

AHA TRANSITION STAFF INFORMATION (July 2018)

BACKGROUND

The *South Australian Modern Public Sector Enterprise Agreement: Salaried 2017, Appendix 10* (the Enterprise Agreement) introduced a new classification stream specific to Allied Health Assistants (AHA). This means staff currently working in AHA roles will be transitioned from OPS classification to AHA classification in the first pay period on or after July 31st 2018.

This new stream aims to give clear definitions and a career pathway for staff who assist Allied Health Professionals (AHPs) with therapeutic and program related activities. The staff in-scope for this transition work under the clinical supervision and delegation of AHPs and provide a mix of direct patient care and indirect support.

WHO IS IN SCOPE?

OPS 1-4 staff who provide direct therapeutic and program related assistance to AHPs and who receive clinical supervision and delegation from AHPs are in scope for this transition. This may include the following staff groups:

- Allied Health Assistant
- Activity Officer/Supervisor
- Arts and Wellness Officer
- Child Development Coord
- Child Youth Parent Support
- Clinical Support Worker
- Dietetic Assistant/Monitor
- Fitness Leader
- Hydrotherapy Operator
- Leisure and Lifestyle Assistant
- Occupational Therapy Assistant
- Paramedical Aide (working in AH)
- Pharmacy Assistant (tbc)
- Physiotherapy Assistant/Attendant
- Placement or Welfare Officer/Worker
- Podiatry Assistant
- Radiography/Radiology Assistant
- Recreation Coordinator
- Rehabilitation Assistant
- Speech Pathology Assistant

Staff currently classified as WHA, ASO, TGO or other classification are generally not included in this transition. A small number of WHA or ASO staff who work as AHAs may be considered for the new stream (following appropriate consultation processes), but only in cases where the previous classification was inaccurate due to role changes.

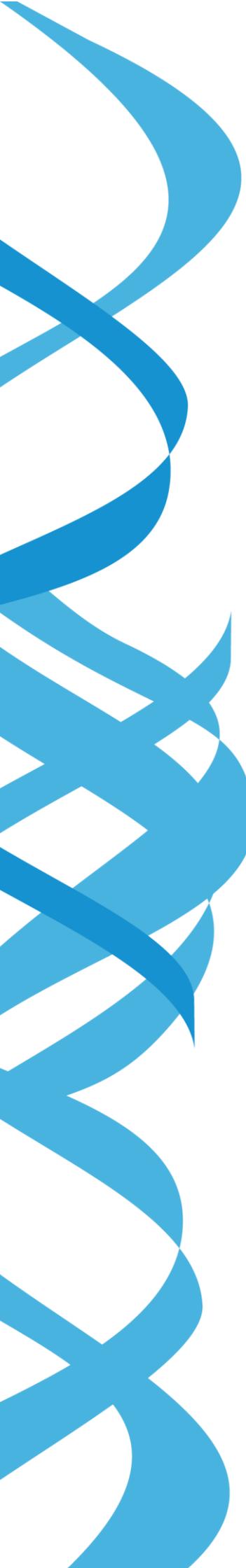
Out of scope roles may include the following staff groups:

- Care Support Worker
- Carer Consultant
- Community Rehab Worker
- Community Support Worker
- Peer Specialist/Worker
- Dental Assistants
- Play Therapist
- Paramedical Aides (not working in AH)

Out of scope roles do not have clinical supervision or delegation by AHPs, and are therefore not considered Allied Health Assistants at this time.

WHEN IS THE TRANSITION HAPPENING?

The effective date, as set by the Enterprise Agreement is July 31st, 2018. Changes to salary will commence at the first full pay period after this date (August 12, 2018).



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WHAT QUALIFICATIONS ARE REQUIRED IN THE NEW STREAM?

The Enterprise Agreement introduces new minimum qualifications for AHA level 2, 3 and 4. These minimum requirements are:

AHA-2 - Must hold or be undertaking a Certificate 3 in Allied Health Assistance or equivalent.

AHA-3 and AHA-4 – Must hold a minimum or Certificate 4 in Allied Health Assistance or equivalent.

For current staff transitioning into the new AHA stream, assessment of ‘equivalency’ to these minimum qualifications may include recognition of work experience as well as relevant alternate qualifications. Other Certificate level qualifications in Health, Disability or Individual Support, Mental Health and Welfare or Allied Health Professional university study may all be considered equivalent at various levels.

Staff who do not hold the minimum qualifications for their new classification will have the option to apply for Recognition of Prior Learning (RPL) to confirm ‘equivalency’.

WHAT LEVEL WILL I TRANSITION TO?

The Enterprise Agreement outlines new work level definitions that describe the work tasks, duties and responsibilities of staff at each level (AHA 1-4). These definitions are somewhat different to the work levels previously used under the OPS classification. This change in definitions means some staff may be eligible to be translated upwards to a higher classification (with an associated salary increase). This translation does not impact the job role you have or the work you will be expected to do.

OPS-1 Staff

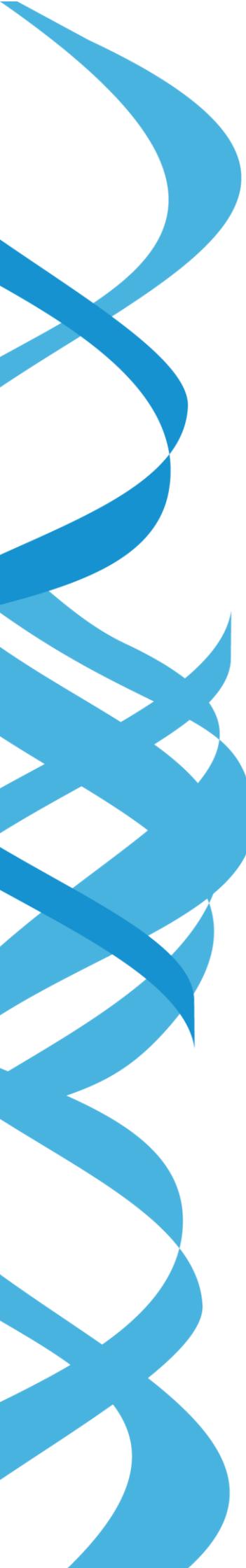
The Enterprise Agreement states that AHA-1 level staff will be progressed up to AHA-2 after 6 months employment or on completion of Certificate 3 in Allied Health Assistance, whichever is the sooner and only when work performance has been satisfactory. OPS-1 staff who have been employed for more than 6 months or who hold a Certificate 3 in Allied Health Assistance will be directly translated up to AHA-2 level (unless there is unsatisfactory work performance).

OPS-2 and OPS-3 Staff

In this initial transition process some OPS-2 staff will transition directly to AHA-2 and others may be eligible to translate up to AHA-3. Similarly some OPS-3 staff will transition directly to AHA-3 and others may be eligible to translate up to AHA-4.

To determine the roles that are eligible to be translated upwards, a *Manager Initiated Translation Assessment* will be completed by managers for all OPS-2 and OPS-3 roles. This assessment will compare your current work tasks, responsibilities and duties against the new work level definitions and your manager will determine if your new classification is at the same level as your current OPS level or at a higher level.

If an employee disagrees with the new classification level determined by the *Manager Initiated Translation Assessment*, they are able to submit an *AHA Re-Classification* (employee initiated) application. This is a simplified re-classification application that is specific to Allied Health Assistants.



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All Levels

If a role meets the work level definitions for a higher classification but the employee does not hold the minimum qualification for the higher level, the employee will transition pay point to pay point (e.g. OPS-2 to AHA-2) in the first instance. The employee may choose to either complete the relevant Certificate, or apply for formal Recognition of Prior Learning (RPL) in order to progress up to the next level.

In the initial transition, staff who apply for RPL by 1st September 2018 and who are either granted RPL or who complete the relevant Certificate by 31st March 2019 will be eligible for upward translation and have salary increase back-dated to the effective date of 31st July 2018.

INCREMENTAL SERVICE (ANNIVERSARY) DATE

For staff who transition pay point to pay point (e.g. OPS-2 to AHA-2) the incremental service date (anniversary date) remains the same. For staff who translate to a higher pay point (e.g. OPS-2 to AHA-3) the incremental service date (anniversary date) will become 31st July.

WHAT HAPPENS AFTER THE JULY 2018 TRANSITION?

After this initial transition, Role Descriptions will be aligned to the new work level definitions. The manager-initiated *Translation Assessment* process will cease, but AHA staff can continue to apply for re-classification using the relevant AHA Reclassification form.