

Minutes, 29 October 2020

Health Professionals Classification Review Joint Working Party			
Attendance			
CHS: Tehlia Vinton (Project Officer/Secretariat), Jo Morris (Chair), Sean McDonnell (SM) ACTHD: Helen Matthews Unions: Chris Dyer (CD) (PA); Ron Johnson (CPSU), Tim Garrett (HSU pathology delegate), Ed Yap (HSU) CMTEDD – Sophia Bouzas Calvary: Michelle Vella			
1. Apologies			
Russell Noud, Andrew Hogan, Eileen McEvoy (HSU) Ian Gratton			
2. Meeting Notes from previous meeting			
The Minutes from 27 September 2020 were accepted			
3. Actions arising from previous meeting			
		Who	Status
1	Staff Survey to be drafted for JWP feedback	TV	Complete
2	Tehlia to complete a comparative analysis on HP Classification structures across the jurisdictions	TV	Complete
3	First draft of Report 3 – summary of feedback from reference groups and staff survey collated to be sent to Reference groups for comment before providing to JWP	TV	November
4	AHA Review Final Report	TV	November
5	Invite Union organisers to the next reference group.	TV	Complete
4. Correspondence			
JWP was asked to delete the previous meeting invite from previous Project Officer – Trevor Melksham as there are 2 meeting invite occurrences creating confusion.			
Correspondence noted was feedback received from various teams and health professions on the Staff Survey content. 95% of feedback was adopted for the finalised staff survey			
5. Update on HP project progress.			
5.1 Staff survey			
A summary of the feedback results has been put together and were presented back to the JWP. There is some refinement of the presentation required before sharing back to the Reference groups and possibly all HP staff.			
The Staff survey was open for 3 weeks in total and was sent to all ACT PS and Calvary HP staff.			
There was a 51% response rate to the survey			
To summaries the overall feedback in the HP survey the priorities areas are:			
<ul style="list-style-type: none"> • Review the HP1 role and how it progresses to a HP 2 role / retention of entry level health professionals • There needs to be a fair and consistent approach to Professional Development across all disciplines • Feedback received is both for and against the qualification allowance. More analysis is required. • Include specialised roles in classification structure – e.g. research, education, clinical specialist 			

roles.

- More depth in current classification structure –build on pay-points particularly at level 3 and 4.
- Address the inequity across the different disciplines. There was particular feedback on the difference between Psychologists and Social Workers.

The CPSU clarified that meant increasing the ceiling of the current levels and not just creating more pay-points to get to the top of the pay-point.

The PA pointed out that to progress with a competency-based progression approach to the classification structure is a huge piece of work and would need to be looked at in how it would interrelate to the approach to professional development.

ACT Health Directorate advised that the inequity issue is not only with psychologist and Social workers, but also could include the fluidity of pharmacist moving between the Health Directorate and the Hospital and the impact of salary packaging entitlements in the hospital and not the Health Directorate.

5.2 Classification Comparison Analysis

The comparative analysis was tabled for discussion, however due to time constraints of the meeting it was decided that an out of session discussion on the report would be beneficial. Tehlia to arrange.

HSU requested to see greater referencing in the document

5.3 Reference group meeting 3 & Team meeting

Reference group meetings will be held the week commencing 9 November and all Union organisers on the JWP have been invited to attend as has other JWP members.

6. Update on AHA review

Drat report to be ready for the end of November 2020.

9. Other Business

No other business raised

Next Meeting

26 November 2020

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Further information: [Internal](#), [External](#)

Actions arising – 27 October 2020		Who	Timeframe
1	Referencing to be added to the comparative analysis	TV	November
2	Arrange a Comparative analysis out of session discussion meeting with JWP before socialising	TV	Week commencing 9 Nov
3	Revise and refine the HP Staff survey presentation	TV	By Week commencing 9 November
4	Tehlia to set up meeting with Claire Pearce, Alison McDonald and Connie Galati to discuss SW and Psychologist differences	TV	By next JWP