



Related Document

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Health Professional Classifications and Recruitment to Health Professional Positions

Please note where the term ‘Specified Calling’ is used, this is now referred to as ‘Health Professional Named Calling’.

Historical context

This supporting information is to be read in conjunction with *P18 of 2003 Hospital Salaried Officers Award 1968 – Health Professionals Work Value Review – Implementation, Translation and Retrospective Payments* detailing the outcomes of the health professionals work value review, and *Health Professionals Work Value Review – Updating of Job Description Forms and Advertising of Positions* detailing the requirements for updating job descriptions for specified calling positions.

The Health Professional* positions referred to are:

Audiologist, Bio-Engineer, Certified Clinical Perfusionist, Dietitian, Librarian, Medical Imaging Technologist, Medical Scientist, Nuclear Medicine Technologist, Occupational Therapist, Orthoptist, Orthotist and Prosthetist, Pharmacist, Physicist, Physiotherapist, Podiatrist, Psychologist, Radiation Therapist, Scientific Officer (Respiratory Science, Exercise Physiology, Sleep Technology), Social Worker, Speech Pathologist and Ultra-Sonographer.

**List of current Health Professional Named Calling positions under ‘Current Context’*

A specified calling classification can only apply to a position if the duties of the position can only be performed by a person possessing the required tertiary qualifications applicable to a named specified calling. Only positions meeting this criterion can be established and identified as specified calling positions.

Classification Level Descriptors for all levels of specified calling positions were determined, under the auspices of the WA Industrial Relations Commission, as part of the work value review. These descriptors form the basis for determining the classification levels for all specified calling positions and their application is mandatory. The classification descriptors are published in *Health Professionals Work Value Review – Updating of Job Description Forms and Advertising of Positions*.

Recruitment

The duty statement and selection criteria elements of the Job Description Form for all levels of specified calling positions must reflect the applicable classification descriptors

published in *Health Professionals Work Value Review – Updating of Job Description Forms and Advertising of Positions*. Recruitment action cannot be initiated if the Job Description Form submitted to commence the recruitment process does not incorporate the applicable classification descriptors.

Determination of Classifications

Where existing delegations provide authority for the determination of classifications and/or reclassification of specified calling positions, the mandatory classification descriptors must be rigorously applied by the Classification Review Committees. Particular attention must be paid, in any reclassification work value assessment, to the significant work value recognised for all positions in the settlement of the health professionals work value review.

To assist Classification Review Committees in identifying work value in excess of that identified in the work value review, the agreed work value submissions for each of the specified callings is available.

Current context

List of current Health Professional Named Calling positions:

Art Therapist, Audiologist, Biomedical Engineer, Biomedical Scientist, Cardiac Scientific Officer, Clinical Perfusionist, Clinical Psychologist, Dental Practitioner, Dietitian, Engineer, Exercise Physiologist, Imaging Technologist Mammography, Librarian, Medical Imaging Technologist, Medical Imaging Technologist / Sonographer, Medical Physicist, Medical Practitioner, Medical Scientist, Midwife (Registered), Neurophysiology Technologist, Nuclear Medicine Technologist, Nurse (Enrolled), Nurse (Practitioner), Nurse (Registered), Occupational Therapist, Optometrist, Orthoptist, Orthotist and Prosthetist, Pharmacist, Physiotherapist, Podiatrist, Psychologist, Radiation Therapist, Respiratory Scientist, Sleep Scientist, Social Worker, Sonographer, Speech Pathologist.

Queries regarding classifications can be emailed to DoHClassification@health.wa.gov.au.