

11 February 2010



Mr M Reid  
Director-General  
Department of Health  
GPO Box 48  
BRISBANE QLD 4001

Dear Mr Reid,

Our union is concerned with process that Queensland Health intends to utilize to fill vacancy of employees covered by the *Health Practitioners (Queensland Health) Certified Agreement (no. 1) 2007*.

Our members are concerned about the content of a memo from the Deputy Director General Corporate Services dated 1 February 2010 and the accompanying policy document *Health Practitioner (HP) Guidelines for District Management of Vacancies for Managers*.

In particular the memo indicates that the HR Executive Committee endorsed in principle on 7 December 2009 the following recommendation:

- That health practitioner vacancies will be advertised as HP(technical level) or HP3 (for graduate positions) unless otherwise approved.

Furthermore the guidelines creates a Health Practitioner Oversight Committee with no union involvement.

The *Health Practitioners (Queensland Health) Certified Agreement (no. 1) 2007* provides the only basis upon which an existing position evaluated through the phase 2 process can be altered. In particular schedule 6 of that agreement outlines the process that Queensland Health must follow.

Further our members regard the automatic advertisements of positions as HP2 or HP3 unless otherwise approved is tantamount to a statewide organisation change without any consultation. Our members believe that this policy will undermine quality health care to the public.

Our members contend that the implementation of this policy would contravene the following provisions of the *Health Practitioners (Queensland Health) Certified Agreement (no. 1) 2007* :-

- Clause 18
- Clause 52
- Clause 53
- Clause 54
- Schedule 6