3	\$813.0	\$837.4	\$862.5	\$888.43
MED PHOTO/ILL GR1 Y4	\$844.3	\$869.6	\$895.7	\$922.6	\$950.3
MED PHOTO/ILL GR1 Y5	\$886.0	\$912.5	\$939.9	\$968.1	\$997.1
MED PHOTO/ILL GR1 Y6	\$931.2	\$959.1	\$987.9	\$1,017.5	\$1,048.1
MED PHOTO/ILL GR1 Y7	\$957.2	\$985.9	\$1,015.5	\$1,046.0	\$1,077.3
MED PHOTO/ILL GR2 Y1	\$931.2	\$959.1	\$987.9	\$1,017.5	\$1,048.1
MED PHOTO/ILL GR2 Y2	\$984.2	\$1,013.7	\$1,044.1	\$1,075.5	\$1,107.7
MED PHOTO/ILL GR2 Y3	\$1,034.1	\$1,065.1	\$1,097.1	\$1,130.0	\$1,163.9
MED PHOTO/ILL GR2 Y4	\$1,100.8	\$1,133.8	\$1,167.8	\$1,202.9	\$1,239.0

MED PHOTO/ILL GR3 YR1	\$1,144.6	\$1,178.9	\$1,214.3	\$1,250.7	\$1,288.2
MED PHOTO/ILL GR3 YR2	\$1,184.9	\$1,220.4	\$1,257.0	\$1,294.7	\$1,333.6
MED PHOTO/ILL GR3 YR3	\$1,216.5	\$1,252.9	\$1,290.5	\$1,329.2	\$1,369.1
MED PHOTO/ILL GR3 YR4	\$1,283.7	\$1,322.2	\$1,361.9	\$1,402.7	\$1,444.8
DEP CHF PHOTO/ILL Y1	\$1,144.6	\$1,178.9	\$1,214.3	\$1,250.7	\$1,288.2
DEP CHF PHOTO/ILL Y2	\$1,184.9	\$1,220.4	\$1,257.0	\$1,294.7	\$1,333.6
DEP CHF PHOTO/ILL Y3	\$1,216.5	\$1,252.9	\$1,290.5	\$1,329.2	\$1,369.1
CHF PHOTO/ILL GR1 Y1	\$1,144.6	\$1,178.9	\$1,214.3	\$1,250.7	\$1,288.2
CHF PHOTO/ILL GR1 Y2	\$1,184.9	\$1,220.4	\$1,257.0	\$1,294.7	\$1,333.6
CHF PHOTO/ILL GR1 Y3	\$1,216.5	\$1,252.9	\$1,290.5	\$1,329.2	\$1,369.1
CHF PHOTO/ILL GR2 Y1	\$1,283.7	\$1,322.2	\$1,361.9	\$1,402.7	\$1,444.8
CHF PHOTO/ILL GR2 Y2	\$1,341.8	\$1,382.0	\$1,423.5	\$1,466.2	\$1,510.2
CHF PHOTO/ILL GR3	\$1,446.3	\$1,489.7	\$1,534.4	\$1,580.4	\$1,627.8
CHF PHOTO/ILL GR4	\$1,561.7	\$1,608.6	\$1,656.8	\$1,706.5	\$1,757.7
CHF PHOTO/ILL GR5	\$1,723.0	\$1,774.6	\$1,827.9	\$1,882.7	\$1,939.2



PODIATRIST GR 1 YR 1	\$694.8	\$715.6	\$737.1	\$759.2	\$782.0
PODIATRIST GR 1 YR 2	\$745.8	\$768.2	\$791.2	\$8150	\$839.4
PODIATRIST GR 1 YR 3	\$789.3	\$813.0	\$837.4	\$862.5	\$888.43
PODIATRIST GR 1 YR 4	\$844.3	\$869.6	\$895.7	\$922.6	\$950.3
PODIATRIST GR 1 YR 5	\$886.0	\$912.5	\$939.9	\$968.1	\$997.1
PODIATRIST GR 1 YR 6	\$931.2	\$959.1	\$987.9	\$1,017.5	\$1,048.1
PODIATRIST GR 1 YR 7	\$957.2	\$985.9	\$1,015.5	\$1,046.0	\$1,077.3
PODIATRIST GR 2 YR 1	\$931.2	\$959.1	\$987.9	\$1,017.5	\$1,048.1
PODIATRIST GR 2 YR 2	\$984.2	\$1,013.7	\$1,044.1	\$1,075.5	\$1,107.7
PODIATRIST GR 2 YR 3	\$1,034.1	\$1,065.1	\$1,097.1	\$1,130.0	\$1,163.9
PODIATRIST GR 2 YR 4	\$1,100.8	\$1,133.8	\$1,167.8	\$1,202.9	\$1,239.0
PODIATRIST GR3 YR1	\$1,144.6	\$1,178.9	\$1,214.3	\$1,250.7	\$1,288.2
PODIATRIST GR3 YR2	\$1,184.9	\$1,220.4	\$1,257.0	\$1,294.7	\$1,333.6
PODIATRIST GR3 YR3	\$1,216.5	\$1,252.9	\$1,290.5	\$1,329.2	\$1,369.1
PODIATRIST GR3 YR4	\$1,283.7	\$1,322.2	\$1,361.9	\$1,402.7	\$1,444.8
DEP CHF PODRST YR 1	\$1,144.6	\$1,178.9	\$1,214.3	\$1,250.7	\$1,288.2
DEP CHF PODRST YR 2	\$1,184.9	\$1,220.4	\$1,257.0	\$1,294.7	\$1,333.6
DEP CHF PODRST YR 3	\$1,216.5	\$1,252.9	\$1,290.5	\$1,329.2	\$1,369.1
CHF PODIATRIST G1 Y1	\$1,144.6	\$1,178.9	\$1,214.3	\$1,250.7	\$1,288.2
CHF PODIATRIST G1 Y2	\$1,184.9	\$1,220.4	\$1,257.0	\$1,294.7	\$1,333.6
CHF PODIATRIST G1 Y3	\$1,216.5	\$1,252.9	\$1,290.5	\$1,329.2	\$1,369.1
CHF PODIATRIST G2 Y1	\$1,283.7	\$1,322.2	\$1,361.9	\$1,402.7	\$1,444.8
CHF PODIATRIST G2 Y2	\$1,341.8	\$1,382.0	\$1,423.5	\$1,466.2	\$1,510.2
CHF PODIATRIST G3	\$1,446.3	\$1,489.7	\$1,534.4	\$1,580.4	\$1,627.8
CHF PODIATRIST G4	\$1,561.7	\$1,608.6	\$1,656.8	\$1,706.5	\$1,757.7
CHF PODIATRIST G5	\$1,723.0	\$1,774.6	\$1,827.9	\$1,882.7	\$1,939.2
ORTHOTIST/PROS G1 Y1	\$694.8	\$715.6	\$737.1	\$759.2	\$782.0
ORTHOTIST/PROS G1 Y2	\$745.8	\$768.2	\$791.2	\$8150	\$839.4
ORTHOTIST/PROS G1 Y3	\$789.3	\$813.0	\$837.4	\$862.5	\$888.43
ORTHOTIST/PROS G1 Y4	\$844.3	\$869.6	\$895.7	\$922.6	\$950.3
ORTHOTIST/PROS G1 Y5	\$886.0	\$912.5	\$939.9	\$968.1	\$997.1
ORTHOTIST/PROS G1 Y6	\$931.2	\$959.1	\$987.9	\$1,017.5	\$1,048.1
ORTHOTIST/PROS G1 Y7	\$957.2	\$985.9	\$1,015.5	\$1,046.0	\$1,077.3
ORTHOTIST/PROS G2 Y1	\$931.2	\$959.1	\$987.9	\$1,017.5	\$1,048.1

ORTHOTIST/PROS G2 Y2	\$984.2	\$1,013.7	\$1,044.1	\$1,075.5	\$1,107.7
ORTHOTIST/PROS G2 Y3	\$1,034.1	\$1,065.1	\$1,097.1	\$1,130.0	\$1,163.9
ORTHOTIST/PROS G2 Y4	\$1,100.8	\$1,133.8	\$1,167.8	\$1,202.9	\$1,239.0
ORTHOTIST/PROS GR3 YR1	\$1,144.6	\$1,178.9	\$1,214.3	\$1,250.7	\$1,288.2
ORTHOTIST/PROS GR3 YR2	\$1,184.9	\$1,220.4	\$1,257.0	\$1,294.7	\$1,333.6
ORTHOTIST/PROS GR3 YR3	\$1,216.5	\$1,252.9	\$1,290.5	\$1,329.2	\$1,369.1
ORTHOTIST/PROS GR3 YR4	\$1,283.7	\$1,322.2	\$1,361.9	\$1,402.7	\$1,444.8
DEP CHF ORTH/PROS Y1	\$1,144.6	\$1,178.9	\$1,214.3	\$1,250.7	\$1,288.2
DEP CHF ORTH/PROS Y2	\$1,184.9	\$1,220.4	\$1,257.0	\$1,294.7	\$1,333.6
DEP CHF ORTH/PROS Y3	\$1,216.5	\$1,252.9	\$1,290.5	\$1,329.2	\$1,369.1
CHF ORTH/PROS GR1 Y1	\$1,144.6	\$1,178.9	\$1,214.3	\$1,250.7	\$1,288.2
CHF ORTH/PROS GR1 Y2	\$1,184.9	\$1,220.4	\$1,257.0	\$1,294.7	\$1,333.6
CHF ORTH/PROS GR1 Y3	\$1,216.5	\$1,252.9	\$1,290.5	\$1,329.2	\$1,369.1
CHF ORTH/PROS GR2 Y1	\$1,283.7	\$1,322.2	\$1,361.9	\$1,402.7	\$1,444.8
CHF ORTH/PROS GR2 Y2	\$1,341.8	\$1,382.0	\$1,423.5	\$1,466.2	\$1,510.2
CHF ORTH/PROS GR3	\$1,446.3	\$1,489.7	\$1,534.4	\$1,580.4	\$1,627.8
CHF ORTH/PROS GR4	\$1,561.7	\$1,608.6	\$1,656.8	\$1,706.5	\$1,757.7
CHF ORTH/PROS GR5	\$1723.0	\$1,774.6	\$1,827.9	\$1,882.7	\$1,939.2
ORTHOPTIST GR1 YR1	\$694.8	\$715.6	\$737.1	\$759.2	\$782.0
ORTHOPTIST GR1 YR2	\$745.8	\$768.2	\$791.2	\$815.0	\$839.4
ORTHOPTIST GR1 YR3	\$789.3	\$813.0	\$837.4	\$862.5	\$888.43
ORTHOPTIST GR1 YR4	\$844.3	\$869.6	\$895.7	\$922.6	\$950.3
ORTHOPTIST GR1 YR5	\$886.0	\$912.5	\$939.9	\$968.1	\$997.1
ORTHOPTIST GR1 YR6	\$931.2	\$959.1	\$987.9	\$1,017.5	\$1,048.1
ORTHOPTIST GR1 YR7	\$957.2	\$985.9	\$1,015.5	\$1,046.0	\$1,077.3
ORTHOPTIST GR2 YR1	\$931.2	\$959.1	\$987.9	\$1,017.5	\$1,048.1
ORTHOPTIST GR2 YR2	\$984.2	\$1,013.7	\$1,044.1	\$1,075.5	\$1,107.7
ORTHOPTIST GR2 YR3	\$1,034.1	\$1,065.1	\$1,097.1	\$1,130.0	\$1,163.9
ORTHOPTIST GR2 YR4	\$1,100.8	\$1,133.8	\$1,167.8	\$1,202.9	\$1,239.0
ORTHOPTIST GR3 YR1	\$1,144.6	\$1,178.9	\$1,214.3	\$1,250.7	\$1,288.2
ORTHOPTIST GR3 YR2	\$1,184.9	\$1,220.4	\$1,257.0	\$1,294.7	\$1,333.6
ORTHOPTIST GR3 YR3	\$1,216.5	\$1,252.9	\$1,290.5	\$1,329.2	\$1,369.1
ORTHOPTIST GR3 YR4	\$1,283.7	\$1,322.2	\$1,361.9	\$1,402.7	\$1,444.8
DEP CHIEF ORTHOP YR1	\$1,144.6	\$1,178.9	\$1,214.3	\$1,250.7	\$1,288.2

DEP CHIEF ORTHOP YR2	\$1,184.9	\$1,220.4	\$1,257.0	\$1,294.7	\$1,333.6
DEP CHIEF ORTHOP YR3	\$1,216.5	\$1,252.9	\$1,290.5	\$1,329.2	\$1,369.1
CHIEF ORTHOP GR1 YR1	\$1,144.6	\$1,178.9	\$1,214.3	\$1,250.7	\$1,288.2
CHIEF ORTHOP GR1 YR2	\$1,184.9	\$1,220.4	\$1,257.0	\$1,294.7	\$1,333.6
CHIEF ORTHOP GR1 YR3	\$1,216.5	\$1,252.9	\$1,290.5	\$1,329.2	\$1,369.1
CHIEF ORTHOP GR2 YR1	\$1,283.7	\$1,322.2	\$1,361.9	\$1,402.7	\$1,444.8
CHIEF ORTHOP GR2 YR2	\$1,341.8	\$1,382.0	\$1,423.5	\$1,466.2	\$1,510.2
CHIEF ORTHOP GR3	\$1,446.3	\$1,489.7	\$1,534.4	\$1,580.4	\$1,627.8
CHIEF ORTHOP GR4	\$1,561.7	\$1,608.6	\$1,656.8	\$1,706.5	\$1,757.7
CHIEF ORTHOP GR5	\$1,723.0	\$1,774.6	\$1,827.9	\$1,882.7	\$1,939.2
CHILD PSYCH L 1 YR 1	\$686.7	\$707.3	\$728.5	\$750.4	\$772.9
CHILD PSYCH L 1 YR 2	\$721.9	\$743.5	\$765.8	\$788.8	\$812.5
CHILD PSYCH L 1 YR 3	\$763.7	\$786.6	\$810.2	\$834.5	\$859.6
CHILD PSYCH L 1 YR 4	\$803.8	\$827.9	\$852.7	\$878.3	\$904.7
CHILD PSYCH L 1 YR 5	\$846.3	\$871.7	\$897.8	\$924.7	\$952.5
CHILD PSYCH L 1 YR 6	\$886.5	\$913.1	\$940.5	\$968.7	\$997.8
CHILD PSYCH L 1 YR 7	\$934.6	\$962.6	\$991.5	\$1,021.2	\$1,051.9
CHILD PSYCH L 2 YR 1	\$998.7	\$1,028.6	\$1,059.5	\$1,091.3	\$1,124.0
CHILD PSYCH L 2 YR 2	\$1,012.9	\$1,043.3	\$1,074.6	\$1,106.8	\$1,140.0
CHILD PSYCH L 2 YR 3	\$1,059.4	\$1,091.2	\$1,123.9	\$1,157.6	\$1,192.4
CHILD PSYCH L 2 YR 4	\$1,093.1	\$1,125.9	\$1,159.7	\$1,194.5	\$1,230.3
CHILD PSYCH L 3 YR 1	\$1,152.1	\$1,186.7	\$1,222.3	\$1,258.9	\$1,296.7
CHILD PSYCH L 3 YR 2	\$1,194.3	\$1,230.1	\$1,267.0	\$1,305.0	\$1,344.2
CHILD PSYCH L 3 YR 3	\$1,237.9	\$1,275.0	\$1,313.2	\$1,352.6	\$1,393.2
CHILD PSYCH L 4 YR 1	\$1,286.6	\$1,325.2	\$1,364.9	\$1,405.9	\$1,448.1
CHILD PSYCH L 4 YR 2	\$1,333.8	\$1,373.8	\$1,415.0	\$1,457.5	\$1,501.2
CHILD PSYCH L 4 YR 3	\$1,396.9	\$1,438.8	\$1,481.9	\$1,526.4	\$1,572.2
CARDIAC TECH GR1 YR1	\$694.8	\$715.6	\$737.1	\$759.2	\$782.0
CARDIAC TECH GR1 YR2	\$745.8	\$768.2	\$791.2	\$815.0	\$839.4
CARDIAC TECH GR1 YR3	\$789.3	\$813.0	\$837.4	\$862.5	\$888.43
CARDIAC TECH GR1 YR4	\$844.3	\$869.6	\$895.7	\$922.6	\$950.3
CARDIAC TECH GR1 YR5	\$886.0	\$912.5	\$939.9	\$968.1	\$997.1
CARDIAC TECH GR1 YR6	\$931.2	\$959.1	\$987.9	\$1,017.5	\$1,048.1
CARDIAC TECH GR1 YR7	\$957.2	\$985.9	\$1,015.5	\$1,046.0	\$1,077.3
CARDIAC TECH GR2 YR1	\$931.2	\$959.1	\$987.9	\$1,017.5	\$1,048.1

CARDIAC TECH GR2 YR2	\$984.2	\$1,013.7	\$1,044.1	\$1,075.5	\$1,107.7
CARDIAC TECH GR2 YR3	\$1,034.1	\$1,065.1	\$1,097.1	\$1,130.0	\$1,163.9
CARDIAC TECH GR2 YR4	\$1,100.8	\$1,133.8	\$1,167.8	\$1,202.9	\$1,239.0
CARDIAC TECH GR3 YR1	\$1,144.6	\$1,178.9	\$1,214.3	\$1,250.7	\$1,288.2
CARDIAC TECH GR3 YR2	\$1,184.9	\$1,220.4	\$1,257.0	\$1,294.7	\$1,333.6
CARDIAC TECH GR3 YR3	\$1,216.5	\$1,252.9	\$1,290.5	\$1,329.2	\$1,369.1
CARDIAC TECH GR3 YR4	\$1,283.7	\$1,322.2	\$1,361.9	\$1,402.7	\$1,444.8
CARDIAC TECH GR4/CLINICAL EDUCATOR	\$1,446.3	\$1,489.7	\$1,534.4	\$1,580.4	\$1,627.8
DEP CHF CAR TEC G1Y1	\$1,144.6	\$1,178.9	\$1,214.3	\$1,250.7	\$1,288.2
DEP CHF CAR TEC G1Y2	\$1,184.9	\$1,220.4	\$1,257.0	\$1,294.7	\$1,333.6
DEP CHF CAR TEC G2Y1	\$1,184.9	\$1,220.4	\$1,257.0	\$1,294.7	\$1,333.6
DEP CHF CAR TEC G2Y2	\$1,216.5	\$1,252.9	\$1,290.5	\$1,329.2	\$1,369.1
DEP CHF CAR TEC G2Y3	\$1,283.7	\$1,322.2	\$1,361.9	\$1,402.7	\$1,444.8
CHF CARD TECH GR1 Y1	\$1,144.6	\$1,178.9	\$1,214.3	\$1,250.7	\$1,288.2
CHF CARD TECH GR1 Y2	\$1,184.9	\$1,220.4	\$1,257.0	\$1,294.7	\$1,333.6
CHF CARD TECH GR1 Y3	\$1,216.5	\$1,252.9	\$1,290.5	\$1,329.2	\$1,369.1
CHF CARD TECH GR2 Y1	\$1,283.7	\$1,322.2	\$1,361.9	\$1,402.7	\$1,444.8
CHF CARD TECH GR2 Y2	\$1,341.8	\$1,382.0	\$1,423.5	\$1,466.2	\$1,510.2
CHF CARDIAC TECH GR3	\$1,446.3	\$1,489.7	\$1,534.4	\$1,580.4	\$1,627.8
CHF CARDIAC TECH GR4	\$1,561.7	\$1,608.6	\$1,656.8	\$1,706.5	\$1,757.7
CHF CARDIAC TECH GR5	\$1,723.0	\$1,774.6	\$1,827.9	\$1,882.7	\$1,939.2
HEALTH INFO MGR GR1 Y1	\$694.8	\$715.6	\$737.1	\$759.2	\$782.0
HEALTH INFO MGR GR1 Y2	\$745.8	\$768.2	\$791.2	\$815.0	\$839.4
HEALTH INFO MGR GR1 Y3	\$789.3	\$813.0	\$837.4	\$862.5	\$888.43
HEALTH INFO MGR GR1 Y4	\$844.3	\$869.6	\$895.7	\$922.6	\$950.3
HEALTH INFO MGR GR1 Y5	\$886.0	\$912.5	\$939.9	\$968.1	\$997.1
HEALTH INFO MGR GR1 Y6	\$931.2	\$959.1	\$987.9	\$1,017.5	\$1,048.1
HEALTH INFO MGR GR1 Y7	\$957.2	\$985.9	\$1,015.5	\$1,046.0	\$1,077.3
HEALTH INFO MGR GR2 Y1	\$931.2	\$959.1	\$987.9	\$1,017.5	\$1,048.1
HEALTH INFO MGR GR2 Y2	\$984.2	\$1,013.7	\$1,044.1	\$1,075.5	\$1,107.7
HEALTH INFO MGR GR2 Y3	\$1,034.1	\$1,065.1	\$1,097.1	\$1,130.0	\$1,163.9
HEALTH INFO MGR GR2 Y4	\$1,100.8	\$1,133.8	\$1,167.8	\$1,202.9	\$1,239.0
HEALTH INFO MGR GR3 YR1	\$1,144.6	\$1,178.9	\$1,214.3	\$1,250.7	\$1,288.2
HEALTH INFO MGR GR3 YR2	\$1,184.9	\$1,220.4	\$1,257.0	\$1,294.7	\$1,333.6
HEALTH INFO MGR GR3 YR3	\$1,216.5	\$1,252.9	\$1,290.5	\$1,329.2	\$1,369.1
HEALTH INFO MGR GR3 YR4	\$1,283.7	\$1,322.2	\$1,361.9	\$1,402.7	\$1,444.8

HEALTH INFO MGR GR4/CLINICAL EDUCATOR	\$1,446.3	\$1,489.7	\$1,534.4	\$1,580.4	\$1,627.8
DEP CHIEF H I M GR 1	\$1,144.6	\$1,178.9	\$1,214.3	\$1,250.7	\$1,288.2
DEP CHIEF H I M GR 2	\$1,184.9	\$1,220.4	\$1,257.0	\$1,294.7	\$1,333.6
DEP CHIEF H I M GR 3	\$1,216.5	\$1,252.9	\$1,290.5	\$1,329.2	\$1,369.1
CHIEF H I M GR 1 YR1	\$1,144.6	\$1,178.9	\$1,214.3	\$1,250.7	\$1,288.2
CHIEF H I M GR 1 YR2	\$1,184.9	\$1,220.4	\$1,257.0	\$1,294.7	\$1,333.6
CHIEF H I M GR 1 YR 3	\$1,216.5	\$1,252.9	\$1,290.5	\$1,329.2	\$1,369.1
CHIEF H I M GR 2 YR1	\$1,283.7	\$1,322.2	\$1,361.9	\$1,402.7	\$1,444.8
CHIEF H I M GR 2 YR2	\$1,341.8	\$1,382.0	\$1,423.5	\$1,466.2	\$1,510.2
CHIEF H I M GR 3	\$1,446.3	\$1,489.7	\$1,534.4	\$1,580.4	\$1,627.8
CHIEF H I M GR 4	\$1,561.7	\$1,608.6	\$1,656.8	\$1,706.5	\$1,757.7
CHIEF H I M GR 5	\$1,723.0	\$1,774.6	\$1,827.9	\$1,882.7	\$1,939.2
RECREA THER GR 1 YR1	\$694.8	\$715.6	\$737.1	\$759.2	\$782.0
RECREA THER GR 1 YR2	\$745.8	\$768.2	\$791.2	\$815.0	\$839.4
RECREA THER GR 1 YR3	\$789.3	\$813.0	\$837.4	\$862.5	\$888.43
RECREA THER GR 1 YR4	\$844.3	\$869.6	\$895.7	\$922.6	\$950.3
RECREA THER GR 1 YR5	\$886.0	\$912.5	\$939.9	\$968.1	\$997.1
RECREA THER GR 1 YR6	\$931.2	\$959.1	\$987.9	\$1,017.5	\$1,048.1
RECREA THER GR 1 YR7	\$957.2	\$985.9	\$1,015.5	\$1,046.0	\$1,077.3
RECREA THER GR 2 YR1	\$931.2	\$959.1	\$987.9	\$1,017.5	\$1,048.1
RECREA THER GR 2 YR2	\$984.2	\$1,013.7	\$1,044.1	\$1,075.5	\$1,107.7
RECREA THER GR 2 YR3	\$1,034.1	\$1,065.1	\$1,097.1	\$1,130.0	\$1,163.9
RECREA THER GR 2 YR4	\$1,100.8	\$1,133.8	\$1,167.8	\$1,202.9	\$1,239.0
RECREA THER GR3 YR1	\$1,144.6	\$1,178.9	\$1,214.3	\$1,250.7	\$1,288.2
RECREA THER GR3 YR2	\$1,184.9	\$1,220.4	\$1,257.0	\$1,294.7	\$1,333.6
RECREA THER GR3 YR3	\$1,216.5	\$1,252.9	\$1,290.5	\$1,329.2	\$1,369.1
RECREA THER GR3 YR4	\$1,283.7	\$1,322.2	\$1,361.9	\$1,402.7	\$1,444.8
DEP CHF RECREA THER YR1	\$1,144.6	\$1,178.9	\$1,214.3	\$1,250.7	\$1,288.2
DEP CHF RECREA THER YR2	\$1,184.9	\$1,220.4	\$1,257.0	\$1,294.7	\$1,333.6
DEP CHF RECREA THER YR3	\$1,216.5	\$1,252.9	\$1,290.5	\$1,329.2	\$1,369.1
CHF RECREA THER GR1 YR1	\$1,144.6	\$1,178.9	\$1,214.3	\$1,250.7	\$1,288.2
CHF RECREA THER GR1 YR2	\$1,184.9	\$1,220.4	\$1,257.0	\$1,294.7	\$1,333.6
CHF RECREA THER GR1 YR3	\$1,216.5	\$1,252.9	\$1,290.5	\$1,329.2	\$1,369.1
CHF RECREA THER GR2 YR 1	\$1,283.7	\$1,322.2	\$1,361.9	\$1,402.7	\$1,444.8
CHF RECREA THER GR2 YR2	\$1,341.8	\$1,382.0	\$1,423.5	\$1,466.2	\$1,510.2

CHF RECREA THER GR3	\$1,446.3	\$1,489.7	\$1,534.4	\$1,580.4	\$1,627.8
CHF RECREA THER GR4	\$1,561.7	\$1,608.6	\$1,656.8	\$1,706.5	\$1,757.7
CHF RECREA THER GR5	\$1723.0	\$1,774.6	\$1,827.9	\$1,882.7	\$1,939.2
QUAL SOC WKR GR1 YR1	\$694.8	\$715.6	\$737.1	\$759.2	\$782.0
QUAL SOC WKR GR1 YR2	\$745.8	\$768.2	\$791.2	\$815.0	\$839.4
QUAL SOC WKR GR1 YR3	\$789.3	\$813.0	\$837.4	\$862.5	\$888.43
QUAL SOC WKR GR1 YR4	\$844.3	\$869.6	\$895.7	\$922.6	\$950.3
QUAL SOC WKR GR1 YR5	\$886.0	\$912.5	\$939.9	\$968.1	\$997.1
QUAL SOC WKR GR1 YR6	\$931.2	\$959.1	\$987.9	\$1,017.5	\$1,048.1
QUAL SOC WKR GR1 YR7	\$957.2	\$985.9	\$1,015.5	\$1,046.0	\$1,077.3
QUAL SOC WKR GR2 YR1	\$931.2	\$959.1	\$987.9	\$1,017.5	\$1,048.1
QUAL SOC WKR GR2 YR2	\$984.2	\$1,013.7	\$1,044.1	\$1,075.5	\$1,107.7
QUAL SOC WKR GR2 YR3	\$1,034.1	\$1,065.1	\$1,097.1	\$1,130.0	\$1,163.9
QUAL SOC WKR GR2 YR4	\$1,100.8	\$1,133.8	\$1,167.8	\$1,202.9	\$1,239.0
S CLIN S WKR GR3 YR1	\$1,144.6	\$1,178.9	\$1,214.3	\$1,250.7	\$1,288.2
S CLIN S WKR GR3 YR2	\$1,184.9	\$1,220.4	\$1,257.0	\$1,294.7	\$1,333.6
S CLIN S WKR GR3 YR3	\$1,216.5	\$1,252.9	\$1,290.5	\$1,329.2	\$1,369.1
S CLIN S WKR GR3 YR4	\$1,283.7	\$1,322.2	\$1,361.9	\$1,402.7	\$1,444.8
QUAL SOC WKR GR 4/CLINICAL EDUCATOR	\$1,446.3	\$1,489.7	\$1,534.4	\$1,580.4	\$1,627.8
DEP CHF SOC WKR YR1	\$1,144.6	\$1,178.9	\$1,214.3	\$1,250.7	\$1,288.2
DEP CHF SOC WKR YR2	\$1,184.9	\$1,220.4	\$1,257.0	\$1,294.7	\$1,333.6
DEP CHF SOC WKR YR3	\$1,216.5	\$1,252.9	\$1,290.5	\$1,329.2	\$1,369.1
CHF SOC WKR GR1 YR1	\$1,144.6	\$1,178.9	\$1,214.3	\$1,250.7	\$1,288.2
CHF SOC WKR GR1 YR2	\$1,184.9	\$1,220.4	\$1,257.0	\$1,294.7	\$1,333.6
CHF SOC WKR GR1 YR3	\$1,216.5	\$1,252.9	\$1,290.5	\$1,329.2	\$1,369.1
CHF SOC WKR GR2 YR1	\$1,283.7	\$1,322.2	\$1,361.9	\$1,402.7	\$1,444.8
CHF SOC WKR GR2 YR2	\$1,341.8	\$1,382.0	\$1,423.5	\$1,466.2	\$1,510.2
CHF SOC WKR GR3	\$1,446.3	\$1,489.7	\$1,534.4	\$1,580.4	\$1,627.8
CHF SOC WKR GR4	\$1,561.7	\$1,608.6	\$1,656.8	\$1,706.5	\$1,757.7
CHF SOC WKR GR5	\$1,723.0	\$1,774.6	\$1,827.9	\$1,882.7	\$1,939.2
DIRECTOR ALLIED HEALTH	\$1,930.6	\$1,988.5	\$2,048.1	\$2,109.6	\$2,172.9
Dental Technician Level 1 Year 1	\$651.4	\$671.0	\$691.1	\$711.8	\$733.2
Dental Technician Level 1 Year 2	\$659.4	\$679.1	\$699.5	\$720.5	\$742.1
Dental Technician Level 1 Year 3	\$667.2	\$687.2	\$707.9	\$729.1	\$751.0

Dental Technician Level 2 Year 1	\$737.5	\$759.6	\$782.4	\$805.9	\$830.1
Dental Technician Level 2 Year 2	\$751.0	\$773.5	\$796.7	\$820.6	\$845.2
Dental Technician Level 2 Year 3	\$760.1	\$782.9	\$806.4	\$830.6	\$855.5
Foreman Dental Technician Year 1	\$864.0	\$889.9	\$916.6	\$944.1	\$972.4
Foreman Dental Technician Year 2	\$870.4	\$896.5	\$923.4	\$951.1	\$979.6
Foreman Dental Technician Year 3	\$879.3	\$905.6	\$932.8	\$960.8	\$989.6
Dental Prosthetist Year 1	\$886.9	\$913.5	\$940.9	\$969.1	\$998.2
Dental Prosthetist Year 2	\$893.3	\$920.1	\$947.7	\$976.2	\$1,005.5
Dental Prosthetist Year 3	\$902.3	\$929.3	\$957.2	\$985.9	\$1,015.5
Dental Laboratory Manager Year 1	\$991.0	\$1,020.7	\$1,051.3	\$1,082.9	\$1,115.4
Dental Laboratory Manager Year 2	\$997.3	\$1,027.3	\$1,058.1	\$1,089.8	\$1,122.5
Dental Laboratory Manager Year 3	\$1,006.2	\$1,036.4	\$1,067.5	\$1,099.5	\$1,132.5
Apprentice Dental Technician Yr 1	\$253.9	\$261.5	\$269.4	\$277.4	\$285.8
Apprentice Dental Technician Yr 2	\$343.3	\$353.6	\$364.2	\$375.1	\$386.4
Apprentice Dental Technician Yr 3	\$438.2	\$451.3	\$464.9	\$478.8	\$493.2
Apprentice Dental Technician Yr 4	\$555.7	\$572.3	\$589.5	\$607.2	\$625.4

TECHNICAL OFFICERS (as defined) (Austin and Repat Medical Centre & Women's and Children's Health Care Network)

Grade 1 Year 1	\$674.3	\$694.5	\$715.4	\$736.8	\$758.9
Grade 1 Year 2	\$689.3	\$710.0	\$731.3	\$753.2	\$775.8
Grade 1 Year 3	\$699.3	\$720.3	\$741.9	\$764.2	\$787.1
Grade 1 Year 4	\$711.7	\$733.0	\$755.0	\$777.7	\$801.0
Grade 2 Year 1	\$736.7	\$758.8	\$781.6	\$805.0	\$829.2
Grade 2 Year 2	\$772.9	\$796.1	\$820.0	\$844.6	\$870.0
Grade 2 Year 3	\$824.1	\$848.8	\$874.2	\$900.5	\$927.5
Grade 2 Year 4	\$836.5	\$861.6	\$887.5	\$914.1	\$941.5
Grade 3 Year 1	\$861.6	\$887.4	\$914.1	\$941.5	\$969.7
Grade 3 Year 2	\$899.1	\$926.1	\$953.9	\$982.5	\$1,011.9
Grade 3 Year 3	\$936.5	\$964.6	\$993.5	\$1,023.3	\$1,054.0.9
Grade 3 Year 4	\$973.9	\$1,003.1	\$1,033.2	\$1,064.2	\$1,096.1
Grade 4 Year 1	\$998.8	\$1,028.8	\$1,059.7	\$1,091.4	\$1,124.2
Grade 4 Year 2	\$1,036.4	\$1,067.5	\$1,099.5	\$1,132.5	\$1,166.5
Grade 4 Year 3	\$1,076.1	\$1,108.4	\$1,141.6	\$1,175.9	\$1,211.2

Grade 4 Year 4	\$1,111.2	\$1,144.5	\$1,178.8	\$1,214.2	\$1,250.6
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Client Adviser/Rehabilitation Consultant

Grade 1 Year 1/Appt Rate	\$882.2	\$908.7	\$936.0	\$964.0	\$993.0
Grade 1 Year 2	\$903.5	\$930.6	\$958.5	\$987.3	\$1,016.9
Grade 1 Year 3	\$926.7	\$954.5	\$983.1	\$1,012.6	\$1,043.0
Grade 1 Year 4	\$972.3	\$1,001.5	\$1,031.5	\$1,062.5	\$1,094.3
Grade 1 Year 5	\$993.6	\$1,023.4	\$1,054.1	\$1,085.7	\$1,118.3
Grade 1 Year 6	\$1,014.6	\$1,045.0	\$1,076.4	\$1,108.6	\$1,141.9
Grade 2 Year 1	\$1,072.0	\$1,104.2	\$1,137.3	\$1,171.4	\$1,206.6
Grade 2 Year 2	\$1,098.8	\$1,131.8	\$1,165.7	\$1,200.7	\$1,236.7
Grade 2 Year 3	\$1,125.9	\$1,159.6	\$1,194.4	\$1,230.3	\$1,267.2
Grade 3 Year 1	\$1,192.6	\$1,228.4	\$1,265.2	\$1,303.2	\$1,342.3
Grade 3 Year 2	\$1,218.1	\$1,254.7	\$1,292.3	\$1,331.1	\$1,371.0
Grade 3 Year 3	\$1,245.6	\$1,283.0	\$1,321.5	\$1,361.1	\$1,401.9
Grde 4 Prnpl Clnt Advr Yr 1	\$1,357.5	\$1,398.2	\$1,440.2	\$1,483.4	\$1,527.9
Grde 4 Prpl Clnt Advr Yr 2	\$1,403.5	\$1,445.6	\$1,489.0	\$1,533.6	\$1,579.6
Grde 4 Prpl Clnt Advr Yr 3	\$1,450.3	\$1,493.8	\$1,538.6	\$1,584.8	\$1,632.3

Research Technologist (Research Scientist) - Peter MacCallum Research Classification Only

Level A (1)

RESEARCH ASSIST 1	\$784.3	\$807.8	\$832.0	\$857.1	\$882.8
RESEARCH ASSIST 2	\$826.7	\$851.5	\$877.0	\$903.3	\$930.4
RESEARCH ASSIST 3	\$869.1	\$895.2	\$922.1	\$949.7	\$978.1
RESEARCH ASSIST 4	\$903.6	\$930.7	\$958.6	\$987.4	\$1,017.0
RESEARCH ASSIST 5	\$938.0	\$966.1	\$995.1	\$1,025.0	\$1,055.7
RESEARCH ASSIST 6 OFFR 1	\$972.4	\$1,001.6	\$1,031.6	\$1,062.5	\$1,094.4
RESEARCH ASSIST 7 OFFR 2	\$1,006.8	\$1,037.0	\$1,068.1	\$1,100.1	\$1,133.1
RESEARCH ASSIST 8 OFFR 3	\$1,059.9	\$1,091.7	\$1,124.5	\$1,158.1	\$1,192.9
SNR RESEARCH ASSIST 1	\$1,099.7	\$1,132.7	\$1,166.7	\$1,201.7	\$1,237.8
SNR RESEARCH ASSIST 2	\$1,139.4	\$1,173.6	\$1,208.8	\$1,245.1	\$1,282.4

Level B (2)

SNR RESEARCH OFFR 1	\$1,099.7	\$1,132.7	\$1,166.7	\$1,201.7	\$1,237.8
SNR RESEARCH OFFR 2	\$1,139.4	\$1,173.6	\$1,208.8	\$1,245.1	\$1,282.4
SNR RESEARCH OFFR 3	\$1,179.1	\$1,214.5	\$1,250.9	\$1,288.4	\$1,327.1
SNR RESEARCH OFFR 4/RES FELLOW 1	\$1,218.9	\$1,255.5	\$1,293.2	\$1,331.9	\$1,371.8
SNR RESEARCH OFFR 5/RES FELLOW 2	\$1,258.6	\$1,296.4	\$1,335.3	\$1,375.3	\$1,416.5
SNR RESEARCH OFFR 6/RES FELLOW 3	\$1,298.3	\$1,337.2	\$1,377.3	\$1,418.7	\$1,461.3
SNR RESEARCH OFFR 7	\$1,338.1	\$1,378.2	\$1,419.6	\$1,462.2	\$1,506.1
SNR RESEARCH OFFR 8	\$1,377.8	\$1,419.1	\$1,461.7	\$1,505.6	\$1,550.7

Level C

(by appointment only)

SNR RESEARCH FELLOW 1	\$1,338.1	\$1,378.2	\$1,419.5	\$1,462.2	\$1,506.1
SNR RESEARCH FELLOW 2	\$1,377.8	\$1,419.1	\$1,461.7	\$1,505.6	\$1,550.7
SNR RESEARCH FELLOW 3	\$1,417.6	\$1,460.1	\$1,503.9	\$1,549.0	\$1,595.5
SNR RESEARCH FELLOW 4	\$1,457.3	\$1,501.0	\$1,546.0	\$1,592.4	\$1,640.2
SNR RESEARCH FELLOW 5	\$1,497.1	\$1,542.0	\$1,588.3	\$1,635.9	\$1,685.0
SNR RESEARCH FELLOW 6	\$1,540.5	\$1,586.7	\$1,634.3	\$1,683.3	\$1,733.8

Level D

(by appointment only)

PRINCIPAL SNR FELLOW 1	\$1,616.3	\$1,664.8	\$1,714.7	\$1,766.1	\$1,819.1
PRINCIPAL SNR FELLOW 2	\$1,669.3	\$1,719.4	\$1,771.0	\$1,824.1	\$1,878.9
PRINCIPAL SNR FELLOW 3	\$1,722.3	\$1,774.0	\$1,827.2	\$1,882.0	\$1,938.5
PRINCIPAL SNR FELLOW 4	\$1,758.0	\$1,810.7	\$1,865.0	\$1,921.1	\$1,978.7

Level E

(by appointment only)

SNR PRINCIPAL RES FELLOW	\$2,031.0	\$2,091.9	\$2,154.7	\$2,219.3	\$2,285.9
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(1) Yearly increments with ceiling at Level A Yr 10

(2) Yearly increments with ceiling at Level B Yr 8

Radiation Engineer - Peter MacCallum Classification Only

RAD IMAG TECH GR1 Y1	\$736.5	\$758.6	\$781.4	\$804.8	\$828.9
RAD ENGIN GR1 Y2	\$779.4	\$802.8	\$826.9	\$851.7	\$877.2
RAD ENGIN GR1 Y3	\$833.8	\$858.8	\$884.6	\$911.1	\$938.4

RAD ENGIN GR1 Y4	\$875.1	\$901.4	\$928.4	\$956.2	\$984.9
RAD ENGIN GR1 Y5	\$919.7	\$947.3	\$975.7	\$1,005.0	\$1,035.1
RAD ENGIN GR2 Y1	\$933.2	\$961.2	\$990.0	\$1,019.7	\$1,050.3
RAD ENGIN GR2 Y2	\$986.2	\$1,015.8	\$1,046.3	\$1,077.6	\$1,110.0
RAD ENGIN GR2 Y3	\$1,035.2	\$1,066.3	\$1,098.2	\$1,131.2	\$1,165.1
RAD ENGIN GR2 Y4	\$1,088.1	\$1,120.7	\$1,154.3	\$1,189.0	\$1,224.7
RAD ENGIN GR3 Y1	\$1,158.0	\$1,192.7	\$1,228.5	\$1,265.4	\$1,303.3
RAD ENGIN GR3 Y2	\$1,198.7	\$1,234.7	\$1,271.7	\$1,309.9	\$1,349.1
RAD ENGIN GR3 Y3	\$1,230.7	\$1,267.6	\$1,305.7	\$1,344.8	\$1,385.2
RAD ENGIN GR3 Y4	\$1,298.60	\$1,337.6	\$1,377.7	\$1,419.0	\$1,461.6
DEP CHF RAD ENGIN Y1	\$1,389.8	\$1,431.5	\$1,474.4	\$1,518.7	\$1,564.2
DEP CHF RAD ENGIN Y2	\$1,389.8	\$1,431.5	\$1,474.4	\$1,518.7	\$1,564.2
DEP CHF RAD ENGIN Y3	\$1,463.7	\$1,507.6	\$1,552.8	\$1,599.4	\$1,647.4
DEP CHF RAD ENGIN Y4	\$1,463.7	\$1,507.6	\$1,552.8	\$1,599.4	\$1,647.4
CHEF RAD ENGN	\$1,645.0	\$1,694.5	\$1,745.3	\$1,797.7	\$1,851.6
R.D.N.S ONLY					
HEALTH AIDE YEAR 1	\$516.3	\$531.8	\$547.7	\$564.2	\$581.1
HEALTH AIDE YEAR 2	\$550.6	\$567.1	\$584.1	\$601.7	\$619.7
HEALTH AIDE YEAR 3	\$564.5	\$581.4	\$598.9	\$616.8	\$635.3
HEALTH AIDE YEAR 4	\$588.2	\$605.9	\$624.0	\$642.7	\$662.0
HEALTH AIDE YEAR 5	\$607.0	\$625.2	\$643.9	\$663.2	\$683.1
HEALTH AIDE YEAR 6	\$653.8	\$673.4	\$693.6	\$714.4	\$735.9
HEALTH AIDE YEAR 7	\$679.9	\$700.3	\$721.3	\$742.9	\$765.2

2 Allowances

Allowances

HIGHER QUALIFICATION ALLOWANCE

	Rate 1.3.03.	3% Inc Rate 1.4.04.	3% Inc Rate 1.10.04	3% Inc Rate 1.10.05	3% Inc Rate 1.10.06
Medical Imaging Technology	\$59.20	\$61.00	\$62.80	\$64.70	\$66.65

Radiation Therapy Technology	\$59.20	\$61.00	\$62.80	\$64.70	\$66.65
Nuclear Medicine Technology	\$59.20	\$61.00	\$62.80	\$64.70	\$66.65
Cardiac Technology	\$59.20	\$61.00	\$62.80	\$64.70	\$66.65
Dental Technicians	\$59.20	\$61.00	\$62.80	\$64.70	\$66.65
Physiotherapy	\$59.20	\$61.00	\$62.80	\$64.70	\$66.65
Occupational Therapy	\$59.20	\$61.00	\$62.80	\$64.70	\$66.65
Speech Pathology	\$59.20	\$61.00	\$62.80	\$64.70	\$66.65
Prosthetics/Orthotics	\$59.20	\$61.00	\$62.80	\$64.70	\$66.65
Podiatry	\$59.20	\$61.00	\$62.80	\$64.70	\$66.65
Health Information Management	\$59.20	\$61.00	\$62.80	\$64.70	\$66.65
Medical Photography/Illustration	\$59.20	\$61.00	\$62.80	\$64.70	\$66.65
Medical Library	\$59.20	\$61.00	\$62.80	\$64.70	\$66.65
Music Therapy	\$59.20	\$61.00	\$62.80	\$64.70	\$66.65
Research Technology	\$59.20	\$61.00	\$62.80	\$64.70	\$66.65
Recreation Therapy	\$59.20	\$61.00	\$62.80	\$64.70	\$66.65
Orthoptics	\$59.20	\$61.00	\$62.80	\$64.70	\$66.65
Social Work.	\$59.20	\$61.00	\$62.80	\$64.70	\$66.65
Medical Technician	\$59.20	\$61.00	\$62.80	\$64.70	\$66.65
Medical Laboratory Technician	\$59.20	\$61.00	\$62.80	\$64.70	\$66.65
Child Psychotherapy	\$59.20	\$61.00	\$62.80	\$64.70	\$66.65
Radiation Engineers	\$59.20	\$61.00	\$62.80	\$64.70	\$66.65
Post graduate qualification	\$59.20	\$61.00	\$62.80	\$64.70	\$66.65
Doctorate	\$78.95	\$81.30	\$83.75	\$86.30	\$88.85
ON-CALL ALLOWANCE	\$18.65	\$19.20	\$19.80	\$20.40	\$21.00
(Public Hols./Wkends)	\$37.30	\$38.40	\$39.60	\$40.75	\$42.00
CATT ON-CALL ALLOWANCE	\$73.20	\$75.40	\$77.65	\$80.00	\$82.40
SOLE ALLOWANCE	\$34.75	\$35.80	\$36.90	\$38.00	\$39.10
SUPERVISOR ALLOWANCE	\$49.60	\$51.10	\$52.60	\$54.20	\$55.85
SHIFT ALLOWANCE					
Morning shift	\$17.35	\$17.90	\$18.40	\$18.95	\$19.55
Afternoon shift	\$17.35	\$17.90	\$18.40	\$18.95	\$19.55
Night shift	\$41.50	\$42.75	\$44.05	\$45.35	\$46.70
Permanent Night shift	\$49.10	\$50.65	\$52.10	\$53.65	\$55.25
Change of shift	\$27.80	\$28.65	\$29.50	\$30.40	\$31.30
SHIFT ALLOWANCE					
Medical Technician & Medical Lab Technician					
Morning shift	\$15.20	\$15.70	\$16.15	\$16.60	\$17.10

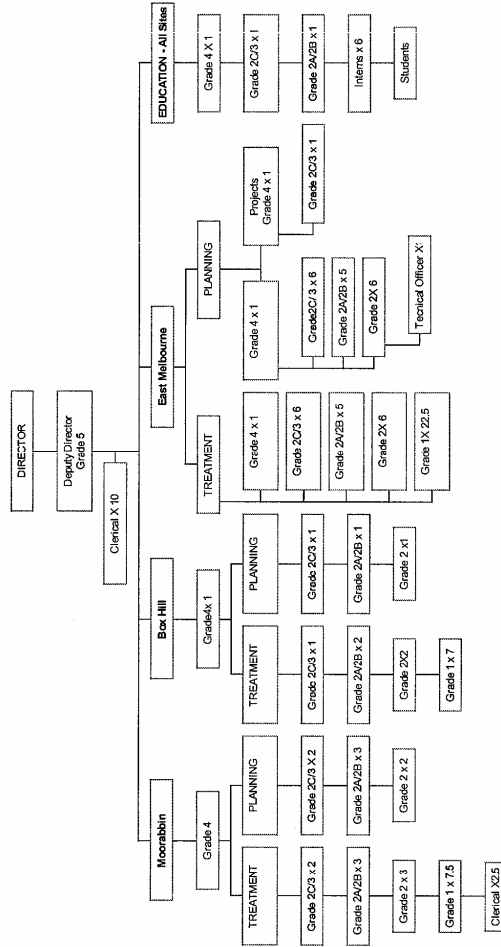
Afternoon shift	\$15.20	\$15.70	\$16.15	\$16.60	\$17.10
Night shift	\$41.50	\$42.75	\$44.05	\$45.35	\$46.70
Permanent Night shift	\$49.10	\$50.60	\$52.10	\$53.65	\$55.25
Change of shift	\$24.30	\$25.05	\$25.80	\$26.55	\$27.35

SHIFT ALLOWANCE

Morning shift	\$17.15	\$17.65	\$18.20	\$18.75	\$19.30
Afternoon shift	\$17.15	\$17.65	\$18.20	\$18.75	\$19.30
Night shift	\$41.50	\$42.75	\$44.05	\$45.35	\$46.70
Permanent Night shift	\$49.10	\$50.60	\$52.10	\$53.65	\$55.25
Change of shift	\$27.45	\$28.30	\$29.10	\$30.00	\$30.90

Schedule 6 - Radiation therapy structures

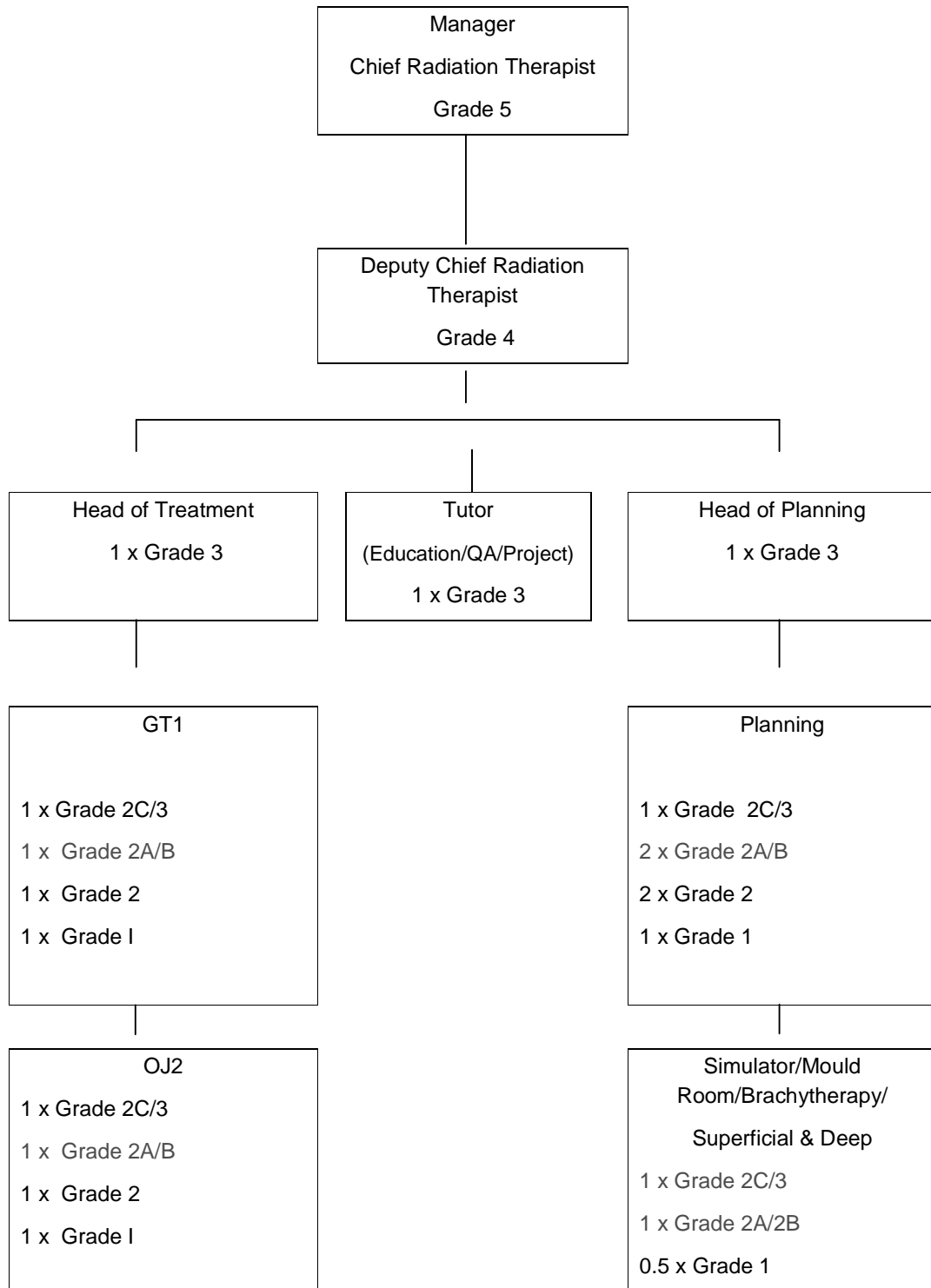
SCHEDULE 3 - PMCI - RTT STRUCTURE AND GRADES EFFECTIVE 21 DECEMBER 2000



ADMIN EFT = 2
 EDUCATION EFT = 3
 EM RTS EFT = 60.5
 BHG RTS EFT = 16
 MMC RTS EFT = 23.5
 MMC Clerical EFT = 2.5
 EM Clerical EFT = 10
 EM Tech Officer EFT = 1

Grade 6=1
 Grade 5= 1
 Grade 4 =6
 Grade 2C/3 = 20
 Grade 2A/2B = 20
 Grade 2 =20
 Grade 1 = 37

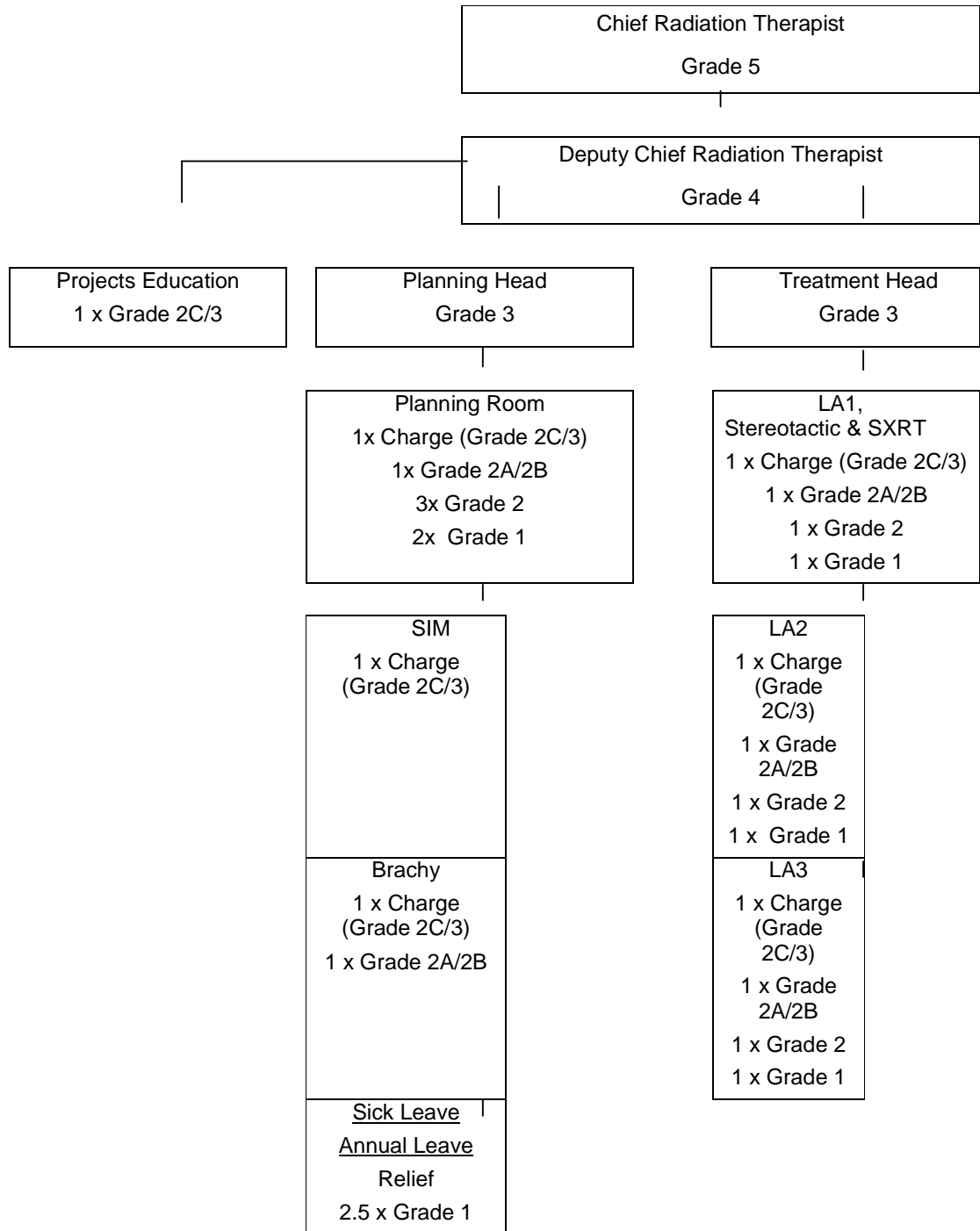
ARMC - RTT STRUCTURE & GRADES EFFECTIVE 21 DECEMBER 2000



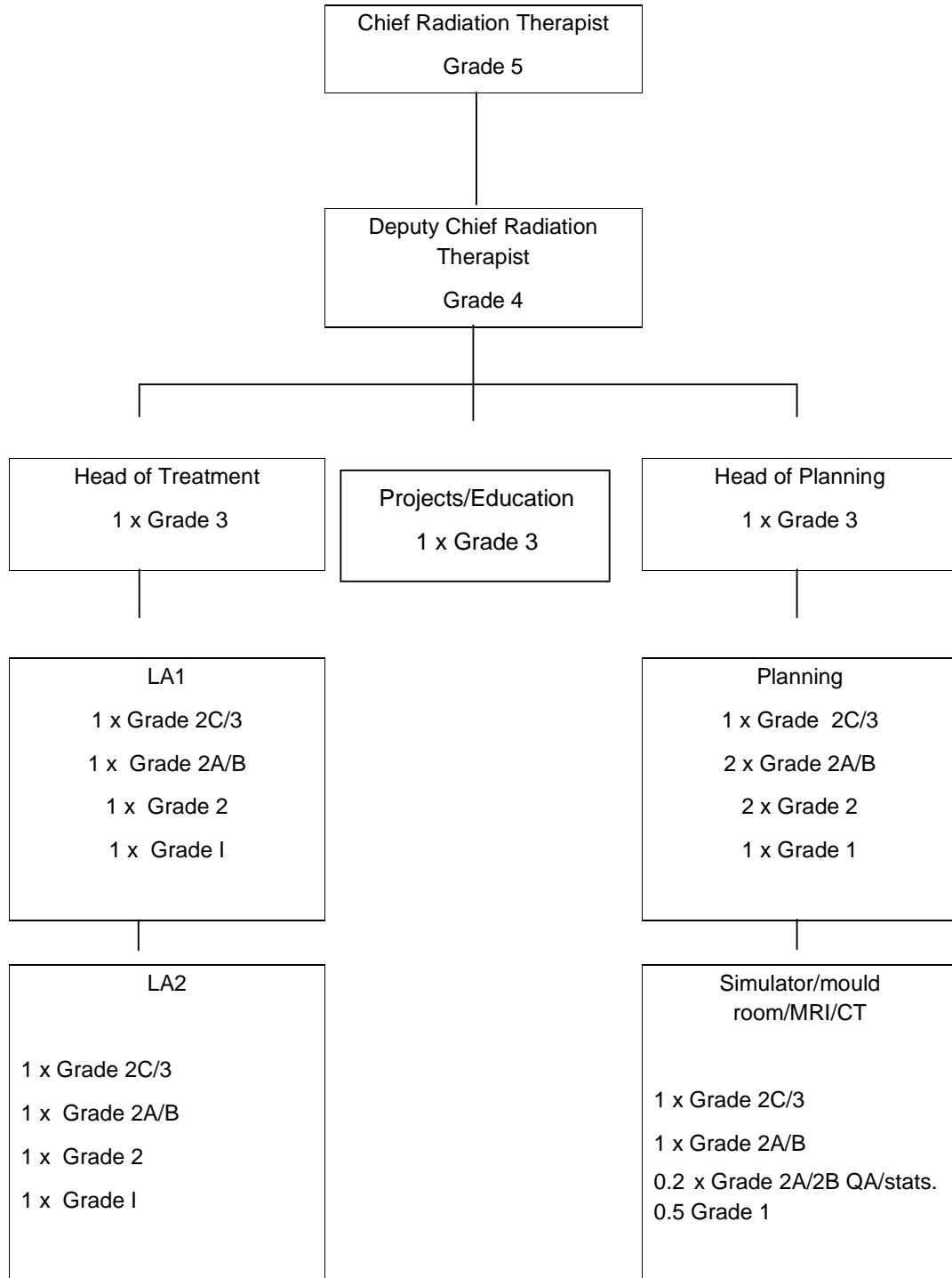
Total establishment EFT 21.5

THE ALFRED, William Buckland Radiotherapy Centre - RTT Structure & Grades effective 21 December 2000

Total Staff 29.5



BARWON HEALTH, THE ANDREW LOVE CANCER CENTRE - RTT STRUCTURE & GRADES EFFECTIVE 21 DECEMBER 2000



Total establishment EFT 21.7