



If calling please ask for:
Tom Kidman

Telephone:
0435 968 331

24 April 2025

Ms Natasha Brown
General Secretary
Public Service Association of SA
122 Pirie Street
ADELAIDE SA 5000

**Industrial Relations and
Policy Branch**

Level 6

State Administration Centre

200 Victoria Square
Adelaide SA 5001

GPO Box 1045
Adelaide SA 5001
DX56205

agd.sa.gov.au

Dear Ms Brown

WITHOUT PREJUDICE

Revised Terms of Offer – Enterprise Agreement to apply to public sector Allied Health Professionals and Allied Health Assistants

Please find **attached** Revised Terms of Offer (**Offer**) for a proposed new, separate enterprise agreement to apply to Allied Health Professionals and Allied Health Assistants.

The Revised Offer is made on a without prejudice basis; as a total package in full and final settlement of all claims made; and is conditional on employee acceptance and subsequent approval of a new enterprise agreement by the South Australia Employment Tribunal.

Yours sincerely

A handwritten signature in black ink, appearing to read "Tom Kidman", written over a faint, larger signature.

Tom Kidman
Director, Industrial Relations
Attorney-General's Department

WITHOUT PREJUDICE

GENERAL SECRETARY – PUBLIC SERVICE ASSOCIATION OF SOUTH AUSTRALIA

SECRETARY – HEALTH SERVICES UNION (SOUTH AUSTRALIA AND NORTHERN TERRITORY BRANCH)

DIRECTOR – PROFESSIONALS AUSTRALIA

PROPOSAL FOR NEW ENTERPRISE AGREEMENT TO COVER ALLIED HEALTH PROFESSIONALS EMPLOYED IN THE SOUTH AUSTRALIAN PUBLIC SECTOR

These “Terms of Offer” (**Offer**) are provided on a without prejudice basis as a package in full and final settlement of all claims made in enterprise bargaining negotiations. The Industrial Relations and Policy Branch (**IRAP**), Attorney-General’s Department on behalf of the employer, reserves the right to vary, withdraw or correct any unintended aspect of this offer.

The Offer is conditional on an agreement being reached and approved by the SAET. Except where indicated, the proposals in this “Terms of Offer” outline the nature of each aspect of the offer on the basis that, where applicable, issues of detail or clarification will be provided in the draft *South Australian Allied Health Enterprise Agreement 2025* or be the subject of further clarification if necessary.

Interpretation: A reference in this Offer to a payment to be made will be taken to being subject to the payment being effected within a reasonably practicable time after an agreement is approved or a payment is due:

- provided that implementation of changed salary or wage rates will generally have priority over giving effect to other payment/s; and
- noting that what is ‘reasonably practicable’ may be dependent on the number of employees affected within an agency and systems in place within agencies to implement new industrial terms for Allied Health Professionals and Allied Health Assistants.

A reference to “ffpp” in relation to a date, means the first full pay period to commence on or after the date specified. Unless otherwise stated in this Offer, the operative date will be on and from the date of approval by the SAET.

PROPOSALS TO BE THE SUBJECT OF TERMS OF A NEW ENTERPRISE AGREEMENT

COVERAGE OF NEW AGREEMENT

It is proposed that a new agreement would apply to all employees engaged as Allied Health Professionals (**AHPs**) and Allied Health Assistants (**AHAs**) across the public sector, being employees who fall within Schedule 1.2 and Schedule 1.19 of the *South Australian Public Sector Enterprise Agreement: Salaried 2021* (**Current Salaried Agreement**) (**the new enterprise agreement**).

PERIOD OF AGREEMENT

It is proposed that the new enterprise agreement will come into effect on the date of approval by the South Australian Employment Tribunal (**SAET**) and have a nominal term of 4 years.

SALARY INCREASES, CLASSIFICATIONS, ALLOWANCES AND MONETARY PAYMENTS

General Salary Increases

It is proposed that rates of salaries in a new enterprise agreement will be in accordance with the present salary rates in the Current Salaried Agreement as applicable to AHPs (Schedule 1.2) and AHAs (Schedule 1.19) increased as follows:

- First increase

Salary increase of 3.5 % per annum with effect from first full pay period commencing on or after 1 August 2025.

- Second increase

Salary increase of 3.25 % per annum, with effect from the first full pay period commencing on or after 1 August 2026.

- Third increase

Salary increase of 3.25 % per annum, with effect from the first full pay period commencing on or after 1 August 2027.

- Fourth increase

Salary increase of 2.5% per annum, with effect from the first full pay period commencing on or after 1 August 2028.

Should an agreement involve retrospective salary increases, retrospective increases (and any other monetary payments) will not apply to persons who are not employed at the time of SAET approval.

AHPs at the Department for Child Protection

It is proposed that for AHPs employed in the Department for Child Protection, the new agreement would provide an allowance equivalent to the value of 4% of the applicable annual rate of salary payable in the first year, to be paid in fortnightly instalments. The initial allowance would be calculated on the basis of the rates of salary with the base and first increase above. In subsequent years, the allowance would be increased in accordance with annual salary increases.

Removal of junior rates for AHAs

It is proposed that junior rates presently applicable to AHAs (AHA-1 17 years & under – 20 years) be removed with any present employee paid at junior rates progressing to the AHA-1 1st year adult on commencement of a new agreement.

Classifications

- Modifications to AHP classification structure contained in the *South Australian Public Sector Enterprise Agreement: Salaried 2021*:
 - All AHPs: It is proposed that the classification criteria for AHP2 be modified so that an employee whose position is classified at the AHP1 level advances to the AHP2 level after 12 months service at the highest increment level for AHP1, save where an agency determines that the employee should remain at the lower level because of unsatisfactory performance.
 - Psychologists: it is proposed that the requirements for progression between AHP2 and AHP3 be modified so that supervision of a psychologist may be a requirement (not must be a requirement).

Professional development allowance

It is proposed that a new agreement would provide for payment of a professional development allowance of \$1,000 per annum (AHPs only) in fortnightly instalments including during periods of paid leave.

The value of the allowance is proposed to increase in accordance with general salary increases under a new agreement.

The allowance will not apply to casual employees and will not be paid for any other purposes such as recall, shift penalties and other allowances.

In addition to the allowance of \$1,000, where an employee is employed above 0.6FTE, the employee will be entitled to reimbursement of up to an additional \$1,000 per year (**PD reimbursement entitlement**) of the cost of professional development with the availability of the PD reimbursement entitlement to be determined on a pro rata basis depending on the employee's FTE fraction as follows:

- above 0.6 FTE and up to and including 0.7 FTE: reimbursement of up to \$250 per year
- above 0.7 FTE and up to and including 0.8 FTE: reimbursement of up to \$500 per year
- above 0.8 FTE and up to and including 0.9 FTE: reimbursement of up to \$750 per year
- above 0.9 FTE: reimbursement of up to \$1,000 per year

Employees may apply for reimbursement of expenses above the PD reimbursement entitlement, on the following conditions:

- approval of such applications is at the discretion of the agency; and
- all applications will be dealt with expeditiously.

It is proposed to include an entitlement in the new enterprise agreement to professional development leave in the same terms which appear in the Current Salaried Agreement (clause 21.3).

Regional incentive payments

It is proposed to introduce an allowance payable to AHPs who commence work in particular regional/rural locations after commencement of a new enterprise agreement.

The allowance payable would depend on the regional location, which is proposed to be determined based on the Modified Monash Model (**MMM**), zones 3 to 7 (see **attached** list of locations by zone):

- Zone 3: \$882 per year
- Zone 4: \$1,765 per year
- Zone 5: \$3,530 per year
- Zone 6: \$5,736 per year
- Zone 7: \$7,060 per year

The allowance will be payable in fortnightly instalments. Rates would be indexed in accordance with general annual salary increases.

Conditions of payment:

- After the fifth year in a specified zone, the allowance is no longer payable.
- No period of leave without pay will attract payment of the allowance.
- Part-time employees will receive the allowance on a pro-rata basis.

Additional Qualifications allowance

It is proposed that a new agreement would provide for payment of an allowance to employees (AHPs only) who achieve additional qualifications (ie, additional to the baseline/entry level qualification), where in the employer's view the qualifications are directly relevant to the work performed by the employee.

The allowance will range from \$714 per year to \$1,123 per year, paid fortnightly, depending on the qualification:

- Graduate certificate: \$714 per year
- Graduate diploma: \$918 per year
- Second degree, Masters or PhD: \$1,123 per year

The allowance would be payable in fortnightly instalments and the allowance rates are proposed to increase annually in accordance with the general annual salary increases.

The conditions for payment would be as follows:

- Allowance would not be included for purpose of calculating penalty rates and overtime.
- Allowance would be paid during paid leave but not parenting leave.
- The allowance is proposed to be payable to part-time employees on a pro-rata basis.
- Employees would be only able to claim one allowance at a time (higher or highest qualification allowance applicable will be paid).
- Allowance would not be payable to AHP 5 and above.

Multi-classification allowance

It is proposed that a new enterprise agreement would include provision for payment of a multi-classification allowance to employees who are appointed after commencement of a new enterprise agreement to a position which is multi-classified as an AHP position and under the *Nursing/Midwifery (South Australian Public Sector) Enterprise Agreement 2022* (or successor) (**NMEA**). The value of the allowance is proposed to be the difference between the base salary for the applicable AHP position and the applicable base salary under the NMEA.

Conditions of payment:

- In establishing the value of the allowance for a part-time employee, the applicable base salaries will be pro-rated.
- The allowance will only be payable where the base salary for the applicable AHP position is less than the base salary for the applicable position under the NMEA.
- The allowance would be payable for all purposes including during leave and in calculating overtime and shift penalties.

WORKING ARRANGEMENTS

7 day rostering

It is proposed that a new agreement would include provisions allowing employees to be rostered over 7 days and for averaging of ordinary hours over a roster period.

It is proposed that there be notice periods to the following effect:

- Agencies may require an employee to be available to work across 7 days per week on no less than 3 months' notice, or by agreement.
- Agencies may withdraw a requirement to be available to work across 7 days per week on no less than 3 months' notice, or by agreement.

It is also proposed that there be terms to the effect that:

- consultation about a change to 7 day rostering will occur during the 3 month notice period;
- in the event of a dispute about a decision to change to 7 day rostering, the change will be implemented while any matters in dispute are being dealt with.

It is proposed that a clause about 7 day rostering and averaging of ordinary hours would address ancillary matters including roster notice periods of 14 days (subject to exceptions) and provisions regarding consecutive days off.

Additional annual leave

It is proposed that a new agreement would provide 5 weeks of annual leave per year to employees who are required to be available to work ordinary hours across 7 days per week.

Note: it is intended that "work across 7 days" encompasses employees who are available to be regularly rostered ordinary hours on Saturdays, Sundays and Public Holidays. It is not intended that an employee who is generally not available on certain weekdays (Monday to Friday) would be precluded from accruing the additional week of leave.

Employees who are not required to be available to work across 7 days would have an entitlement to the standard 4 weeks of annual leave per year.

On-call

Clarify in a new agreement that when an employee performs work from home when on-call that they will be paid for the time spent working at overtime rates provided that the total time spent working across a day or night that they are on-call is at least 30 minutes, including where the 30 minutes is comprised of a number of separate shorter periods of work.

Agency deployment

It is proposed that a new enterprise agreement would include a term which enables employees employed on an ongoing basis to be deployed into alternative positions within the applicable agency where considered necessary to meet the operational requirements of the agency.

REDEPLOYMENT, RETRAINING AND REDUNDANCY

It is proposed that a new agreement would include simplified redundancy provisions. The provisions would maintain the formula by which voluntary separations are calculated under the present *South Australian Public Sector Enterprise Agreement: Salaried 2021*, while simplifying the procedural redeployment and retraining requirements.

PERMANENCY

Subject to further Cabinet approval, it is proposed that the *Public Sector Regulations* would be amended such that Part 7 of the *Public Sector Act 2009* (SA) will apply to AHPs and AHAs in the same way as it presently operates, save that section 45(3) will apply to all AHPs and AHAs.

Acknowledging that the regulation making process may take some time, it is proposed that a new enterprise agreement would include a clause which applies section 45(3) of the *Public Sector Act 2009* to AHPs and AHAs. That clause would continue to operate until the Public Sector Regulations are amended to that effect.

OTHER TERMS

Consultation and dispute resolution

It is proposed that a new agreement would include mandatory terms, including terms about consultation and dispute resolution which allow for efficient and effective processes, including an obligation to consult where there is a significant impact on employees and express prohibition on industrial action during dispute resolution.

General

It is proposed that a new agreement would include other general terms including but not limited to interpretation, parties bound, renegotiation, no extra claims, relationship with other industrial instruments, incremental progression, leave, types of employment, salary packaging and flexibility.

Workloads

It is proposed to include in the new enterprise agreement a workload management provision modelled on the terms contained in clauses 15.1 to 15.4 of the Current Salaried Agreement.

Car parking

It is proposed to include an entitlement in the new enterprise agreement to subsidised carparking and free public transport for employees of the Department for Health and Wellbeing employed to work at metropolitan public hospitals in the same terms which appear in the Current Salaried Agreement (Appendix 11).

OTHER MATTERS

Standalone Agreement

It is proposed that, to the extent possible, a new agreement will operate to the exclusion of applicable industrial awards and the SA Health (Health Care Act) Human Resources Manual, with applicable entitlements to be contained within the terms of the new enterprise agreement. This proposal is made with a view to achieve that outcome more comprehensively in a subsequent agreement.

PROPOSALS TO BE DOCUMENTED OUTSIDE OF A NEW ENTERPRISE AGREEMENT

- Review of classification structures: It is proposed that the parties agree, via an exchange of letters, for there to be a review of classification structures contained within a new agreement, with the aim to complete the review within the first two years of a new agreement. In agreeing to the review, the parties would acknowledge that implementation of review recommendations would be subject to further approval process, including in relation to funding, and may require an application to vary the enterprise agreement.
- Attraction and retention allowances presently paid to perfusionists, radiographers, sonographers and nuclear medicine technologists by the Department for Health and Wellbeing: It is proposed that employees employed as perfusionists, radiographers,

Without prejudice – E&OE

sonographers and nuclear medicine technologists who are presently in receipt of attraction and retention allowances may continue to be paid the existing allowances pending implementation of outcomes of the classification structure review. This will follow the Department for Health and Wellbeing's approval processes.

Attachment to Terms of Offer

Regional Locations based on the Modified Monash Model of Regionality (MMM)

Location	Postcode
MMM Zone 3	
Goolwa	5214
Mannum	5238
Mount Gambier	5290
Mount Barker	5251
Murray Bridge	5253
Strathalbyn	5255
Tanunda	5352
Victor Harbor	5211
Whyalla	5600
MMM Zone 4	
Naracoorte	5271
Nuriootpa	5355
Port Augusta	5700
Port Pirie	5540
MMM Zone 5	
Ardrossan	5571
Balaklava	5461
Barmera	5345
Berri	5343
Booleroo	5482
Bordertown	5268
Burra	5417
SA Prison Health – (Cadell Training Centre)	5321
Clare	5453
Kapunda	5373
Kadina	5554
Karoonda	5307
Kingston	5275
Keith	5267
Laura	5480
Loxton	5333
Lucindale	5272
Maitland	5573
Orroroo	5431
Peterborough	5422
Penola	5277
Port Broughton	5522
Point Pearce	5573
Quorn	5433
Renmark	5341
Riverton	5412
Snowtown	5520
Coonalpyn	5265
Crystal Brook	5523

Without prejudice – E&OE

Location	Postcode
Eudunda	5374
Gladstone	5476
Hawker	5434
Jamestown	5491
Meningie	5264
Millicent	5280
Minlaton	5575
Moonta	5558
Mount Pleasant	5235
Tailem Bend	5259/5260
Tintinara	5266
Wallaroo	5556
Waikerie	5330
Yankalilla	5203
MMM Zone 6	
Cleve	5640
Cowell	5602
Coffin Bay	5607
Cummins	5631
Karcultaby	5654
Kimba	5641
Lameroo	5302
Lock	5633
Marree Health Service	5733
Pinnaroo	5304
Port Lincoln	5606
Roxby Downs	5725
Tumby Bay	5605
Ungarra	5607
Warooka	5577
Wudinna	5652
Yorke town	5576
MMM Zone 7	
Andamooka	5722
Amata	0872
APY Lands	0872
Ceduna	5690
Cooper Pedy	5723
Elliston	5670
Ernabella	0872
Kangaroo Island	5223
Kingooonya	5719
Leigh Creek	5731
Marla	5724
Oodnadatta	5734
Streaky Bar	5680
Tarcoola	5701
Wirrulla	5661
Woomera	5720