

# Health Practitioner (Queensland Health) Certified Agreement (No 1) 2007

## Implementation

### Welcome to Phase 2 – Role Evaluation

## Following the Phase 1 translation we are commencing the next part of the process (Phase 2)

#### What is Phase 2?

Phase 2 is the Work Evaluation Project in which every Health Practitioner has the opportunity to have the role that they perform evaluated against the new Work Level Statements. All roles will be evaluated centrally by a special team with involvement from Health Practitioners. The new evaluation process replaces JEMS, is much simpler and better recognises non managerial roles.

#### What do we need to know?

Firstly it's really important to be familiar with the contents of the Agreement. The sections of the Agreement which relate particularly to Phase 2 are:-

Section 18 - Implementation of Health Practitioner Classification Structure

Schedule 5 - Phase 2: Work Level Evaluation Process

Schedule 4 - Work Level Statements.

A hard copy of the Agreement should be available in your workplace. If not, it is available electronically on QHEPS and on

[www.lhmu.org.au/01\\_cms/details.asp?ID=558](http://www.lhmu.org.au/01_cms/details.asp?ID=558) and [www.qpsu.org.au/potodo/downloads/070928\\_hoa\\_v15\\_1.pdf](http://www.qpsu.org.au/potodo/downloads/070928_hoa_v15_1.pdf)

Queensland Health and your Unions will be providing easy to follow guides and forms. These will be available in hard copy and electronically.

#### Who can we talk to?

Each District and Statewide Service will have a Project Team whose role is to support the collection of data to be presented for central evaluation. Each team will include a Project Coordinator, a Project Officer, a HR Manager, a QPSU delegate and a LHMU delegate. This group will coordinate the education around the Phase 2 process and act as a local source of information for managers, discipline leaders and employees. Further information will be provided about the roles of the Project Team and the individual members.

#### What can we expect?

The project teams will organise education sessions at various facilities and sites throughout the district. Consultative processes will then occur between Work Unit managers, discipline leaders and employees both in a group setting and on an individual basis.

All Role Descriptions will need to be re-written and submitted with a Work Unit proposal but this cannot occur until the full toolkit and templates have been released and local consultation has happened.

An individual will have the right to submit an application for a separate evaluation of their role if they disagree with what is provided in the Work Unit proposal. There will be guiding documentation on how to pursue this. Project Teams will be available to assist employees in this process.