

# Wardspersons Classification Review

**Presenter**

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# Wardspersons Classification Review

- What is the Authority for the review?
  - Established under the Enterprise Agreement (Clause Q13.2)
- Who is going to conduct the review?
  - A dedicated Project Manager will conduct the review, managed by a Joint CHS/Unions Working Party (Q13.4), advised by a sub-committee comprising management representatives, relevant unions and union delegates from CHS and Calvary.

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- What is the purpose of the review?
  - To review the duties and grading levels, as well as the proposed supervisory structure outlined in the HSU's proposed classification structure (Q13.2.1).
- What is out of scope?
  - Any issue that can be appropriately addressed by other Agreement provisions, such as the Classification/Work Value Review clause (D3).

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- Is the review underway?
  - The review is in Phase 3 -Consideration (data analysis and conclusions), where the Project Manager:
    - analyses the data, reaches conclusions and makes recommendations to the Joint Working Party:
    - consults internally on the industrial, service delivery and financial impacts of any proposed recommendations; and
    - prepares an initial draft report.
  - The draft report is expected to be available to the parties by the end of January 2020.

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- How can I be involved in the review?
- Direct employee involvement may be by:
  - providing feedback or submissions to your union, managers or the project manager (HealthEBA@act.gov.au)
  - responding to requests for information, and
  - by participating in group meetings and general employee information sessions.
- Generally, employees will not be involved in the Joint Working Party managing the review as this is determined by the enterprise agreement and the JWP Terms of Reference.

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- But what we really want to know is...

What are your issues?

What are your expectations?

What do you want to happen?

What DON'T you want to happen?

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- More info?
- <https://healthhub.act.gov.au/employment-resources/people-and-culture/classification-review-projects>
- <https://www.health.act.gov.au/health-professionals/classification-review-projects>
- [HealthEBA@act.gov.au](mailto:HealthEBA@act.gov.au)

# Thank you

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