Pharmacists

Removal of restrictions on the use of "appointed as such" and ,"in the opinion of" in most cases where they appeared.

Grade 2: insertion of indicators which act as guidelines for the position. Indicators are not mandatory but will provide strong guidance.

Grade 3 The current Grade 3 has been completely replaced. The new definition has 5 mandatory criteria, only one of which has to be met. Eight indicators have also been inserted which are not mandatory but which will provide strong guidance. Only one need apply.

A new definition of "Pharmacist in Charge" is also included in Grade 3. It applies where there are less than 2 pharmacists employed. The reference to the Agreement in the last line of the definition refers to the list in the groupings document under "Pharmacist in Charge"*.

Grade 4 This is a completely re-worked classification. Currently the Grade 4 Senior Clinician is the only criterion at this level. This classification is entirely at the discretion of the employer. The new definition has 5 mandatory criteria, one of which is Senior Clinician - with employer discretion removed. Only one of the 5 mandatory criteria need apply. There are 2 optional indicators which again are not mandatory but provide forceful guidance.

NB It is mandatory that there be at least one Deputy Director in each Group 2 & 3 pharmacy. (This currently applies).

Director and Deputy Director – the latter has been broadened to include Operations Managers ("however titled"). Gradings at these levels depend on whether their Dept is Group 1,2, 3, 4 or 5. (see "Proposed Groupings. Hospital Pharmacists").

Groupings Of Pharmacy Departments

New Groupings apply and need to be read in conjunction with the classification criteria and salary translation table.

Copies of these are available on the Union's website.

Dietitians

Removal of restrictions on the use of "appointed as such" and ,"in the opinion of" and "as recognised by the employer".

Grade 2 Can now supervise Grade 1 dietitians as well as students **and** includes sole practitioner.

Grade 3 includes dietitians with a significant administrative role. New indicators apply to deputies and administrators.

Grade 3 now has 3 clear pathways: management, clinical and community health with extended definitions.

Grade 4 extends the career pathways provided in Grade 3 by adding management, clinical and community health. In addition the clinical stream is broken down into clinical practice, research, special projects and teaching and education.

Manager Dietetics and Nutrition Services This replaces the current Dietitian 4B. Also a new definition applies. Salary set at Principal Scientist rate.

Groupings of Departments of Dietetics The new groups will replace the current groupings. Note that Group 1 is divided into Departments and Services. The dietitian in charge of either is Grade 4. However a dietitian can only become a Manager

Clinical Perfusionists

A Grade 4 clinical perfusionist classification has been added to what was a 3 level structure.

Grade 1 & 2 – No change

Grade 3 was the senior perfusionist classification. That classification is now Grade 4. The Grade 3 definition now lists a number of duties and responsibilities, some of which may be performed by a Grade 3, including being Deputy to a Grade 4 perfusionist.

Grade 4 – Perfusionist in charge of a team of perfusionists.

Reflects the previous Grade 3 definition of a Perfusionist in Charge, with the addition of coordination with surgical and anaesthetic staff.

Medical Scientists

Grade 3 New minimum criteria for a scientist responsible for a single blood banking service, Clinical trials Coordinator, Quality Officer, Information technology Officer. A new provision is provided for split shifts where a scientist performs part of their duties as a Grade 3 Clinical Trials Coordinator and part as a Grade 1 or 2 bench scientist. Apart from blood banking services, the new definitions are intended to apply to non-pathology and pathology scientists.

Grade 4 New minimum criteria for Quality Manager, Clinical Trials Manager, IT Manager, Blood banking Manager, scientist in charge of a branch laboratory of a networked health service and a scientist who is the manager of a neuro, sleep or respiratory laboratory. Apart from blood banking services, the new definitions are intended to apply to non-pathology and pathology scientists.

Principal Scientist A new definition is provided which goes beyond pathology. The list of health services has been updated to cover the four major departments of pathology in all the major metropolitan health services—18 new positions.

Scientist Deputy Director the definition has been expanded to cover Operations and Business Managers.

Audiologists

Grade 1 – first 3 increments deleted, so that the Grade 1 Year 1 = previous Grade 1 Year 4. Otherwise, no change (apart from consequential changes) to Grade 1 definition.

Grade 2 – Some minor changes to the definition. Has responsibility for *supervision* of Master's students. The current definition refers to the *clinical training and practical placement* of Post Graduate Diploma students. Is engaged in clinical work requiring special knowledge or depth of experience. The words *development or research work* have been removed.

In addition there is a new provision that a sole audiologist employed in a health service will be a Grade 2.

Psychologists

P1 1 has been retitled as "Provisional Psychologist (Grade 1)" (4 + 2 under supervision).

P2 is the entry level for a registered psychologist

P2s & P3s are entitled to regular professional supervision by a more senior psychologist. There is a requirement for this supervision to be provided externally where there is no appropriately qualified supervisor in a service.

There is provision for shared supervision of a P1 between a P2 and a P3 but only where the P3 is the Principal Supervisor and the P2 the Secondary Supervisor, in accordance with PBA requirements.

Masters or Doctoral students may *observe* the practice of a **P2** (but not be supervised by them).

A **P2** who seeks specialist endorsement from the PBA shall be entitled to professional supervision from a P3 or above that meets PBA requirements.

New **P3** criteria include research, sole psychologist and an expanded definition of supervision.

New **P4** criteria include team leader and community health program manager.

A **new P5** level and definition extends the career pathway established by the new P4 definition. P5 classification applies to the head of a psychology program or service. Salary set at Principal Scientist rate.

Audiologists (continued)

Grade 3 – new definitions added. Supervises Grade 1 and 2 audiologists; and/or is responsible for the clinical training and practical placement of students; and/or is Deputy to a Grade 4; is a Senior Clinician (as defined)

A Grade 4 audiologist classification has been added to what was a 3 level structure.

Grade 4 – In charge of an audiology unit of 3 or more EFT audiologists (including themselves)

Also classifications of Deputy Director and Director of Allied Health have been added.