

Entitlements	WA PACTS 2022	QLD HP 2021-25	Vic AH 2021-25	Vic Medical Scientists 2021-25	Tas Allied Health Professionals PS Union Wages Agreement 2022
Higher Duties Allowance	HDA for five consecutive working days or more. Allowance paid is difference in salary. Proportioned if full responsibilities not performed.		Five or more days.	5 or more consecutive days; service counts up to 5 years for increments.	Before HDAs apply, if employee does a higher function in a professional practice (NOT: supervisory or management) for between 1 and 5 days, then quantum of allowance will be the difference between current salary and 'next higher salary rate of the next higher classification level (cl 20.5).'
	Acting in higher duties will be recorded as recognised experience. Preceding 18 months of service in Higher Duties counts to qualifying service for annual increments.	Clinical Assistants acting in HD for supervisory roles will be entitled to HDA when undertaking role more than four hours in one day.			
On Call	On Call Allowance: 18.75% of 1/38th of weekly BROP of P-1.1 = ~\$7.66/h	"Priority On Call" 7% of HP3.7 hourly rate = ~\$3.98/h	2.5% of AHP1G1Y1 (\$1304.80) (12 hour period) (weekday) [\$32.62] 5% if weekend [\$65.24]	From 1 Dec 2023 - (per 12 hour period) -\$48.80 -\$97.55 (PHs) -Crisis Assessment Treatment Team (Psychologist) - \$146.90	\$4.50 per hour, minimum of \$36.00 per day. Availability Allowance (recall WFH): -\$3.52 per hour, if work is undertaken, minimum one hour payment.
Emergency Clinical On Call		10% of HP3.7 hourly rate = ~\$5.69/h			
Authorised Mental Health Practitioner Allowance	\$3,396 as of 1 July 2023 (indexed in line with salary)				
Sole Allowance			If employee in the below classification is the only person employed = 5% of the weekly wage of AHP G1Y1(2020) (0.05*1179.5 (per week)) Cardiac Technologist (Cardiac Physiologist) • Child Psychotherapist • Health Information Manager (Medical Records Administrator) • Medical Imaging Technologist (Radiographer) • Medical Librarian • Music Therapist • Nuclear Medicine Technologist • Occupational Therapist • Orthoptist • Orthotist/Prosthetist • Photographer or Illustrator (Medical Photographer or Illustrator) • Physiotherapist • Podiatrist • Radiation Therapy Technologist (Radiation Therapist) • Recreation Therapist • Social Worker • Speech Pathologist		
Higher Education Incentive/Higher Qualifications Allowance		A HP at the maximum paypoint of their classification for 12 months and who has obtained a level 1 or level 2 qualification is eligible. Level 1 Qualification (Postgrad Cert or Diploma, second Bachelor Deg; Equivalent): 3.5% of HP2.7 (for HP1-HP2 e'ees) 3.5% of HP3.7 (for HP3-HP4 e'ees) Level 2 Qualification (Postgrad Masters Degree of PHD): 5.5% of HP2.7 (for HP1-HP2 e'ees) 5.5% of HP3.7 (for HP3-HP4 e'ees)	Additional relevant postgrad: 7.5% AHP1G1Y2 (1371) [\$102.83] Relevant Doctorate: 10% AHP1G1Y2 (1371) [\$205.65]	M- Business Administration, Leadership, Education, Law, Public Health Administration = 7.5% of their base rate.	Employees at Level 3 who has a relevant Graduate Diploma qualification (or equivalent) and who work in an area relevant to that qualification = one off advancement of two increment levels and entitled from there to AHP 3.5. Employees at Level 4 who has a relevant Masters qualification (or equivalent) and who work in an area relevant to that qualification = one off advancement of two increment levels and entitled from there to AHP 4.4. Employees who do not hold a relevant graduate qualification or a relevant Masters degree as prescribed (above) are not entitled to progress to 3.5 or 4.4 respectively. An AHP Personal Upgrade scheme is available to employees listed in Schedule 1 and Schedule 2 of this Agreement (excluding Forensic Scientists) (see Schedule 8)
Attraction and Retention		ARI incentive may be offered at discretion of CE or DG up to 10% of the employee's base rate.		Psychologists' Annual Retention Payment: -\$2,000 (1 Nov 23 and 24)	Specific Appointment Salaries: Clinical Psychologists Level 3 Year 2 (DOH and DECYP only). & The minimum salary on appointment for the following: (i) 3 year degree - Level 1 Year 2 & (ii) 4 year degree - Level 1 Year 3 & 10% market allowance (maximum) can be offered.
Supervisor Allowance for Medical Technicians and Clinical Renal Physiologists			7.5% of their rate.		
Sonography Development Allowance		\$8,894 per annum			
Corrections Allowance					Employees who undertake duties in a Correctional Facilities, Forensic Mental Health Facility, Secure Mental Health Union, Ashley Youth Detention Centre will be paid an allowance of 6.5% of the employee's salaried incremental point (excluding shift allowances).
Nuclear Medicine Technology Development Allowance		\$8,894 per annum			
Change of Shift Allowance			If a changed shift differs by four hours or more, eligible for change of shift allowance - allowances depend your classification.		

Radiation Oncology Medical Physicist (ROMP) ARI	Separate ARI	From 17 October 2023 Non-ACPSEM payment ACPSEM payment \$26,018.00 \$43,891.00 \$26,560.00 \$44,805.00 \$27,253.00 \$45,975.00 \$27,999.00 \$47,233.00 \$47,897.00 \$70,988.00 \$49,976.00 \$74,070.00 \$42,168.00 \$66,154.00 \$43,654.00 \$68,484.00 \$34,527.00 \$59,749.00 \$37,001.00 \$64,030.00			
Lead Apron Allowance	\$2.28 per hour as of 1 July 2023, up to a maximum of 260 hours per financial year.		\$8.32 per each shift; as of 1 Mar 23		
Radiation Therapist Interim Allowance		Radiation therapists will receive the RTIA of 25% calculated on their individual base rate of pay and paid fortnightly.			
Rural and Remote Allowance for HPs	District Allowances - public sector wide ALTC - public sector wide	From 17 October 2023 Category A: \$75.28; Category B: \$125.43			
Health Practitioners in Multi-Disciplinary Teams		Health Practitioners working in multi-disciplinary teams in a role that could be occupied by either a health practitioner or a nurse will be paid the higher rate of pay applicable to the role.			
Study Leave	Part Time study may be granted at BRoP at Employer discretion, up to a maximum of five hours per week; and capped at 5 hours multiplied by the number of relevant academic weeks. Attendance in block sessions or employees in remote locations obliged to attend may have the weekly cap waived.		Paid study leave: 4 hours per week, 8 hours per fortnight or blocks of 38 hours at a residential school.	4 hours per week, up to 26 weeks per annum	
	Employees required to attend a University or College of Advanced Education by the Employer will have their payment and charges paid.		Examination Leave: full pay, one clear working day other than a weekend for pre-examination study, if so desired.	Full wages to proceed to and from the place of examination; three clear days prior to an oral or written papers, maximum of 6 per year.	
	Full Time study leave with pay is available under certain circumstances. E.g., The study must not be available locally and must be highly specialised, relevant to the professions and aligned with WA Health System's corporate strategies and goals. This can be approved for more than 12 months, subject to yearly reviews.				
Professional Development Leave	16 hours per year; cumulative to 32 hours. Cannot be converted to payment. PDL may also be granted to non-Health Professionals for employees who maintain a professional registration.	3 days per annum, accrued up to 6 days. All reasonable travel time associated with to accessing professional development is paid work time, provided no more than 8 hours travel per day.	7 days per calendar year; cumulative for 2 years.	5 days per year, cumulative to 2 years.	Definition (but not limited to) of Professional Development: - Professional practice and recognition requirements; - Specific training courses relevant to the operational needs of the Agency; - Exchange programs and other training initiatives; and - Training and development requirements of the Health Professionals National Registration and Accreditation Scheme.
Professional Development Allowance		Permanent Employees: From October 2023: Categ A: \$2,635 Categ B: \$3,296 All others: \$1,975		Reimbursement of reasonable expenses incurred in the course of approved PD Leave - Registration fees, reasonable travel, accommodation, per diem expenses, additional childcare expenses, where employee is the primary care giver and has responsibility of the child(ren) during the PD activity.	\$724 per annum in the Professional Development Fund. 5 year accrual maximum.
Registration and Licensing Fees		Employees required to hold a licence under the Radiation Safety Act 1999 to operate equipment are entitled to have their licence fees paid by the employer. Health practitioners required as part of their employment to hold dual registrations (including, but not limited to, Sonographers and Dental Prosthetists) are entitled to have their costs for their second registration paid by the employer.		Pharmacists and Psychologists = 2 days of paid PD Leave per year for professional registration requirements.	
Workspaces		Social Work, Psychology Treatment Rooms - appropriate workspaces will be provided; Health Practitioners' Workspaces - appropriate workspaces will be provided.			
Skills Acquisition, Training and Employee Development	The Employer may grant leave with pay to participate in an approved short course or training course. The amount of leave may be up to 38 hours within a 12 month period.				
		Student Clinical Education Allowance for Health Practitioners who are designated to provide clinical education. As of Oct 2023 \$12.54 per day up to a maximum of 10 days per FN.			
		Research Packages for Health Practitioners Research packages of up to \$30,000 per package for designated rural generalist training positions. (training pathways that include recognised post-graduate education in rural generalist practice). The employer will provide health practitioners HP5 and above in clinical positions will have at least 20% of rostered hours allocated away from direct clinical duties to support them to work to their full scope of practice including participation in research and education activities.			

			2	\$	2,122.20	\$	110,354.40			
			3	\$	2,177.90	\$	113,250.80			
			4	\$	2,336.10	\$	121,477.20			
			Pharmacists Grade 4							
			- Very experienced pharmacist (Grade 3+)							
			- Deputy Director of Pharmacy;							
			- Managers a Campus pharmacy;							
			or							
			- Supervises Grade 3;							
			- 10 years postgraduate experience and/or high levels of specialised knowledge:							
			consultative role,							
			lecturing, clinical speciality,							
			teaching undergraduates, post-graduate students).							
			1	\$	2,404.50	\$	125,034.00			
			2	\$	2,404.50	\$	125,034.00			
			3	\$	2,530.00	\$	131,560.00			
			4	\$	2,530.00	\$	131,560.00			
			5	\$	2,796.20	\$	145,402.40			
HP delivering specialised professional services and/or coordinate service delivery	P-3.1	\$			124,516.00					
	P-3.2	\$			128,795.00					
			Pharmacist In Charge:							
			- Is the only pharmacist employed in a pharmacy or is in charge where the total aggregate hours worked by other pharmacists is less than 38 hours per week; or is in charge of a group .							
			1	\$	2,051.70	\$	106,688.40			
			2	\$	2,122.20	\$	110,354.40			
			3	\$	2,188.60	\$	113,807.20			
Deliver and/or manage and direct delivery of services in a complex professional or clinical setting.	P-4.1	\$			135,729.00					
	P-4.2	\$			140,249.00					
Manage and direct professional service delivery, education, research	P-5.1	\$			145,205.00					
	P-5.2	\$			153,431.00					
			Deputy Director Pharmacy Group 3							
				\$	2,416.40	\$	125,652.80			
			Deputy Director Pharmacy Group 2							
				\$	2,796.20	\$	145,402.40			
			Deputy Director Pharmacy Group 1							
				\$	3,161.50	\$	164,398.00			
			Director Pharmacy Group 5							
				\$	2,365.40	\$	123,000.80			
			Director Pharmacy Group 4							
				\$	2,796.20	\$	145,402.40			
			Director Pharmacy Group 3							
				\$	3,161.50	\$	164,398.00			
			Director Pharmacy Group 2							
				\$	3,424.10	\$	178,053.20			
			Director Pharmacy Group 1							
				\$	3,535.20	\$	183,830.40			
			Deputy Director GP 1/Operations Manager							
			- By Appointment in a teaching hospital.							
			Higher Qualifications							
			<i>Grad Cert in a field of pharmacy or equiv: 4% of base rate;</i>							
			<i>Grad Dip (relevant): 6.5%</i>							
			<i>Master of Pharmacy, Science Pharmacology: 7.5%</i>							
			<i>Doctor of Pharmacy or equiv: 10%</i>							
			Advanced level							
				K,S,E,CL at a service level	HP5 PP1	\$	140,767.00			
					HP5 PP2	\$	146,883.00			
				Expert level KSECL at state/national level.	HP6 PP1	\$	156,836.00			
					HP6 PP2	\$	162,346.00			
				Expert at tertiary or multiple services for multiple disciplines	HP7 PP1	\$	178,659.00			
					HP7 PP2	\$	191,461.00			
					HP8 PP1	\$	198,401.00			
				Provides	HP8 PP2	\$	206,737.00			
				Authoritative	HP8 PP3	\$	216,134.00			
				advice, strategic statewide capacity.	HP8 PP4	\$	232,896.00			
					HP8 PP5	\$	242,656.00			