

SOUTH AUSTRALIAN GOVERNMENT
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Separate Document Containing:

**APPENDIX 5:
WORK LEVEL DEFINITIONS**

and

**SCHEDULE 1.21
TRANSLATION ARRANGEMENTS**

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APPENDIX 5A: ALLIED HEALTH PROFESSIONALS WORK LEVEL DEFINITIONS

DEFINITIONS

“Agency”

means an administrative unit or Agency as defined by the South Australian Government Wages Parity (Salaried) Enterprise Agreement 2009.

“Allied Health Professionals (AHP)”

means employees who are employed in vocational groups listed in Appendix 1. Allied Health Professionals are required to be tertiary qualified having completed recognised undergraduate university degrees to enable them to either obtain State or Territory registration; licence or accreditation to practice; or are eligible to join the relevant professional association.

“Co-ordination”

means the organising of employees, activities and, students where necessary, to meet operational requirements which contributes to the timeliness, effectiveness, quality and efficiency of a work unit.

“Complex”

means professional work which is characterised by ambiguity and/or novelty.

“Crucial”

means that a component, an issue, or a decision is fundamental to subsequent actions, considerations and decisions.

“Disciplines”

means allied health disciplines which are clinical healthcare professions distinct from medicine, dentistry, nursing and medical scientists.

“Managerial Responsibilities”

means an Allied Health Professional who:

- 1. is required to determine operational policy and procedures for a work unit within the framework of an Agency’s requirements; and*
- 2. is required to ensure the timeliness, effectiveness, quality and efficiency of a work unit; and*
- 3. has significant independence of action including the use or allocation of both financial and human resources within the constraints or guidelines laid down by executive management; and*
- 4. undertakes human resource management functions including planning, developing and implementing programs associated with equal employment opportunity and occupational health, safety and welfare within the functional area of responsibility; and*
- 5. trains staff, co-ordinates workflow processes, ensures quality of output of the work unit, conducts performance assessment and review, staff counselling, career planning and development.”*

“Multi-disciplinary”

means the combination of several health professional and/or non-professional health related disciplines.

“Papers”

means published refereed papers and refereed conference papers of operational or theoretical interest to other discipline-based Allied Health Professionals.

“Profession”

means a disciplined group of individuals who adhere to high ethical standards and uphold themselves to, and are accepted by, the public as possessing special knowledge and skills in a widely recognised, organised body of learning derived from education and training at a high level, and who are prepared to exercise this knowledge and these skills in the interest of others shall take precedence over other considerations.’ Inherent in this definition is the concept that the responsibility for the welfare, health and safety of the community.

“Professional/Clinical supervision”

means the form of control exercised, and may include guidance and monitoring, over other Allied Health Professionals demanding professional judgement, including:

- Assessing the application of discipline standards;
- Weighing and discussing professional approaches used;
- Determining professional solutions; and
- Verification and validation of results.

“Region”

refers to a geographical area in which services are provided by an Agency. Generally the geographical area is part of a State-wide service provided by an Agency and may be described accordingly.

“Specialising”

refers to work which focuses on one operationally narrow aspect within a professional discipline using either acquired experience or a combination of acquired experience and discipline study.

“Specialist”

means an Allied Health Professional who has acquired through study and application special subject knowledge which is recognised by peers to be different, distinctive or unique.

“Work Unit”

refers to an organisational group of employees which must include Allied Health Professionals. The work unit may be described as a section or division by the Agency.

“Zone”

means a specified geographical area within a Region (as defined) in which services are provided by an Agency.

ALLIED HEALTH PROFESSION LEVEL 1

- AHP 1 comprises both newly qualified AHP and developing AHPs.
- Employees at this level demonstrate at least a competent level of professional knowledge and skill. As experience is gained, AHPs are able to independently undertake routine professional tasks.
- Employees participate in professional and/or *multi-disciplinary* teams, operating at the level of basic tasks to routine professional tasks commensurate with level of experience.
- Duties undertaken independently at this level are generally of a routine and non repetitive nature, with more *complex* professional decisions and problem solving made under the *professional/clinical supervision* or professional guidance of a more experienced practitioner.
- As the AHP gains experience the AHP 1 will exercise greater levels of independent professional judgement.

***Graduates**

Qualifications

Entry level AHPs:

- a) appointed to positions requiring an appropriate discipline-based minimum three year under graduate degree qualification or equivalent will commence at AHP 1, first increment.
- b) appointed to positions requiring an appropriate discipline-based minimum four year under graduate degree qualification or equivalent will commence at the AHP 1, second increment.
- c) who hold a 2-year Masters with a non-allied health undergraduate degree will be appointed at AHP 1, third increment.

* After working as a Graduate for 12 months, employees may be required to provide *professional/clinical supervision* to undergraduate students on observational placements and to work experience students.

Peer Assessment Process

In recognition of advanced skills and experience relevant to their *profession*, permanently appointed AHPs who have been at the top increment of AHP 1 for 12 months or greater can apply to a Peer Assessment Panel for assessment to progress to AHP 2.

A supervisor or manager of an eligible AHP 1 may initiate an application for assessment by the Peer Assessment Panel for that employee without the need for that AHP to complete 12 months at the top increment of AHP 1. Such an application is subject to assessment by the Peer Assessment Panel.

In determining if an AHP will progress to AHP 2, the Peer Assessment Panel will consider the following:

1. the work level definition of AHP 2 as defined has been met; and
2. the AHP's professional:
 - a) performance;
 - b) aptitude;
 - c) experience;
 - d) responsibilities; and
 - e) initiative.
3. and that the AHP has complied with all requirements of their current management-approved Performance Review and Development plan.

The Peer Assessment Panel will include a discipline specific allied health representative (at a minimum level of an AHP 3) and an allied health management representative. An *Agency* may opt to have a human resources representative on the Peer Assessment Panel.

Following assessment should an AHP not progress to AHP 2 the relevant supervisor or manager will be responsible for implementing a Performance Review and Development Plan in consultation with the AHP to address any issues arising from the assessment.

Should an AHP be assessed as not meeting the criteria for progression the AHP will not be eligible to apply for progression until such time as the relevant supervisor or manager is satisfied that the issues have been satisfactorily addressed through the Performance Review and Development Plan process.

The Peer Assessment Process does not remove or diminish the opportunity for an AHP to apply for a reclassification. A reclassification application will be considered and determined in accordance with existing *Agency* policies and procedures.

ALLIED HEALTH PROFESSIONAL LEVEL 2

Employees at AHP 2 will:

- a) Demonstrate increased professional expertise, competence and experience to perform any standard professional task within the discipline.
- b) Have attained greater specialised knowledge within the discipline.
- c) Provide professional services to client groups in circumstances requiring increasingly *complex* practice skills.
- d) Exercise greater *specialist/generalist* knowledge within the discipline and achieve higher level of outcomes under reduced *professional/clinical supervision* within the discipline.
- e) Apply professional judgement to select and apply new and existing methods and techniques.
- f) Demonstrate expertise obtained through appropriate professional development and operational experience or tertiary qualification(s), post graduate education or other formal qualification(s).

The above requirements constitute the work definition for the Peer Assessment Process as described.

Work undertaken at this level may involve a combination of:

- a) Providing *professional/clinical supervision*, support and oversight of AHP 1 and/or technical and support staff.
- b) Assisting in planning, implementing and reporting on services.

- c) Utilising knowledge and skills in contributing to research and/or service development activities of the relevant discipline or service area.
- d) Identifying opportunities for improvement in professional tasks including developing and leading ongoing quality improvement activities with other staff.
- e) Contributing to professional research and participate in the provision of professional in-service education programs to staff and students.
- f) Project *co-ordination* which will require organisation and implementation of specific tasks or projects.

An AHP who holds a 2-year Masters with a related allied health undergraduate degree will be appointed at AHP 2, first increment.

AHP 2s may have a clinical, *co-ordination*, education or research focus or may involve elements of all pathways such as:

Clinical	Co-ordinator	Education/Research
Professional Clinician/Practitioner	Team Co-ordinator	Clinical Educator
Rural Generalist	Project Co-ordinator	Clinical Researcher

(1) Professional Clinician/Practitioner / Rural Generalist includes the following:

- a) An AHP who possesses and works within a recognised professional specialty within their discipline requiring professional expertise and knowledge.
- b) An AHP with generalist skills who would usually work in a regional or rural area and would possess professional skills enabling them to work across a range of professional areas within their discipline.
- c) An experienced and competent clinician/practitioner who delivers quality and contemporary services and provides *profession-specific* professional leadership.
- d) Provides *professional/clinical supervision*, mentorship and oversight to some staff, and may be responsible for other AHPs within their *work unit* having access to *professional/clinical supervision*.
- e) May provide professional leadership in the relevant network, including facilitating access to relevant training for professional staff; leading improvements in the safety and quality of professional services.
- f) Contributes to improvements in the client/patient journey driven distribution of services, which may include assisting the identification of new service models in response to *Agency* directions.
- g) Apply sound level evidence and judgement by informing on service quality and service improvement activities, shaping service delivery and making a contribution to the wider development of technical competence.

(2) Team Co-ordinator / Project Co-ordinator

- a) An AHP 2 Team Co-ordinator will normally have an operational/supervisory role in a small to medium sized team. This would be under the direction of a Department Head.
- b) May deputise for professional head of a small *work unit*.
- c) An AHP 2 Project Co-ordinator will be responsible for discrete projects or for areas of policy that are considered to be *complex* requiring discipline knowledge and experience which are undertaken under limited direction.

(3) Clinical Educator / Clinical Researcher

- a) *Professional/clinical supervision*, research and an appropriate evaluation of professional tasks.
- b) Supervising students, multidisciplinary student teams or continuing professional development for AHPs.

ALLIED HEALTH PROFESSIONAL LEVEL 3

Employees at AHP 3 will have a clinical, management, education or research focus, or may involve elements of all pathways. An AHP at this level will be exercising skills, experience and knowledge that exceed AHP 2.

Clinical	Management	Education/Research
Senior Clinician/Practitioner	Manager	Senior Clinical Educator
Senior Rural Generalist	Project Manager	Senior Researcher

(1) Senior Clinician/Practitioner / Senior Rural Generalist

A Senior Clinician/Practitioner (AHP 3) will:

- a) Be *specialising* within a discipline (including increased depth and breadth of knowledge and skill as a Rural Generalist).
- b) Provide a consultancy service in their area of expertise across a *work unit, region* or professional network.
- c) Provide advice to management on professional service delivery development, practice and redesign in response to demand and client needs.
- d) Provide *professional/clinical supervision* to other health professionals or other technical, operational and support staff as well as have a professional/clinical caseload.
- e) Contribute to education activities related to their area of expertise.

(2) Manager / Project Manager

This is the first level where an AHP may have *managerial responsibilities*.

In addition to possessing the ability to apply professional skills as described in (1) above, a Manager / Project Manager (AHP 3) will be responsible for components of the following:

- a) The leadership, guidance and/or line management of a *multi-disciplinary* team or *specialist* team that may work across a *region* or professional network.
- b) Attainment of *work unit* operational goals and objectives and the facilitation and application of human resource principles including performance management and development.
- c) Line supervision of other health professionals or other technical, operational and support staff as well as a professional/clinical caseload.
- d) May deputise for a Director/Department Head.
- e) Provision of clinical supervision within own team and or discipline.
- f) Managing projects which may involve personnel from either one or a variety of professional *disciplines*.
- g) Initiating and managing programs and investigations.
- h) Maintaining a clinical caseload commensurate with management responsibilities.

(3) Senior Clinical Educator / Senior Researcher

In addition to the professional skills as described an Advanced Clinician/Practitioner, a Senior Clinical Educator / Senior Researcher (AHP 3), will be responsible for:

- a) *Co-ordination* of educational activities for several students on professional placements within one or more facilities or across *disciplines* within the one facility.
- b) Liaison with education providers regarding educational outcomes of the professional placements.
- c) Undertaking research into adult education principles, models of best practice in training and education and training program development as required, in order to support and improve the delivery of training to students.
- d) Contributing to discipline specific research or professional placement improvement initiatives.
- e) Conducting quality evaluation within a *work unit, region* or professional network.
- f) Maintaining a clinical caseload commensurate with education and research responsibilities.

ALLIED HEALTH PROFESSIONAL LEVEL 4

Employees at AHP 4 will have a clinical, management education or research focus or a combination of all pathways.

Clinical	Management	Education/Research
Advanced Clinician/Practitioner	Department Head	Advanced Clinical Educator
	Senior Project Manager	Advanced Researcher

(1) Advanced Clinician/Practitioner

An Advanced Clinician/Practitioner will:

- a) Maintain a clinical caseload.
- b) Exercise significant professional judgement based on a detailed knowledge of *work unit, Agency, industry and/or State-wide initiatives*.
- c) Develop and/or apply discipline principles and new technology and/or knowledge of *crucial work* which can encompass a single discipline or a variety of *disciplines*.
- d) Make a significant contribution towards the development and achievement of the strategic directions of the *Agency* and the *region*. These contributions may extend to the State or the Nation.
- e) Make independent decisions related to a wide area of expert practice in their field across a *zone and/or region* and will be responsible for outcomes for clients and the organisation from the practice of other health professionals and staff.
- f) Require expert *specialist* knowledge of contemporary methods, principles and practice and skills across client groups and work areas.
- g) Provide *professional/clinical supervision* to other health professionals, students and/or other technical, operational and support staff.

(2) Department Head / Senior Project Manager

A Department Head / Senior Project Manager will:

- a) Lead and provide operational advice on major functions or work areas within a *work unit, zone, region* or professional network.
- b) Attain a *work unit's* operational goals and objectives and the facilitation and application of human resource principles including performance management and development.
- c) Provide peer support to relevant colleagues and oversight of unit staff where appropriate.
- d) Manage overall workforce and professional service strategies, priorities, work standards and the allocation of a *work unit's* resources.
- e) Participate in strategic management and service development decisions which will involve participation in committees and/or working parties which have an influence on the strategic direction of the *region, Agency* or State.
- f) Have a combination of operational and strategic roles such as:
 1. has a significant contribution to corporate goals such as strategic workforce and service development and professional practice across a *zone, region, or professional network*;
 2. the provision of discipline specific professional *co-ordination* and leadership across a Regional Health Service, a *zone, region* or professional network to department heads;
 3. acting as the central point of contact for strategic consultation and liaison with senior management;
 4. provide an expert *specialist* consultancy role in their area of expertise;
 5. involvement in the provision of relevant professional or leadership training, management development and/or mentoring to staff within a Regional Health Service, *zone, region* or professional network.
- g) Initiate and formulates programs within the framework of a *work unit's* objectives and priorities.
- h) May be required to initiate formulate and manage research programs involving a number of professional *disciplines*.

- i) Manage *complex* projects which may involve personnel from either one or a variety of professional *disciplines*.
- j) Initiate and manages high level programs and major investigations.
- k) Maintain a clinical caseload commensurate with management responsibilities.

(3) Advanced Clinical Educator / Advanced Researcher

An Advanced Clinical Educator / Advanced Researcher will:

- a) Co-ordinate, promote and participate in research projects relevant to discipline or AHP evidence based practice and/or service improvement.
- b) Co-ordinate discipline specific and/or Interprofessional Learning clinical placements.
- c) Oversight and *co-ordination* of relevant AHPs.
- d) Co-ordinate continuing professional development for AHPs.
- e) Maintain a clinical caseload commensurate with education and research responsibilities.

ALLIED HEALTH PROFESSIONAL LEVEL 5

Employees at AHP 5:

- a) Will have formal responsibilities for a major *Agency* program.
- b) Must seek *professional/clinical supervision* or mentoring relevant to clinical caseload.
- c) Has evidence of higher qualifications, and discipline recognition at regional, state, national and/or international levels.
- d) Has made a significant contribution to the development of professional understanding on a national or international level.

Employees at AHP 5 will have a clinical, management, education or research focus or a combination of all pathways.

Clinical	Management	Education/Research
Consultant Clinician/Practitioner	Professional Manager/Adviser of a Major Program and Operations	Consultant Educator
Regional Discipline Lead		Consultant Researcher

(1) Consultant Clinician/Practitioner / Regional Discipline Lead

A Consultant Clinician/Practitioner / Regional Discipline Lead will:

- a) Provide expert *specialist* consultancy skills with *crucial* impacts to the industry, the State and possibly the Nation.
- b) Be a leading professional *specialist*.
- c) For a Consultant Clinician/Practitioner, the lack of precedent is a major feature of the majority of duties and actions undertaken.
- d) Operate in a highly *complex* or specialised field to establish and/or modify standards, guidelines, concepts, theories, techniques or principles by both critical analysis of new techniques, equipment or programs.

(2) Professional Manager/Adviser of a Major Program and Operations

- a) The professional manager at this level will have high level *managerial responsibilities* which involve staff comprising a large number of, but not limited to, AHPs and the *co-ordination* and direction of major program objectives to achieve the end result in a timely and effective manner.
- b) Such programs will be of *crucial* importance to the State to satisfy the Government's objectives or the *Agency's* corporate goals.

The Professional Manager/Adviser of a Major Program and Operations will:

- a) Operate under general policy direction and with professional independence in the determination of overall strategies, priorities, work standards and allocation of resources.
- b) Develop and directs the implementation of new and high level programs and major investigations, with a strategic management emphasis.
- c) Maintain a clinical caseload commensurate with management responsibilities.

(3) Consultant Educator / Consultant Researcher

A Consultant Educator / Consultant Researcher will:

- a) Lead, co-ordinate and manage research projects at the *work unit, region, State* and possibly the National levels, relevant to discipline and AHP evidence based practice and/or service improvement.
- b) Develop and provide state-wide AHP education programs and resources.
- c) Maintain a clinical caseload commensurate with education and research responsibilities.

ALLIED HEALTH PROFESSIONAL LEVEL 6

Employees at AHP 6 will:

- a) Have evidence of higher qualifications relevant to health care.
- b) Have discipline recognition at a State-wide, national and/or international level within the relevant discipline.
- c) Create a strategic framework and direct the development of professional competence within a service area and relevant multi-discipline State-wide services.
- d) Establish frameworks for the advancement and integration of *disciplines* to support the delivery of quality State-wide health services within relevant *Agency, Government* or national directions.
- e) Strategically manage a discipline specific workforce which provides State-wide services or a *multi-disciplinary* workforce across a *region*.
- f) Provide professional policy development advice to Government.
- g) Provide authoritative and *specialist* consultancy services which has impacts beyond the State.
- h) Be professionally recognised as having a statewide, national and/or international reputation as a *specialist* in the professional discipline which is confirmed by the publication of *papers* and external invitations to teach or speak to professional bodies/educational institutions on subject material which demands high level professional expertise.
- i) Determine strategic directions and operational standards and objectives within the *Agency* and industry.
- j) Actively contribute as a member on State-wide and national committees.

Employees at AHP 6 will have a management focus.

Management
Regional Allied Health Adviser
State Discipline Lead

Appendix 1: Allied Health Professional Officer Vocational Groups

Professional Officer vocational groups to be included in the Allied Health Professional Classification Structure:

- Art Therapist
- Audiologist
- Developmental Educators
- Epidemiologists
- Exercise Physiologist
- Dietitian/Nutritionist
- Genetic Counsellors
- Music Therapist
- Nuclear Medicine Technologists
- Occupational Therapist
- Optometrist
- Orthoptist
- Orthotist
- Perfusionist
- Pharmacist
- Physiotherapist
- Podiatrist
- Prosthetist
- Psychologist
- Radiation Therapists
- Radiographers
- Speech Pathologist
- Social Worker

APPENDIX 5B: PROFESSIONAL OFFICER WORK LEVEL DEFINITIONS

DEFINITIONS:

The following definitions relate to the meanings of the words within these work level definitions.

“Broad guidelines” means instructions received essentially in the form of broadly stated objectives which require competent and professional experience to apply both initiative and professional judgement.

“Clinical” means relating to or founded on observation and treatment of participants.

“Complex” means professional work which is characterised by ambiguity and/or novelty.

“Crucial” means that a component, an issue, or a decision is fundamental to subsequent actions, considerations and decisions.

“Innovative” means the extent to which there is a requirement to vary from, or make changes to, established professional processes, systems and/or standards.

Limited complexity means work which involves the application of established principles, practices and procedures. Generally, such comprises actions and responses which can be readily identified and repeated from previous experience.

“Managerial responsibilities” means an employee:

1. Is required to determine operational policy and procedures for a work unit within the framework of an agency’s (or health unit’s) requirements; and
2. Is required to ensure the timeliness, effectiveness, quality and efficiency of a work unit; and
3. Has significant independence of action including the use or allocation of both financial and human resources within the constraints or guidelines laid down by executive management; and
4. Undertakes human resource management functions including planning, developing and implementing programs associated with equal employment opportunity and occupational health, safety and welfare within the functional area of responsibility; and
5. Trains staff, coordinates workflow processes, ensures quality of output of the work unit, conducts performance assessment and review, staff counselling, career planning and development.

“Multi-discipline” means the combination of several *professional disciplines*.

“Novel” means the nature of professional work which requires the extension and application of theories and concepts beyond established principles. Such may include, for instance, creative research or the introduction of new technology.

“Papers” means published refereed papers and refereed conference papers of operational or theoretical interest to other discipline-based *professional officers*.

“Professional direction” means the form of control exercised, and may include guidance and monitoring, over other *professional officers* demanding *professional judgement*, including:

- Assessing the application of discipline standards;
- Weighing and discussing professional approaches used;
- Determining professional solutions; and
- Verification and validation of results.

“Professional discipline” means a non-repetitive field of activity which requires a degree in a professional discipline, is exercised with increasing levels of autonomy and accountability, and is governed by standards, ethics and objectives prescribed by a representative professional body and, may interdependently, by the employing agency (or health unit).

“Professional independence” means the level of accountability within a *professional discipline*.

“Professional judgement” means the application of an amalgam of *professional knowledge* and experience to derive appropriate resolutions within prescribed standards, ethics and objectives.

“Professional knowledge” means an understanding of theory, techniques, practices and principles gained through degree-level discipline-based study.

“Professional officer” means an employee engaged in one of the occupational groups specified in Schedule 3 of the S.A. Public Sector Salaried Employees Interim Award and classified within the Professional Officer Stream.

“Significant” means professional work which is noteworthy, or of considerable amount, effect or importance

“Specialising” refers to work which focuses on one operationally narrow aspect within a *professional discipline* using either acquired experience or a combination of acquired experience and discipline based study.

“Specialist” means a *professional officer* who has acquired through study and application special subject knowledge which is recognised by peers to be different, distinctive or unique.

“Statutory action” means action taken or authorised by statute.

“Straightforward” means work which is without difficulty and is uncomplicated to a person qualified within the *professional discipline*.

“Very complex” means the application of a soundly based working knowledge of established professional principles, practices and procedures as they affect all aspects of the range of operations, or an in-depth *professional knowledge* of an operation which feature both ambiguity and novelty. Generally responses require the exercise of high levels of analytical skill.

GENERAL OVERVIEW				
PO1	PO2	PO3	PO4	PO5
<p>The <i>professional officer</i> will have attained through discipline-based, degree-level study a combination of theoretical concepts and practical techniques to enable professional work to be undertaken within a <i>professional discipline</i>. In many disciplines, formal professional registration will be expected or will have been acquired. This may require post-graduate qualifications (necessary for registration) to be pursued in a professional development year while employees are engaged at this level.</p> <p>Contributions are essentially operational in nature, and deal with non-repetitive projects, cases and/or situations which will, with experience, become increasingly <i>complex</i>, and which contain competing and sometimes conflicting factors. Resolution and/or end results will require the application of acquired experience together with a range of learned professional techniques and theory.</p> <p>The <i>professional officer</i> will accept responsibility for professional actions, and be expected to seek professional support if there is a concern. <i>Professional direction</i> will be provided to the <i>professional officer</i> who may operate individually, as a team member, or within a work group. <i>Professional direction</i> will decrease over time from very close to general as the <i>professional officer</i> acquires experience and in accordance with the complexity and variety of projects undertaken.</p> <p>Employees at Level 1 will be encouraged to progressively obtain greater levels of discipline and specialised knowledge through post-graduate qualifications and studies, and/or personal contributions to the development of the <i>professional</i></p>	<p>Work at this level:</p> <ul style="list-style-type: none"> • is usually performed under reduced <i>professional direction</i> with the quality of output monitored; • requires professional expertise in one or more fields within a discipline; and • demands a detailed knowledge of standard professional tasks (including problem definition, assessment, planning, liaison, execution, analysis, interpretation and reporting) with scope for exercising initiative in the application of established work practices and procedures. <p>The content of the work is subject to existing <i>professional discipline</i> and agency (or health unit) standards. Guidance may be given in reviewing work programs or on unusual features of an assignment.</p> <p>At this level, employees will exercise initiative in the application of professional practices either as a member (in some situations as leader but not a <i>professional officer</i> with <i>managerial responsibilities</i>) or a <i>professional officer</i> (who has expertise in one or more fields within a discipline) in a <i>multi-discipline</i> team or independently and may be or may deputise for the professional head of a small work unit.</p> <p>Responsible for <i>professional direction</i> of other <i>professional officers</i> and paraprofessionals.</p> <p>Employees are expected to actively seek personal professional development which includes an ability to effectively articulate concepts and theories.</p> <p>Employees at this level may be expected to have completed post-graduate qualifications that are necessary for registration to practice in specialised settings.</p>	<p>Operating under general policy direction and with a high level of <i>professional independence</i> in the determination of operational priorities, strategies, work standards and allocation of resources. Generally the work demands a level of competence from extensive experience and/or additional study. The <i>professional officer</i> at this level will be:</p> <ul style="list-style-type: none"> • <i>Specialising</i> within a professional discipline; or • A senior professional supervisor; or • A professional manager. <p>Positions at this level demonstrate leadership within the <i>professional discipline</i> and may coordinate a number of subordinate <i>professional officers</i>. <i>Professional officers</i> at this level will focus on increasing the value, contributions and effectiveness of the <i>professional discipline</i> within the agency (or health unit). Any standard professional task within the discipline (including problem definition, assessment, planning, liaison, execution, analysis, interpreting and reporting) may be undertaken at this level.</p> <p>A senior professional supervisor will be responsible for allocating and determining work priorities to ensure operational standards and efficiencies are met having regard to the needs of clients and providing <i>professional guidance</i> for a team of <i>professional officers</i>. The senior professional supervisor is expected to seek ways to develop levels of discipline, awareness and specialised knowledge of individual <i>professional officers</i>.</p> <p>A professional manager will have <i>managerial responsibilities</i> for a work unit, which may include a <i>multi-</i></p>	<p>Operates under broad policy direction and with high levels of <i>professional independence</i> in the determination of overall strategies, priorities, work standards and allocation of resources. The role will be:</p> <ul style="list-style-type: none"> • A senior professional practitioner; or • A senior professional manager; or • A senior professional <i>specialist</i>. <p>At this level work may involve the exercise of significant <i>professional judgement</i> based on a detailed knowledge of national initiatives and involvement in the development and/or application of discipline principles and new technology and/or knowledge of <i>crucial</i> work which can involve a single discipline or a variety of disciplines. Decisions are likely to have a major impact on the health unit, agency, on industry, or on the State, and are rarely subject to professional review.</p> <p>The senior professional practitioner at this level will undertake work which is <i>very complex</i> and highly <i>innovative</i>. At this level there is minimal <i>professional direction</i> and the <i>professional officer</i> would be expected to closely examine personal practices and actions to ensure compliance with established ethics and standards for the <i>professional discipline</i>.</p> <p>As a senior professional <i>specialist</i>, work is normally without <i>professional direction</i> with discretion permitted within the boundaries of <i>broad guidelines</i> to achieve organisational goals, and at this level, the <i>professional officer</i> will have a high profile within the discipline through higher qualifications or by publications in refereed journals, and will operate within <i>broad guidelines</i></p>	<p>Operates under general policy direction and with <i>professional independence</i> in the determination of overall strategies, priorities, work standards and allocation of resources. The role will be:</p> <ul style="list-style-type: none"> • The leading professional manager of a major program and operations; or • The leading professional <i>specialist</i>. <p>Under the broad direction of an executive level, positions at this level will operate within <i>broad guidelines</i> to achieve specific objectives with total <i>professional independence</i> and be recognised as a national or international authority or as a <i>specialist</i> both within the public sector and externally. The occupant will generally make a <i>significant</i> contribution on the development of professional understanding on a national or beyond basis.</p> <p>Positions at this level require high levels of expertise and experience with a comprehensive knowledge of a recognised <i>professional discipline</i>. Professional decisions at this level are likely to have substantial impacts to the health unit, agency, to industry, or to the State, and are not subject to professional review.</p> <p>Work is undertaken in a highly <i>complex</i> or specialised field to establish and/or modify standards, guidelines, concepts, theories, techniques or principles, both by adapting precedents and by making <i>significant</i> departures from traditional approaches. <i>Professional independence</i> and high levels of expertise and experience to determine professional standards, objectives and priorities within the framework of the agency's (or health unit's) corporate goals will be evident.</p>

GENERAL OVERVIEW				
PO1	PO2	PO3	PO4	PO5
discipline.		<p><i>discipline</i> team of <i>professional officers</i> to ensure effective and coordinated services to the client group. This is the first level where a <i>professional officer</i> may have <i>managerial responsibilities</i>.</p> <p>There will be <i>professional independence</i> in a general operational context involving routine research, project or case situations, requiring levels of expertise and experience to ensure and contribute to professional standards, objectives and priorities within the framework of the agency's (or health unit's) corporate goals. <i>Professional direction</i> is only received for those aspects of work which involve new or sophisticated techniques or relate to areas of work outside the normal span of activity.</p> <p>High levels of initiative will be exhibited in accomplishing the objectives and undertaking <i>complex</i> projects, either on an individual basis as a recognised <i>specialist</i>, as a <i>professional officer</i> with responsibilities for <i>complex</i> duties, or as a team leader.</p> <p>Work may require the development and provision of formal professional advice and consultancy services to other agencies, industry representatives and the public. The level of information provided and recommendations may influence decisions of others, including superiors and peers, especially in the monitoring, development and delivery of programs.</p>	<p>to achieve specific objectives with <i>professional independence</i>. This would normally be supplemented by evidence of higher qualifications and wide spread professional recognition of expertise.</p> <p>It is likely that discipline principles and new technology requiring the exercise of <i>significant professional judgement</i> will be developed and applied. This includes initiating, formulating and managing research programs and major projects, or providing scientific services or enterprises involving both a service and research work. It is expected that there will be a lack of precedent for the majority of professional duties and actions which may span a range of activities in a <i>very complex</i>, specialised environment and contribute to the formulation of corporate policy and the implementation of policy directives.</p> <p>The senior professional manager at this level will have <i>managerial responsibilities</i> for a large work unit, or <i>complex</i> projects involving a number of <i>professional disciplines</i>. Skills required include work prioritisation, monitoring productivity and setting local strategic plans, in addition to assessment and review of professional and operational standards. At this level, there will also be a demand for an ability to monitor resource allocations, to evaluate professional, technical and economic impacts of programs, and to formulate policy and corporate strategy proposals.</p> <p>A detailed knowledge of governmental policies and procedures, and an appreciation of their application in relation to agency (or health unit) operations is expected. In addition, the senior professional manager will interpret and provide advice on legislation, regulations and other guideline</p>	<p>This level will involve the management of programs of <i>crucial</i> importance to the State, to satisfy the government's objectives or the agency's (or health unit's) corporate goals, often within a <i>multi-discipline</i> environment. This level is also responsible for professional policy development and advice to government.</p> <p>For a leading professional <i>specialist</i>, the lack of precedent is generally a feature of the majority of duties and actions undertaken. Development and overseeing the implementation of new and high level programs and major investigations is a major feature of this level, as is an emphasis on strategic management.</p> <p>The professional manager at this level will have high level <i>managerial responsibilities</i> which involve a staff comprising a large number of <i>professional officers</i>, and the coordination and direction of major program objectives to achieve the end result in a timely and effective manner. Programs are normally long term and require high level strategic planning and <i>innovative</i> thinking.</p>

GENERAL OVERVIEW				
PO1	PO2	PO3	PO4	PO5
			<p>material relating to the operations and functions of the work area.</p> <p>At this level, expert consultancy advice to outside bodies, agencies and the public will be provided as well as participation on inter-agency committees to develop policy, planning and other initiatives.</p> <p>With <i>professional independence</i> and high levels of expertise and experience, the <i>professional officer</i> at this level will determine professional standards, objectives and priorities within the framework of the agency's (or health unit's) corporate goals.</p>	

KNOWLEDGE AND EXPERIENCE				
PO1	PO2	PO3	PO4	PO5
<ul style="list-style-type: none"> • <i>Professional knowledge</i> attained through a study of discipline theory and limited experience. • A developing level of operational competence. 	<ul style="list-style-type: none"> • Has attained greater specialised knowledge within the discipline and is achieving higher level of outcomes under reduced <i>professional direction</i> within the discipline. • Has attained professional expertise, competence and experience to perform any standard professional task within the discipline. 	<ul style="list-style-type: none"> • Operates with <i>professional independence</i> and high levels of competence. • Continues to apply knowledge obtained through post-graduate qualifications and/or extensive recognised experience. 	<ul style="list-style-type: none"> • Utilises comprehensive knowledge within the <i>professional discipline</i> and broad exposure to other <i>professional disciplines</i>. • Applies <i>professional judgement</i> based on up-to-date discipline knowledge. • Applies <i>professional knowledge</i> having regard to the agency's (or health unit's) policy framework. 	<ul style="list-style-type: none"> • Discipline recognition at national or international levels. • Has evidence of higher qualifications or extensive recognised discipline expertise. • Has made a <i>significant</i> contribution to the development of professional understanding on a national and/or international basis. • Requires very high levels of expertise and experience within the <i>professional discipline</i>.

OPERATIONAL OUTCOMES				
PO1	PO2	PO3	PO4	PO5
<p>To contribute to the operational objectives of the work group, a position at this level may include a combination of the following:</p> <ul style="list-style-type: none"> • The execution, analysis and interpretation of findings as they relate to elements of the work. • The selection and adoption of professional techniques and standards which are generally well established and <i>straightforward</i>. • The exercise of <i>professional judgement</i> within prescribed areas. • With experience, the <i>professional officer</i> may review aspects of the work of <i>professional officers</i> and others within the same environment. • Discussing techniques, procedures and results with clients on <i>straightforward</i> matters. • The undertaking of tasks of limited scope and complexity, comprising in some situations a minor phase of a broader or <i>complex</i> project. • The provision of reports on progress of project activities including incorporating recommendations. • Undertakes projects and/or therapeutic interventions involving assessment, analysis and interpretation and communication of findings, results and projected solutions. • With experience, the supervision of assigned employees. • With experience, responsible for <i>straightforward</i> projects. • Organises, maintains, develops and promotes collections and information sources. • With experience, provides professional guidance or advice to more recently employed <i>professional officers</i> within the same discipline, or provides operational or organisational context to situations, and monitors professional 	<p>To contribute to the operational objectives of the work group, a position at this level may include a combination of the following:</p> <ul style="list-style-type: none"> • Tasks may be broad in scope and involve <i>complex</i> professional problems. • Uses <i>professional judgement</i> to select and apply new and existing methods and techniques. • Contributes to the development of advanced techniques and methodology. • Undertakes <i>complex</i> activities under reducing <i>professional direction</i> and selects and applies new techniques and methodologies based on <i>professional judgement</i>. • The supervision of staff (which may include employees who are not <i>professional officers</i>) and provides <i>professional direction</i> in tasks requiring limited expertise or for functions of <i>limited complexity</i>. • Where appropriate, provides <i>professional direction</i> to staff including where appropriate, professional development to other <i>professional officers</i>. • May report investigations directly to the client. • Addresses problems through combinations of standard procedures and/or modifications to standard procedures. • Coordinates all phases of a project or assignment. • Provides discrete professional and consultancy services. • Carries out research under <i>professional direction</i>, and contributes to advances of techniques used. • Undertakes various assignments requiring knowledge of one or more fields within a <i>professional discipline</i>. 	<p>To contribute to the operational objectives of the work group, a position at this level may include a combination of the following:</p> <ul style="list-style-type: none"> • Analyses situations and identifies opportunities and/or needs to develop and/or progress work group objectives. • Develops and promulgates <i>crucial</i> information for management. • Undertakes projects of a <i>complex</i> nature with limited or no <i>professional direction</i>. • Contributes to the development of operational policy. • Undertakes professional duties of an <i>innovative, novel, and/or crucial</i> nature without <i>professional direction</i> subject to established professional standards. • Assesses the professional, technical and economic impacts of achievements and/or projects. • Provides professional advice and consultancy services to other agencies (or health units), industry representatives and the public. • Assesses and reviews the standards of work of other <i>professional officers</i> and external consultants. • Exercises control and coordination of either discrete operations or projects. • Undertakes duties and ensures the outcome of work which is of a <i>complex</i> and varied nature, requiring detailed knowledge of the agency's (or health unit's) operations combined with a <i>specialist</i> or very high level of practitioner knowledge of major activities in the work unit. • Trains staff, coordinates workflow processes, ensures quality of output of the work unit, conducts performance assessment and review, staff counselling, career planning and development. 	<p>To satisfy specified agency (or health unit) objectives, a position at this level may include a combination of the following:</p> <ul style="list-style-type: none"> • Exercises <i>significant professional judgement</i> in the development and/or application of <i>professional discipline</i> principles and new technology. • Manages <i>very complex</i> projects involving a number of personnel from either one or a variety of <i>professional disciplines</i>. • Contributes directly to the formulation of corporate objectives and the agency's (or health unit's) professional policy. • Implements and interprets policy directives to satisfy the demands of professional programs. • Provides advice to senior management/authorities regarding current relevant developments in the discipline and their potential implications. • Initiates and manages high level programs and major investigations. • Determines professional standards and operational objectives for the agency (or health unit). • Is the authoritative <i>specialist</i> where requirements are <i>very complex</i> and of major importance to the agency (or health unit). • Identifies current and future options relating to developments which impact on agencies and/or industry. • Provides professional advice to inter-agency committees regarding professional policy, planning, forecasting and development implications. • Provides <i>specialist</i> services to industry where the end product is of major importance to the industry and/or the State. 	<p>To satisfy the government's objectives and/or the agency's (or health unit's) corporate goals, a position at this level may include any of the following:</p> <ul style="list-style-type: none"> • Operates in a highly <i>complex</i> or specialised field to establish and/or modify standards, guidelines, concepts, theories, techniques or principles, by both adapting precedents and making <i>significant</i> departures from traditional approaches. • Uses high levels of expertise and experience with <i>professional independence</i> to determine professional objectives and priorities within the framework of an agency's or (health unit's) corporate goals and discipline standards. • Manages programs of <i>crucial</i> importance to the State to satisfy the government's objectives or the agency's or (health unit's) corporate goals. • Provides expert <i>specialist</i> consultancy skills with <i>crucial</i> impacts to the industry, the State and possibly the nation. • Develops and directs the implementation of new and high level programs and major investigations, with a strategic management emphasis.

OPERATIONAL OUTCOMES				
PO1	PO2	PO3	PO4	PO5
<p>services to ensure appropriateness.</p> <ul style="list-style-type: none"> Exercises <i>professional judgement</i> through the selection and application of procedures, methods and discipline standards within prescribed areas, with results being subject to verification and validation from other experienced and readily available <i>professional officers</i> or equivalent. Assists in the conduct of discipline-based research through data collection, collation, processing, data management, and data analysis using (for instance) statistical packages. Contributes to preparing reports and manuscripts for publication. Conducts <i>clinical</i> and consultative services, one-on-one and group activities, and discipline promotion programs. With experience, undertakes referrals with general <i>professional direction</i>. Provides advice regarding <i>statutory action</i> when requested. May contribute to discipline knowledge Manages and prioritises personal work load and develops plans and processes for handling cases and/or projects. The analysis and interpretation of findings as they relate to the elements of the work, on occasion preparing reports incorporating recommendations on basic operations 		<ul style="list-style-type: none"> Interprets legislation, regulations and other guideline material relating to the operations and functions of the work area. Uses <i>significant</i> initiative to accomplish objectives and undertake <i>complex</i> projects. 	<ul style="list-style-type: none"> Initiates and formulates programs within the framework of (major work group) objectives and priorities. Undertakes demanding evaluations of an economic and/or technical nature with <i>professional independence</i>. Manages programs of <i>significant</i> importance to the State to satisfy the government's objectives or the agency's (or health unit's) corporate goals. Manages large work units, including prioritising work, training of staff, monitoring work flow and setting local strategic plans. Provides expert specialised consultancy skills with <i>crucial</i> impacts to the industry, the State and possibly the nation. Develops and oversees the implementation of new and high level programs and major investigations with a strategic management emphasis. Verifies the professional standards of operations and outputs. Has <i>significant managerial responsibilities</i> and abilities. Evaluates professional, technical and economic impacts of program. Formulates policy and corporate strategy proposals. Provides expert professional advice on a consultancy basis to external bodies, other agencies and the public. Participates on inter-agency and/or national committees to develop policy, planning and other initiatives. 	

WORKING ENVIRONMENT				
PO1	PO2	PO3	PO4	PO5
<ul style="list-style-type: none"> • Applies <i>professional knowledge</i> attained through formal studies, to projects, cases, situations or minor phases of broader assignments. • Performs non-repetitive tasks, governed by established procedures, specific guidelines and standardised instructions. • Initially works under close <i>professional direction</i> from an experienced <i>professional officer</i>. • Operates individually or as a member of a project team, or within a work group. • A <i>professional officer</i> may be engaged at this level during a professional development year whilst undertaking post-graduate qualifications. 	<ul style="list-style-type: none"> • Exercises and accepts professional responsibility for the outcomes of a work unit. • Exercises initiative in the application of professional practices either as a member (in some situations as leader but not a <i>professional officer</i> with <i>managerial responsibilities</i>) or as a <i>professional officer</i> (who has expertise in one or more fields within a discipline) in a <i>multi-discipline</i> team or independently. 	<ul style="list-style-type: none"> • May influence organisational attitudes and professional development policy within the framework of operational programs • Develops professional advice and consultancy services to other agencies, industry representatives and the public. • Interprets legislation, regulations and other guideline material relating to the operations and functions of the work area. 	<ul style="list-style-type: none"> • Uses <i>significant professional judgement</i> based on knowledge of national initiatives and personal involvement in the development and application of discipline principles and new technology, and/or knowledge of <i>crucial</i> work which can involve a number of personnel from the discipline or a variety of disciplines. • Operates in a highly <i>complex</i> or specialised field to establish and/or modify standards, guidelines, concepts, theories, techniques or principles, both adapting precedents and by making <i>significant</i> departures from traditional approaches using substantial <i>professional judgement</i>. • With <i>professional independence</i>, uses high levels of expertise and experience to determine professional objectives and priorities within the framework of the agency's or health unit's corporate goals and discipline standards. • Manages, initiates and formulates research programs, major projects or manages a major professional service or enterprise. • Is the government's "authority" in a particular specialised field of expertise, or has extensive discipline knowledge and broad experience spanning more than one <i>professional discipline</i>. • Uses detailed knowledge of government policies and procedures, and an appreciation of their application in relation to agency (or health unit's) operations. • Interprets and provides advice on legislation, regulations and other guideline material relating to the operations and functions of the work area. • Utilises <i>significant</i> management skills and abilities to monitor resource allocations. 	<ul style="list-style-type: none"> • Positions at this level have <i>crucial</i> impacts to the agency (or health unit), to industry, to the State or to the nation, and decisions made will not usually be subject to professional review.

PROFESSIONAL OFFICER LEVEL 6 (PO6)

Appointment to the PO6 will only occur if the *professional officer*:

- Has a level of accountability which warrants classification at the PO5 level; and
- Is personally recognised as having a national and international reputation as a *specialist* in the professional discipline confirmed by peers and endorsed by the publication of *papers* and external invitations to teach or speak to professional bodies/educational institutions on subject material which demands high level professional expertise; and
- Is not subject to *professional direction*; and
- Has formal responsibilities for a major agency (or health unit) program.

Assessment for appointment to PO6 will be conducted by an agency (or health unit) panel which includes *inter alia* internal and/or external professionals.

APPENDIX 5C: MEDICAL SCIENTISTS WORK LEVEL DEFINITIONS

DEFINITIONS:

The following definitions relate to the meanings of the words within these work level definitions.

“Agency” means an administrative unit or Agency as defined by the South Australian Government Wages Parity (Salaried) Enterprise Agreement 2009.

“Broad guidelines” means instructions received essentially in the form of broadly stated objectives which require competent and professional experience to apply both initiative and professional judgement.

“Complex” means professional work which is characterised by ambiguity and/or novelty.

“Co-ordination” means the organising of employees, activities, and students where necessary, to meet operational requirements which contributes to the timeliness, effectiveness, quality and efficiency of a work unit.

“Crucial” means that a component, an issue, or a decision is fundamental to subsequent actions, considerations and decisions.

“Innovative” means the extent to which there is a requirement to vary from, or make changes to, established professional processes, systems and/or standards.

Limited complexity means work which involves the application of established principles, practices and procedures. Generally, such comprises actions and responses which can be readily identified and repeated from previous experience.

“Managerial responsibilities” means an employee:

6. Is required to determine operational policy and procedures for a work unit within the framework of an agency's (or health unit's) requirements; and
7. Is required to ensure the timeliness, effectiveness, quality and efficiency of a work unit; and
8. Has significant independence of action including the use or allocation of both financial and human resources within the constraints or guidelines laid down by executive management; and
9. Undertakes human resource management functions including planning, developing and implementing programs associated with equal employment opportunity and occupational health, safety and welfare within the functional area of responsibility; and
10. Trains staff, coordinates workflow processes, ensures quality of output of the work unit, conducts performance assessment and review, staff counselling, career planning and development.

“Multi-discipline” means the combination of several professional disciplines.

“Novel” means the nature of professional work that requires the extension and application of theories and concepts beyond established principles. Such may include, for instance, creative research or the introduction of new technology.

“Papers” means peer reviewed papers in relevant journals/publications of operational or theoretical interest to other discipline-based scientists.

“Professional direction” means the form of control exercised, and may include guidance and monitoring, over other medical scientists demanding professional judgement, including:

- Assessing the application of discipline standards;
- Weighing and discussing professional approaches used;
- Determining professional solutions; and
- Verification and validation of results.

“Professional discipline” means a non-repetitive field of activity which requires a degree in a professional discipline, is exercised with increasing levels of autonomy and accountability, and is governed by standards, ethics and objectives prescribed by a representative professional body and, may interdependently, by the employing agency.

“Professional independence” means the level of accountability within a *professional discipline*.

“Professional judgement” means the application of an amalgam of *professional knowledge* and experience to derive appropriate resolutions within prescribed standards, ethics and objectives.

“Professional knowledge” means an understanding of theory, techniques, practices and principles gained through degree-level discipline-based study.

“Medical Scientist” means an employee who is engaged pursuant to the Medical Scientists (South Australian Public Sector) Award and is classified as a Medical Scientist.

“Significant” means professional work which is noteworthy, or of considerable amount, effect or importance.

“Specialising” refers to work which focuses on one operationally narrow aspect within a *professional discipline* using either acquired experience or a combination of acquired experience and discipline based study.

“Specialist” means a *medical scientist* who has acquired through study and application special subject knowledge which is recognised by peers to be different, distinctive or unique.

“Statutory action” means action taken or authorised by statute.

“Straightforward” means work which is without difficulty and is uncomplicated to a person qualified within the *professional discipline*.

“Very complex” means the application of a soundly based working knowledge of established professional principles, practices and procedures as they affect all aspects of the range of operations, or an in-depth *professional knowledge* of an operation which feature both ambiguity and novelty. Generally responses require the exercise of high levels of analytical skill.

GENERAL OVERVIEW						
MeS1	MeS2	MeS3	MeS4	MeS5	MeS6A	MeS6B
<p>The <i>medical scientist</i> will have attained through discipline-based, degree-level study a combination of theoretical concepts and practical techniques to enable professional work to be undertaken within a <i>professional discipline</i>.</p> <p>A <i>medical scientist</i> at this level will demonstrate at least a competent level of professional knowledge and skill. As experience is gained, <i>medical scientists</i> are independently undertaking routine professional tasks.</p> <p><i>Medical scientists</i> participate in professional and/or <i>multi-disciplinary</i> teams, operating at the level of basic task to routine professional tasks commensurate with level of experience.</p> <p>Duties undertaken independently at this level are generally of a routine and repetitive nature, with more <i>complex</i> professional decisions and problem solving made under the <i>professional direction</i> or professional guidance of a more experienced <i>medical scientist</i>.</p> <p>As the <i>medical scientist</i> gains experience the MeS1 will exercise greater levels of independent professional judgement.</p>	<p>Employees at MeS2 will:</p> <ul style="list-style-type: none"> • Demonstrate increased professional expertise, competence and experience to perform any standard professional task within the discipline. • Have attained greater specialised knowledge within the discipline. • Provide professional services to client groups in circumstances requiring increasingly <i>complex</i> practice skills. • Exercise greater <i>specialist</i> knowledge within the discipline and achieve higher level of outcomes under reduced <i>professional direction</i>. • Apply professional judgement to select and apply new and existing methods and techniques. • Demonstrate expertise obtained through appropriate professional development and operational experience or tertiary qualification(s), post graduate education or other formal qualification(s). <p>The above requirements constitute the work definition for the Peer Assessment process as described in Section 2.</p>	<p>Operating under general policy direction in relation to the scientific aspects of a moderately complex area and with a level of <i>professional independence</i> in the determination of operational priorities, strategies, work standards and allocation of resources. Generally the work demands a level of competence from extensive experience and/or additional study.</p> <p>The <i>medical scientist</i> at this level will be:</p> <ul style="list-style-type: none"> • <i>Specialising</i> within a professional discipline; or • A senior professional supervisor; or • A professional manager. <p>Positions at this level demonstrate leadership within the <i>professional discipline</i> and may coordinate a number of subordinate <i>medical scientists</i> and para-professionals. <i>Medical Scientists</i> at this level will focus on increasing the value, contributions and effectiveness of the <i>professional discipline</i> within the <i>agency</i> or health unit. Any standard professional task within the discipline (including problem definition, assessment, planning, liaison, execution, analysis, interpreting and reporting) may be undertaken at this level.</p> <p>A senior professional supervisor will be responsible for allocating and determining work priorities to ensure operational standards and efficiencies are met having regard to the needs of clients</p>	<p>Operates under broad policy direction and with high levels of <i>professional independence</i> in the determination of overall strategies, priorities, work standards and allocation of resources. The role will be:</p> <ul style="list-style-type: none"> • A senior professional practitioner; or • A senior professional manager; or • A senior professional <i>specialist</i>. <p>At this level work may involve the exercise of <i>significant professional judgement</i> based on a detailed knowledge of State initiatives and involvement in the development and/or application of discipline principles and new technology and/or knowledge of <i>crucial</i> work which can involve a single discipline or a variety of disciplines. Decisions are likely to have a major impact on the health unit, <i>agency</i>, on industry, or on the State, and are rarely subject to professional review.</p> <p>The senior professional practitioner at this level will undertake work which is <i>very complex</i> and highly <i>innovative</i>. At this level there is minimal <i>professional direction</i> and the <i>medical scientist</i> would be expected to closely examine personal practices and actions to ensure compliance with established ethics and standards for the <i>professional discipline</i>.</p>	<p>Operates under general policy direction and with <i>professional independence</i> in the determination of strategies, priorities, work standards and allocation of resources. The role will be:</p> <ul style="list-style-type: none"> • A leading professional manager of a major program and operations; or • A leading professional <i>specialist</i>. <p>Under the broad direction of an executive level, positions at this level will operate within <i>broad guidelines</i> to achieve specific objectives with <i>professional independence</i>.</p> <p>May be recognised as a national and/or international authority or as a <i>specialist</i> within the State. The <i>medical scientist</i> at this level may generally make a <i>significant</i> contribution on the development of professional understanding on a national or beyond basis.</p> <p>Positions at this level require high levels of expertise and experience with a comprehensive knowledge of a recognised <i>professional discipline</i>. Professional decisions at this level are likely to have substantial impacts to the health unit, <i>agency</i>, to industry, or to the State, and are not usually subject to professional review.</p> <p>Work is undertaken in a highly <i>complex</i> or specialised field by adapting precedents and by making <i>significant</i></p>		

GENERAL OVERVIEW						
MeS1	MeS2	MeS3	MeS4	MeS5	MeS6A	MeS6B
		<p>or peers and providing <i>professional guidance</i> for a team of <i>medical scientists</i>. The senior professional supervisor is expected to contribute to the development of subordinate individual <i>medical scientists</i>.</p> <p>A professional manager will have <i>managerial responsibilities</i> for a small work unit, which may include a <i>multi-discipline</i> team of <i>medical scientists</i> to ensure effective and coordinated services to the client group. This is the first level where a <i>medical scientist office</i> may have <i>managerial responsibilities</i>.</p> <p>There will be <i>professional independence</i> in a general operational context involving routine research, project or case situations, requiring levels of expertise and experience to ensure and contribute to professional standards, objectives and priorities within the framework of the <i>agency's</i> (or health unit's) corporate goals. <i>Professional direction</i> is received for those aspects of work which involve new or complex techniques or relate to areas of work outside the normal span of activity or have implications for the <i>agency</i>.</p> <p>High levels of initiative will be exhibited in accomplishing the objectives and undertaking <i>complex</i> projects, either on an individual basis as a recognised <i>specialist</i>, as a <i>medical scientist</i> with responsibilities for <i>complex</i> duties, or as a team leader.</p>	<p>As a senior professional <i>specialist</i>, work is normally without <i>professional direction</i> with discretion permitted within the boundaries of <i>broad guidelines</i> to achieve organisational goals.</p> <p>For some <i>medical scientists</i> at this level, they may have a high profile within the discipline through higher qualifications or by publications in refereed journals, and will operate within <i>broad guidelines</i> to achieve specific objectives with <i>professional independence</i>. This may be supplemented by evidence of higher qualifications and/or wide spread professional recognition of expertise.</p> <p>Discipline principles and new technology requiring the exercise of <i>significant professional judgement</i> will be developed and applied. This may include initiating, formulating and managing research programs and major projects, or providing scientific services or enterprises involving both a service and research work. It is expected that actions may span a range of activities in a <i>very complex</i>, specialised environment and contribute to the formulation of corporate policy and the implementation of corporate policy directives.</p> <p>Some <i>medical scientists</i> who are the senior professional manager will have <i>managerial</i></p>	<p>departures from traditional approaches. <i>Professional independence</i> and high levels of expertise and experience to determine professional standards, objectives and priorities within the framework of the <i>agency's</i> (or health unit's) corporate goals will be evident.</p> <p>For some <i>medical scientists</i> at this level may involve the management of programs of <i>crucial</i> importance to the State, to satisfy the government's objectives or the <i>agency's</i> (or health unit's) corporate goals, often within a <i>multi-discipline</i> environment. This level is also responsible for professional policy development and advice to government.</p> <p>For a leading professional <i>specialist</i>, development and overseeing the implementation of new and high level programs and major investigations is a major feature of this level, as is an emphasis on strategic management within the area of professional practice.</p> <p>The professional manager at this level will have high level <i>managerial responsibilities</i> which involve a staff comprising a large number of <i>medical scientists</i>, and the coordination and direction of major program objectives to achieve the end result in a timely and effective manner. Programs are normally long term and require high level strategic</p>		

GENERAL OVERVIEW						
MeS1	MeS2	MeS3	MeS4	MeS5	MeS6A	MeS6B
		<p>Work may require the development and provision of formal professional advice and advisory/consultancy services to other agencies, industry representatives and the public. Such advice may be subject to review by senior management. The level of information provided and recommendations may influence decisions of others, including superiors and peers, especially in the monitoring, development and delivery of programs.</p>	<p><i>responsibilities</i> for a large work unit, or <i>complex</i> projects involving a number of <i>professional disciplines</i>. Skills required include work prioritisation, monitoring productivity and setting local strategic directions within the area of professional practice, in addition to assessment and review of professional and operational standards.</p> <p>For some <i>medical scientists</i> who are at this level, there will also be a demand for an ability to monitor resource allocations, to evaluate professional, technical and economic impacts of programs, and to formulate policy and corporate strategy proposals.</p> <p>A detailed knowledge of governmental policies and procedures, and an appreciation of their application in relation to <i>agency</i> (or health unit) operations is expected. In addition, the senior professional manager will interpret and provide advice on legislation, regulations and other guideline material relating to the operations and functions of the work area.</p> <p>At this level, expert advisory consultancy advice to outside bodies, agencies and the public may be provided as well as participation on inter-<i>agency</i> committees to develop policy, planning and other initiatives.</p> <p><i>With professional</i></p>	<p>planning and <i>innovative</i> thinking.</p>		

GENERAL OVERVIEW						
MeS1	MeS2	MeS3	MeS4	MeS5	MeS6A	MeS6B
			<p><i>independence</i> and high levels of expertise and experience, for some <i>medical scientist</i> at this level will determine professional standards, objectives and priorities within the framework of the <i>agency's</i> (or health unit's) corporate goals.</p>			

KNOWLEDGE AND EXPERIENCE						
MeS1	MeS2	MeS3	MeS4	MeS5	MeS6A	MeS6B
<ul style="list-style-type: none"> Professional knowledge attained through a study of discipline theory and limited experience. A developing level of operational competence. <p>In recognition of advanced skills and experience relevant to being a <i>medical scientist</i>, permanently appointed <i>medical scientists</i> who have been at the top increment of MeS1 for 12 months or greater can apply to a Peer Assessment Panel for assessment to progress to MeS2 (refer to Section 2).</p>	<ul style="list-style-type: none"> Has attained greater specialised knowledge within the discipline and is achieving higher level of outcomes under reduced <i>professional direction</i>. Has attained professional expertise, competence and experience to perform any standard professional task within the discipline. 	<ul style="list-style-type: none"> Operates with <i>professional independence</i> and high levels of competence. Continues to apply knowledge obtained through post-graduate specialised qualifications and/or extensive recognised experience. 	<ul style="list-style-type: none"> Utilises comprehensive knowledge within the <i>professional discipline</i> and broad exposure to other <i>professional disciplines</i>. Applies <i>professional judgement</i> based on up-to-date discipline knowledge. Applies <i>professional knowledge</i> having regard to the <i>agency's</i> (or health unit's) policy framework. 	<p>Work at this level may include a combination of:</p> <ul style="list-style-type: none"> Discipline recognition at national or international levels. Has evidence of higher qualifications or extensive recognised discipline expertise. Has made a <i>significant</i> contribution to the development of professional understanding on a national and/or international basis. Requires very high levels of expertise and experience within the <i>professional discipline</i>. 	<p>Work at this level may include a combination of:</p> <ul style="list-style-type: none"> A requirement for high levels of expertise and experience to promote and determine <i>complex</i> and <i>significant</i> professional objectives and priorities within the framework of an <i>agency's</i> (or health unit's) corporate objectives. Recognition as a national and/or international recognised leading authority within a <i>professional discipline</i> with the ability to foster excellence in the diagnostic and/or research functions of the <i>agency</i> (or health unit) and medical/scientific community. Extensive refereed publications in internationally recognised journals. Technical and scientific expertise exercised is such that decisions, activities, research and/or diagnostic programs conducted are not subject to review. 	<p>Work at this level may include a combination of:</p> <ul style="list-style-type: none"> A requirement for high levels of expertise and experience to promote and determine <i>complex</i> and <i>significant</i> professional objectives and priorities within the framework of an <i>agency's</i> (or health unit's) corporate objectives and industry directions. Recognition as an international leading authority within a <i>professional discipline</i> with the ability to foster excellence in the diagnostic and/or research functions of the <i>agency</i> (or health unit) and medical/scientific community. Extensive refereed publications in internationally recognised journals. Collaborated with recognised international organizations on scientific projects that impact on an international scale. Technical and scientific expertise exercised is such that decisions, activities, research and/or diagnostic programs conducted are not subject to review.

OPERATIONAL OUTCOMES						
MeS1	MeS2	MeS3	MeS4	MeS5	MeS6A	MeS6B
	<p>Work undertaken at this level may involve a combination of:</p> <ul style="list-style-type: none"> • Providing <i>professional direction</i>, support and oversight of MeS1 and/or technical and support staff. • Assisting in planning, implementing and reporting on services. • Utilising knowledge and skills in contributing to research and/or service development activities of the relevant discipline or service area. • Identifying opportunities for improvement in professional tasks including developing and leading ongoing quality improvement activities with other staff. • Contributing to professional research and participate in the provision of professional in-service education programs to staff and students. • Project <i>co-ordination</i> which will require organisation and implementation of specific tasks or projects. 	<p>To contribute to the organisational objectives and output, a position at this level may include a combination of the following:</p> <ul style="list-style-type: none"> • Analyses situations and identifies opportunities and/or needs to develop and/or progress work group objectives. • Develops and promulgates <i>crucial</i> information for management. • Undertakes projects of a <i>complex</i> nature with limited <i>professional direction</i>. • Contributes to the development of operational policy. • Undertakes professional duties of an <i>innovative, novel, and/or crucial</i> nature without <i>professional direction</i> subject to established professional standards. • Assesses the professional, technical and economic impacts of achievements and/or projects. • Provides professional advice and consultancy services to other agencies (or health units), industry representatives and the public. • Assesses and reviews the standards of work of other <i>medical scientists</i> and external consultants. • Exercises control and coordination of either 	<p>To satisfy specified <i>agency</i> (or health unit) objectives, a position at this level may include a combination of the following:</p> <ul style="list-style-type: none"> • Exercises <i>significant professional judgement</i> in the development and/or application of <i>professional discipline</i> principles and new technology. • Manages <i>very complex</i> projects involving a number of personnel from either one or a variety of <i>professional disciplines</i>. • Contributes directly to the formulation of corporate objectives and the <i>agency's</i> (or health unit's) professional policy. • Implements and interprets policy directives to satisfy the demands of professional programs. • Provides advice to senior management/authorities regarding current relevant developments in the discipline and their potential implications. • Initiates and manages high level programs and major investigations. • Determines professional standards and operational objectives for the <i>agency</i> (or health unit). • Is the authoritative <i>specialist</i> where requirements are <i>very complex</i> and of major importance to the <i>agency</i> (or health unit). • Identifies current and 	<p>To satisfy the government's objectives and/or the <i>agency's</i> (or health unit's) corporate goals, a position at this level may include any of the following:</p> <ul style="list-style-type: none"> • Operates in a highly <i>complex</i> or specialised field to establish and/or modify standards, guidelines, concepts, theories, techniques or principles, by both adapting precedents and making <i>significant</i> departures from traditional approaches. • Uses high levels of expertise and experience with <i>professional independence</i> to determine professional objectives and priorities within the framework of an <i>agency's</i> or (health unit's) corporate goals and discipline standards. • Manages programs of <i>crucial</i> importance to the State to satisfy the government's objectives or the <i>agency's</i> or (health unit's) corporate goals. • Provides expert <i>specialist</i> consultancy skills with <i>crucial</i> impacts to the industry, the State and possibly the nation. • Develops and directs the implementation of new and high level programs and major investigations, with a strategic management emphasis. 	<p>To satisfy the government's objectives and/or <i>agency's</i> (or health unit's) corporate goals, a position at this level may include the following features:</p> <ul style="list-style-type: none"> • The initiation and/or management of high level <i>innovative</i> programs and major research activities. • Determine strategic and operational standards/objectives within the organisation. • Provision of authoritative and <i>specialist</i> advisory/consultancy services on aspects of <i>innovative</i> scientific research and development, where outcomes are of major importance to biomedical science. • Coordinate, contribute to and develop patents where appropriate. • Provide leadership in the initiation, promotion, implementation and evaluation of <i>innovative</i> and relevant medical research functions at the national/international level. • International recognition as an expert in a <i>complex</i> field of scientific and research services and have management responsibility for major programs of national/international significance which impact on, and directly involve, other internationally recognised scientific officers and scientific activities/initiatives. 	<p>To satisfy the government's objectives and/or <i>agency's</i> (or health unit's) corporate goals, a position at this level will include a number of following features:</p> <ul style="list-style-type: none"> • The initiation and/or management of <i>complex</i> and high level <i>innovative</i> programs and major research activities. • Determine strategic directions and operational standards/objectives within the organisation and industry. • Provision of authoritative and <i>specialist</i> advisory/consultancy services on aspects of <i>innovative</i> scientific research and development, where outcomes are of major importance to biomedical science on an international scale. • Attract as an individual or as a manager of team <i>significant</i> research monies into the State. • Coordinate, contribute to and develop patents where appropriate. • Collaborate with recognised international organisations on scientific projects. • Ensure the provision of leadership in the initiation, promotion, implementation and evaluation of leading edge <i>innovative</i> and relevant medical research functions at the international level, both as an individual and in the management of others.

OPERATIONAL OUTCOMES						
MeS1	MeS2	MeS3	MeS4	MeS5	MeS6A	MeS6B
		<p>discrete operations or projects.</p> <ul style="list-style-type: none"> Undertakes duties and ensures the outcome of work which is of a <i>complex</i> and varied nature, requiring detailed knowledge of the <i>agency's</i> (or health unit's) operations combined with a <i>specialist</i> or very high level of practitioner knowledge of major activities in the work unit. Trains staff, coordinates workflow processes, ensures quality of output of the small work unit, conducts performance assessment and review, staff counselling, career planning and development. Interprets legislation, regulations and other guideline material relating to the operations and functions of the work area. Uses <i>significant</i> initiative to accomplish objectives and undertake <i>complex</i> projects. Manages small work units, including prioritising work, training of staff, monitoring work flow and setting local strategic plans. 	<p>future options relating to developments which impact on agencies and/or industry.</p> <ul style="list-style-type: none"> Provides professional advice to inter-<i>agency</i> committees regarding professional policy, planning, forecasting and development implications. Provides <i>specialist</i> services to industry where the end product is of major importance to the industry and/or the State. Initiates and formulates programs within the framework of (major work group) objectives and priorities. Undertakes demanding evaluations of an economic and/or technical nature with <i>professional independence</i>. Manages programs of <i>significant</i> importance to the State to satisfy the government's objectives or the <i>agency's</i> (or health unit's) corporate goals. Manages large work units, including prioritising work, training of staff, monitoring work flow and setting local strategic plans. Provides expert specialised advisory/consultancy skills with <i>crucial</i> impacts to the industry, the State and possibly the nation. Develops and oversees the implementation of new and high level programs and major investigations with a strategic management emphasis. 		<ul style="list-style-type: none"> Undertake and manage individual and/or project activities with <i>professional independence</i> that is not subject to review Attract <i>significant</i> research monies. <p>To satisfy the objectives of the work group, a position at this level will comprise a number of the following:</p> <ul style="list-style-type: none"> Management of a <i>significant</i> unit/branch and undertake a leadership role in organisational strategic planning, policy development and resource management with <i>significant</i> accountability for outcomes achieved to ensure the effective management of: Research funding (procurement and expenditure); Physical and financial (recurrent) resource management; Human resource management; Intellectual resources and patents; Competencies and learning outcomes for research students; and Initiation, development, implementation and review of strategic and operational policy, procedures and principles. <p>To provide services to other agencies and/or private industry, and to other bodies, a position at this level may include any of the following inputs:</p>	<ul style="list-style-type: none"> International recognition as a leading expert in a <i>complex</i> field of scientific and research services and have management responsibility for major programs of international significance which impact on, and directly involve, other internationally recognised scientific officers and scientific activities/initiatives. Undertake and manage individual and/or project activities with <i>professional independence</i> and not subject to review. <p>To satisfy the objectives of the work group, a position at this level will comprise a number of the following:</p> <ul style="list-style-type: none"> Management of a <i>significant</i> unit/branch and undertake a leadership role in organisational strategic planning, policy development and resource management with <i>significant</i> accountability for outcomes achieved to ensure the effective management of: Research funding (procurement and expenditure); Physical and financial (recurrent) resource management; Human resource management; Intellectual resources and patents; Competencies and learning outcomes for research students; and

OPERATIONAL OUTCOMES						
MeS1	MeS2	MeS3	MeS4	MeS5	MeS6A	MeS6B
			<ul style="list-style-type: none"> • Verifies the professional standards of operations and outputs. • Has <i>significant managerial responsibilities</i> and abilities. • Evaluates professional, technical and economic impacts of program. • Formulates policy and corporate strategy proposals. • Provides expert professional advice on an advisory/consultancy basis to external bodies, other agencies and the public. • Participates on inter-agency and/or national committees to develop policy, planning and other initiatives. 		<ul style="list-style-type: none"> • Be sought by a range of relevant and recognised bodies and/or individuals as a leading national/international scientist. • Have a <i>crucial</i> impact on scientific and research initiatives and activities at the national/international level. • Attract national/international recognition to the employing organisation. • Awarded academic status at professorial level D and contribute to tertiary curricula development and delivery. 	<ul style="list-style-type: none"> • Initiation, development, implementation and review of corporate strategic objectives, plans and operational policy, procedures and principles. <p>To provide services to other agencies and/or private industry, and to other bodies, a position at this level may include any of the following inputs:</p> <ul style="list-style-type: none"> • Be sought by a range of relevant and recognised bodies and/or individuals as a leading national and international scientists. • Have a <i>crucial</i> impact on scientific and research initiatives and activities at the national and International level. • Attract National and International recognition to the employing organisation. • Awarded academic status at professorial level D or E, and contribute to tertiary curricula development and delivery.

WORKING ENVIRONMENT						
MeS1	MeS2	MeS3	MeS4	MeS5	MeS6A	MeS6B
	<ul style="list-style-type: none"> Exercises and accepts <i>professional direction</i> and <i>co-ordination</i> for a small work unit. Exercises initiative in the application of professional practices either as a member (in some situations as supervisor but not a <i>medical scientist</i> with <i>managerial responsibilities</i>) or as a <i>medical scientist</i> (who has expertise in one or more fields within a discipline) in a <i>multi-discipline</i> team or independently. 	<ul style="list-style-type: none"> May influence organisational attitudes and professional development policy within the framework of operational programs. Develops professional advice and advisory/ consultancy services to other agencies, industry representatives and the public. 	<ul style="list-style-type: none"> Uses <i>significant professional judgement</i> based on knowledge of national initiatives and personal involvement in the development and application of discipline principles and new technology, and/or knowledge of <i>crucial</i> work which can involve a number of personnel from the discipline or a variety of disciplines. Operates in a highly <i>complex</i> or <i>specialised</i> field using substantial <i>professional judgement</i>. With <i>professional independence</i>, uses high levels of expertise and experience to determine professional objectives and priorities within the framework of the <i>agency's</i> or health unit's corporate goals and discipline standards. Manages, initiates and formulates research programs, major projects or manages a major professional service or enterprise. Is the government's "authority" in a particular specialised field of expertise, or has extensive discipline knowledge and broad experience spanning more than one <i>professional discipline</i>. Uses detailed knowledge of government policies and procedures, and an appreciation of their application in relation to 	<ul style="list-style-type: none"> Positions at this level have <i>crucial</i> impacts to the <i>agency</i> (or health unit), to industry, to the State or to the nation, and decisions made will not usually be subject to professional review. 	<ul style="list-style-type: none"> Positions at this level have <i>crucial</i> and <i>significant</i> impacts on the organisation and the industry at a national/international level. Decisions made will not usually be subject to professional review. 	<ul style="list-style-type: none"> Positions at this level have <i>crucial</i> and <i>significant</i> impacts on the organisation and biomedical science at the international level. Decisions made will not be subject to professional review.

WORKING ENVIRONMENT						
MeS1	MeS2	MeS3	MeS4	MeS5	MeS6A	MeS6B
			agency's (or health unit's) operations. <ul style="list-style-type: none"> • Interprets and provides advice on legislation, regulations and other guideline material relating to the operations and functions of the work area. • Utilises significant management skills and abilities to monitor resource allocations. 			

SECTION 2: PEER ASSESSMENT PROCESS

In recognition of advanced skills and experience relevant to being a *medical scientist*, permanently appointed *medical scientists* who have been at the top increment of MeS1 for 12 months or greater can apply to a Peer Assessment Panel for assessment to progress to MeS2.

A supervisor or manager of an eligible *medical scientist* may initiate an application for assessment by the Peer Assessment Panel for that employee without the need for that *medical scientist* to complete 12 months at the top increment of MeS1. Such an application is subject to assessment by the Peer Assessment Panel.

In determining if a *medical scientist* will progress to MeS2, the Peer Assessment Panel will consider the following:

1. The work level definition of MeS2 as defined has been met; and
2. The *medical scientist's* professional:
 - (a) performance;
 - (b) aptitude;
 - (c) experience;
 - (d) responsibilities; and
 - (e) initiative.

3. and that the *medical scientist* has complied with all requirements of their current management-approved Performance Review and Development Plan.

The Peer Assessment Panel will include a discipline specific *medical scientist* (at a minimum level of a MeS3) and a management representative. A human resources representative will also be on the Peer Assessment Panel.

Following assessment should a *medical scientist* not progress to MeS2 the relevant supervisor or manager will be responsible for implementing a Performance Review and Development Plan in consultation with the *medical scientist* to address any issues arising from the assessment.

Should a *medical scientist* be assessed as not meeting the criteria for progression the *medical scientist* will not be eligible to apply for progression until such time as the relevant supervisor or manager is satisfied that the issues have been satisfactorily addressed through the Performance Review and Development Plan process.

The Peer Assessment Process does not remove or diminish the opportunity for a *medical scientist* to apply for a reclassification. A reclassification application will be considered and determined in accordance with the Department of Health Human Resource Manual.

APPENDIX 5D GRANT FUNDED SCIENTISTS WORK LEVEL DEFINITIONS

DEFINITIONS:

The following definitions relate to the meanings of the words within these work level definitions.

“Agency” means an administrative unit or Agency as defined by the South Australian Government Wages Parity (Salaried) Enterprise Agreement 2009.

“Broad guidelines” means instructions received essentially in the form of broadly stated objectives which require competent and professional experience to apply both initiative and professional judgement.

“Complex” means professional work which is characterised by ambiguity and/or novelty.

“Co-ordination” means the organising of employees, activities and, students where necessary, to meet operational requirements which contributes to the timeliness, effectiveness, quality and efficiency of a work unit.

“Crucial” means that a component, an issue, or a decision is fundamental to subsequent actions, considerations and decisions.

“Innovative” means the extent to which there is a requirement to vary from, or make changes to, established professional processes, systems and/or standards.

“Limited complexity” means work which involves the application of established principles, practices and procedures. Generally, such comprises actions and responses which can be readily identified and repeated from previous experience.

“Managerial responsibilities” means an employee:

1. Is required to determine operational policy and procedures for a work unit within the framework of an agency's (or health unit's) requirements; and
2. Is required to ensure the timeliness, effectiveness, quality and efficiency of a work unit; and
3. Has significant independence of action including the use or allocation of both financial and human resources within the constraints or guidelines laid down by executive management; and
4. Undertakes human resource management functions including planning, developing and implementing programs associated with equal employment opportunity and occupational health, safety and welfare within the functional area of responsibility; and
5. Trains staff, coordinates workflow processes, ensures quality of output of the work unit, conducts performance assessment and review, staff counselling, career planning and development.

“Novel” means the nature of professional work that requires the extension and application of theories and concepts beyond established principles. Such may include, for instance, creative research or the introduction of new technology.

“Papers” means peer reviewed papers in relevant journals/publications of operational or theoretical interest to other discipline-based scientists.

“Professional direction” means the form of control exercised, and may include guidance and monitoring, over other *grant funded scientists* demanding *professional judgement*, including:

- Assessing the application of discipline standards;
- Weighing and discussing professional approaches used;
- Determining professional solutions; and
- Verification and validation of results.

“Professional discipline” means a non-repetitive field of activity which requires a degree in a professional discipline, is exercised with increasing levels of autonomy and accountability, and is governed by standards, ethics and objectives prescribed by a representative professional body and, may interdependently, by the employing agency.

“Professional independence” means the level of accountability within a *professional discipline*.

“Professional judgement” means the application of an amalgam of *professional knowledge* and experience to derive appropriate resolutions within prescribed standards, ethics and objectives.

“Professional knowledge” means an understanding of theory, techniques, practices and principles gained through degree-level discipline-based study.

“Grant funded scientist” means a research scientist who is employed by the Institute of Medical and Veterinary Science, the Royal Adelaide Hospital, the Queen Elizabeth Hospital and the Repatriation General Hospital, using funds provided by the National Health and Medical Research Council and other external grant funding bodies which allocate grants on competitive basis.

“Significant” means professional work which is noteworthy, or of considerable amount, effect or importance.

“Specialising” refers to work which focuses on one operationally narrow aspect within a *professional discipline* using either acquired experience or a combination of acquired experience and discipline based study.

“Specialist” means a *grant funded scientist* who has acquired through study and application special subject knowledge which is recognised by peers to be different, distinctive or unique.

“Statutory action” means action taken or authorised by statute.

“Straightforward” means work which is without difficulty and is uncomplicated to a person qualified within the *professional discipline*.

“Very complex” means the application of a soundly based working knowledge of established professional principles, practices and procedures as they affect all aspects of the range of operations, or an in-depth *professional knowledge* of an operation which feature both ambiguity and novelty. Generally responses require the exercise of high levels of analytical skill.

GENERAL OVERVIEW						
GFSc1	GFSc2	GFSc3	GFSc4	GFSc5	GFSc6A	GFSc6B
<p>The <i>grant funded scientist</i> will have attained through discipline-based, degree-level study a combination of theoretical concepts and practical techniques to enable professional work to be undertaken within a <i>professional discipline</i>.</p> <p>A <i>grant funded scientist</i> at this level will demonstrate at least a competent level of professional knowledge and skill. As experience is gained, <i>grant funded scientists</i> are independently undertake routine professional tasks.</p> <p><i>Grant funded scientists</i> participate in professional and/or <i>multi-disciplinary</i> teams, operating at the level of basic task to routine professional tasks commensurate with level of experience.</p> <p>Duties undertaken independently at this level are generally of a routine and non repetitive nature, with more <i>complex</i> professional decisions and problem solving made under the <i>professional direction</i> or professional guidance of a more experienced <i>medical scientist</i>.</p> <p>As the <i>grant funded scientist</i> gains experience the GFSc1 will exercise greater levels of independent professional judgement.</p>	<p>Employees at GFSc2 will:</p> <ul style="list-style-type: none"> • Demonstrate increased professional expertise, competence and experience to perform any standard professional task within the discipline. • Have attained greater specialised knowledge within the discipline. • Provide professional services to client groups in circumstances requiring increasingly <i>complex</i> practice skills. • Exercise greater <i>specialist</i> knowledge within the discipline and achieve higher level of outcomes under reduced <i>professional direction</i>. • Apply professional judgement to select and apply new and existing methods and techniques. • Demonstrate expertise obtained through appropriate professional development and operational experience or tertiary qualification(s), post graduate education or other formal qualification(s). <p>The above requirements constitute the work definition for the Peer Assessment process as described in Section 2.</p>	<p>Operating under general policy direction and with a level of <i>professional independence</i> in the determination of operational priorities, strategies, work standards and allocation of resources. Generally the work demands a level of competence from extensive experience and/or additional study. The <i>grant funded scientist</i> at this level will:</p> <ul style="list-style-type: none"> • Be specialising within a professional discipline; or • Be responsible for managing external grant funding, apply for and be capable of receiving grant funding. <p>Positions at this level demonstrate leadership within the <i>professional discipline</i> and may coordinate a number of subordinate <i>grant funded scientists</i> and para-professionals. <i>Grant funded scientists</i> at this level will focus on increasing the value, contributions and effectiveness of the <i>professional discipline</i> within the <i>agency</i> (or health unit). Any standard professional task within the discipline (including problem definition, assessment, planning, liaison, execution, analysis, interpreting and reporting) may be undertaken at this level.</p> <p>A <i>grant funded scientist</i> at this level who is responsible for managing external grant funding will be responsible for allocating and determining work priorities to ensure operational standards and</p>	<p>Operates under broad policy direction in relation to the scientific aspects of a moderately complex area and with high levels of <i>professional independence</i> in the determination of overall strategies, priorities, work standards and allocation of resources. The role will be:</p> <ul style="list-style-type: none"> • A senior professional practitioner; or • A senior professional specialist. <p>At this level work may involve the exercise of <i>significant professional judgement</i> based on a detailed knowledge of State initiatives and involvement in the development and/or application of discipline principles and new technology and/or knowledge of <i>crucial</i> work which can involve a single discipline or a variety of disciplines. Decisions are likely to have a major impact on the health unit, <i>agency</i>, on industry, or on the State, and are rarely subject to professional review.</p> <p>The senior professional practitioner at this level will undertake work which is <i>very complex</i> and highly <i>innovative</i>. At this level there is minimal <i>professional direction</i> and the <i>grant funded scientist</i> would be expected to closely examine personal practices and actions to ensure compliance with established ethics and</p>	<p>Operates under general policy direction and with <i>professional independence</i> in the determination of overall strategies, priorities, work standards and allocation of resources. The role will be:</p> <ul style="list-style-type: none"> • A leading professional manager of a major program and operations; or • A leading professional specialist. <p>Under the broad direction of an executive level, positions at this level will operate within <i>broad guidelines</i> to achieve specific objectives with total <i>professional independence</i>.</p> <p>May be recognised as a national and/or international authority or as a <i>specialist</i> within the State. The <i>grant funded scientist</i> at this level may generally make a <i>significant</i> contribution on the development of professional understanding on a national or beyond basis.</p> <p>Positions at this level require high levels of expertise and experience with a comprehensive knowledge of a recognised <i>professional discipline</i>. Professional decisions at this level are likely to have substantial impacts to the health unit, <i>agency</i>, to industry, or to the State, and are not usually subject to professional review.</p> <p>Work is undertaken in a highly <i>complex</i> or specialised field by adapting</p>		

GENERAL OVERVIEW						
GFSc1	GFSc2	GFSc3	GFSc4	GFSc5	GFSc6A	GFSc6B
		<p>efficiencies are met having regard to the needs of peers and the Funding Body and providing <i>professional guidance</i> for a team of <i>grant funded scientists</i>. The senior professional supervisor is expected to contribute to the development of subordinate individual <i>grant funded scientists</i>.</p> <p><i>Grant funded scientists</i> may also have <i>managerial responsibilities</i> for a small work unit to ensure effective and coordinated services in respect to the management of external grant funding. This is the first level where a <i>grant funded scientist</i> may have <i>managerial responsibilities</i>.</p> <p>There will be <i>professional independence</i> in a general operational context involving routine research, project or case situations, requiring levels of expertise and experience to ensure and contribute to professional standards, objectives and priorities within the framework of the <i>agency's</i> (or health unit's) corporate goals or grant funding responsibilities.</p> <p><i>Professional direction</i> is only received for those aspects of work which involve new or complex techniques or relate to areas of work outside the normal span of activity or have implications for the <i>agency</i>.</p> <p>High levels of initiative will be exhibited in accomplishing the objectives and undertaking <i>complex</i> projects, either on an individual basis as a recognised <i>specialist</i>, as a <i>grant funded scientist</i> with responsibilities for <i>complex</i> duties, or as a team leader.</p>	<p>standards for the <i>professional discipline</i>.</p> <p>As a senior professional <i>specialist</i>, work is normally without <i>professional direction</i> with discretion permitted within the boundaries of <i>broad guidelines</i> to achieve organisational goals.</p> <p>For some <i>grant funded scientists</i> at this level may have a high profile within the discipline through higher qualifications or by publications in refereed journals, and will operate within <i>broad guidelines</i> to achieve specific objectives with <i>professional independence</i>. This may be supplemented by evidence of higher qualifications and/or wide spread professional recognition of expertise.</p> <p>It is likely that discipline principles and new technology requiring the exercise of significant <i>professional judgement</i> will be developed and applied. This includes initiating, formulating and managing research programs and major projects, or providing scientific services or enterprises involving both a service and research work. It is expected that actions which may span a range of activities in a <i>very complex</i>, specialised environment and contribute to the formulation of corporate policy and the implementation of corporate policy directives.</p> <p>Some <i>grant funded</i></p>	<p>precedents and by making <i>significant</i> departures from traditional approaches. <i>Professional independence</i> and high levels of expertise and experience to determine professional standards, objectives and priorities within the framework of the <i>agency's</i> (or health unit's) corporate goals, which includes the requirements of the funding body will be evident.</p> <p>For some <i>grant funded scientists</i> at this level may involve the management of programs of <i>crucial</i> importance to the State, to satisfy the government's objectives or the <i>agency's</i> (or health unit's) corporate goals, which includes the requirements of the funding body. This level is also responsible for professional policy development and advice to government, peers and other research institutions.</p> <p>For a leading professional <i>specialist</i>, development and overseeing the implementation of new and high level programs and major investigations is a major feature of this level, as is an emphasis on strategic management within the area of professional practice.</p> <p>The professional manager at this level will have high level <i>managerial responsibilities</i> which involve a staff comprising a large number of <i>grant funded scientists</i>, and the coordination and direction of major program objectives</p>		

GENERAL OVERVIEW						
GFSc1	GFSc2	GFSc3	GFSc4	GFSc5	GFSc6A	GFSc6B
		<p>Work may require the development and provision of formal professional advisory services to other agencies, industry representatives, other research groups and institutions. Such advice may be subject to review by senior management. The level of information provided and recommendations may influence decisions of others, including superiors and peers, especially in the monitoring, development and delivery of programs or funding outcomes.</p>	<p><i>scientists</i> at this level will have <i>managerial responsibilities</i> for a large work unit, or <i>complex projects</i> involving a number of <i>professional disciplines</i>. Skills required include work prioritisation, monitoring productivity and setting local strategic directions within the area of professional practice, in addition to assessment and review of professional and operational standards.</p> <p>For some <i>grant funded scientists</i> at this level, there will also be a demand for an ability to monitor resource allocations, to evaluate professional, technical and economic impacts of programs, and to formulate policy and corporate strategy proposals.</p> <p>A detailed knowledge of governmental policies and procedures, and an appreciation of their application in relation to <i>agency</i> (or health unit) operations is expected. In addition, the senior professional manager will interpret and provide advice on legislation, regulations and other guideline material relating to the operations and functions of the work area.</p> <p>At this level, expert consultancy advice to outside bodies, agencies and the public may be provided as well as participation on inter-<i>agency</i> committees to develop policy, planning and other initiatives.</p>	<p>to achieve the end result in a timely and effective manner. Programs are normally long term and require high level strategic planning and <i>innovative</i> thinking.</p>		

GENERAL OVERVIEW						
GFSc1	GFSc2	GFSc3	GFSc4	GFSc5	GFSc6A	GFSc6B
			<p>With <i>professional independence</i> and high levels of expertise and experience, for some <i>grant funded scientist</i> at this level will determine professional standards, objectives and priorities within the framework of the <i>agency's</i> (or health unit's) corporate goals which will include grant funding requirements.</p>			

KNOWLEDGE AND EXPERIENCE						
GFSc1	GFSc2	GFSc3	GFSc4	GFSc5	GFSc6A	GFSc6B
<ul style="list-style-type: none"> Professional knowledge attained through a study of discipline theory and limited experience. A developing level of operational competence. <p>In recognition of advanced skills and experience relevant to being a <i>grant funded scientist</i>, permanently appointed <i>grant funded scientists</i> who have been at the top increment of GFSc1 for 12 months or greater can apply to a Peer Assessment Panel for assessment to progress to GFSc2 (refer to Section 2).</p>	<ul style="list-style-type: none"> Has attained greater specialised knowledge within the discipline and is achieving higher level of outcomes under reduced <i>professional direction</i>. Has attained professional expertise, competence and experience to perform any standard professional task within the discipline. 	<ul style="list-style-type: none"> Operates with <i>professional independence</i> and high levels of competence. Continues to apply knowledge obtained through post-graduate specialised qualifications (including a PhD qualification) or extensive recognised experience. 	<ul style="list-style-type: none"> Utilises comprehensive knowledge within the <i>professional discipline</i> and broad exposure to other <i>professional disciplines</i>. Applies <i>professional judgement</i> based on up-to-date discipline knowledge. Applies <i>professional knowledge</i> having regard to the <i>agency's</i> (or health unit's) policy framework. 	<p>Work at this level may include a combination of:</p> <p>To satisfy the government's objectives and/or the <i>agency's</i> (or health unit's) corporate goals, a position at this level may include any of the following:</p> <ul style="list-style-type: none"> Has evidence of higher qualifications or discipline expertise. Has made a <i>significant</i> contribution to the development of professional understanding on a national and/or international basis, as evidenced by an established track record of successful grant funding applications. Requires very high levels of expertise and experience within the <i>professional discipline</i>. 	<p>Work at this level may include a combination of:</p> <ul style="list-style-type: none"> Demonstrated application of high levels of <i>professional knowledge</i>, expertise, <i>professional independence</i> and competence and recognition as a leading national and/or international authority within an area of medical science together with the ability to foster excellence in the diagnostic and/or research functions of the <i>agency</i> (or health unit) and the medical/scientific community. Demonstrated ability to conceive and carry out substantial, major and original contributions to research including the ability to determine <i>complex</i> and <i>significant</i> professional objectives and priorities within the framework of an <i>agency's</i> (or health unit's) corporate objectives. Evidence of a substantive body of published work or other high quality research which is not subject to peer professional review and which is making an impact in the research field leading to national and international recognition together with invitations to provide editorial input within the individual's area of expertise. Relevant doctoral or other equivalent qualification and 	<p>Work at this level may include a combination of:</p> <ul style="list-style-type: none"> As an internationally recognised leading authority within the <i>professional discipline</i>, a demonstrated collaboration with recognised international organisations on scientific projects that impact on an international scale together with the ability to foster excellence in the diagnostic and/or research functions of the <i>agency</i> (or health unit) and the medical/scientific community. Demonstrated ability to conceive and carry out substantial, major and original contributions to research including the ability to determine <i>complex</i> and <i>significant</i> professional objectives and priorities within the framework of an <i>agency's</i> (or health unit's) corporate objectives and industry directions. Evidence of a substantive body of published work in internationally recognised journals or other high quality research and which is making an impact in the research field of expertise. Relevant doctoral or other equivalent qualification and appropriate research experience. The onus will be on the individual to demonstrate that they hold a qualification or experience equivalent to a

KNOWLEDGE AND EXPERIENCE						
GFSc1	GFSc2	GFSc3	GFSc4	GFSc5	GFSc6A	GFSc6B
					<p>appropriate research experience. The onus will be on the individual to demonstrate that they hold a qualification or experience equivalent to a PhD, and the decision as to whether a qualification or experience is equivalent to PhD rests with the health unit.</p> <ul style="list-style-type: none"> • Success in obtaining <i>significant</i> and/or substantial grants. • Ability to attract high quality students and post-doctoral <i>grant funded</i> scientists. 	<p>PhD, and the decision as to whether a qualification or experience is equivalent to PhD rests with the health unit.</p> <ul style="list-style-type: none"> • Success in obtaining <i>significant</i> and/or substantial grants. • Ability to attract high quality students and post-doctoral grant funded scientists.

OPERATIONAL OUTCOMES						
GFSc1	GFSc2	GFSc3	GFSc4	GFSc5	GFSc6A	GFSc6B
	<p>Work undertaken at this level may involve a combination of:</p> <ul style="list-style-type: none"> • Providing <i>professional direction</i>, support and oversight of GFSc1 and/or technical and support staff. • Assisting in planning, implementing and reporting on services. • Utilising knowledge and skills in contributing to research and/or service development activities of the relevant discipline or service area. • Identifying opportunities for improvement in professional tasks including developing and leading ongoing quality improvement activities with other staff. • Contributing to professional research and participate in the provision of professional in-service education programs to staff and students. • Project <i>co-ordination</i> which will require organisation and implementation of specific tasks or projects. 	<p>To contribute to the operational objectives of the work group, a position at this level may include a combination of the following:</p> <ul style="list-style-type: none"> • Analyses situations and identifies opportunities and/or needs to develop and/or progress work group objectives. • Develops and promulgates <i>crucial</i> information for the funding body. • Undertakes projects of a <i>complex</i> nature with limited <i>professional direction</i>. • Contributes to the development of operational policy. • Undertakes professional duties of an <i>innovative, novel, and/or crucial</i> nature without <i>professional direction</i> subject to established professional standards. • Assesses the professional, technical and economic impacts of achievements and/or projects. • Provides professional advice and consultancy services to other agencies (or health units), industry representatives and other research groups and institutions. • Assesses and reviews the standards of work of other <i>grant funded scientists</i> and external consultants. 	<p>To satisfy specified <i>agency</i> (or health unit) objectives, a position at this level may include a combination of the following:</p> <ul style="list-style-type: none"> • Exercises <i>significant professional judgement</i> in the development and/or application of <i>professional discipline</i> principles and new technology. • Manages <i>very complex</i> projects involving a number of personnel from either one or a variety of <i>professional disciplines</i>. • Contributes directly to the achieving corporate objectives by being successful in applying for grant funding and managing grant funded projects. • Provides advice to senior management/authorities regarding current relevant developments in the discipline and their potential implications. • Initiates and manages high level programs and major investigations. • Determines professional standards and operational objectives in relation to the management of external grant funding. • Is the authoritative <i>specialist</i> where requirements are <i>very complex</i> and of major importance to applying for and managing grant funding received. • Identifies current and 	<ul style="list-style-type: none"> • Operates in a highly <i>complex</i> or specialised field to establish and/or modify standards, guidelines, concepts, theories, techniques or principles, by both adapting precedents and making <i>significant</i> departures from traditional approaches. • Uses high levels of expertise and experience with <i>professional independence</i> to determine professional objectives and priorities within the framework of an <i>agency's</i> or (health unit's) corporate goals and discipline standards. • Manages programs of <i>crucial</i> importance to the State to satisfy the government's objectives or the <i>agency's</i> or (health unit's) corporate goals. • Provides expert <i>specialist</i> advisory skills with <i>crucial</i> impacts to the industry, the State and possibly the nation. • Develops and directs the implementation of new and high level programs and major investigations, with a strategic emphasis. 	<p>To contribute to the operational objectives of the work group, a position at this level may include a combination of the following inputs:</p> <ul style="list-style-type: none"> • The initiation, formulation and management of high level programs and major research activities which may include the generation of independent and collaborative research and the management and/or leadership of large research projects or teams. • The determination of strategic and operational standards, objectives and priorities for the work group within the organisation and within the <i>agency's</i> (or health unit's) policies and programs. • International recognition as an expert in a <i>complex</i> field of scientific and research services and have responsibility for the management of major programs of national/international significance. • Successful preparation of research proposal submissions to external funding bodies and other agencies including the assessment of the professional, technical and economic impacts of achievements/projects, the production of high quality publication of research findings and the presentation of findings in appropriate scientific 	<p>To contribute to the operational objectives of the work group, a position at this level may include a combination of the following inputs:</p> <ul style="list-style-type: none"> • The initiation, formulation and management of <i>complex</i> and high level <i>innovative</i> programs and major research activities which include the generation of independent and collaborative research and the management and/or leadership of large research projects or teams. • The management of a key or <i>crucial</i> function within the organisation and the determination of strategic and operational standards, objectives and priorities for the work group within the organisation and industry. • International recognition as a leading expert in a <i>complex</i> field of scientific research together with provision of authoritative and specialist advisory services on aspects of <i>innovative</i> scientific research and development where outcomes are of major importance to biomedical science on an international scale. • Successful preparation of research proposal submissions for the attraction of research monies into the State including the assessment of the professional, technical

OPERATIONAL OUTCOMES						
GFSc1	GFSc2	GFSc3	GFSc4	GFSc5	GFSc6A	GFSc6B
		<ul style="list-style-type: none"> Exercises control and coordination of either discrete operations or projects. Undertakes duties and ensures the outcome of work which is of a <i>complex</i> and varied nature, requiring detailed knowledge of the <i>agency's</i> (or health unit's) operations combined with a <i>specialist</i> or very high level of practitioner knowledge of major activities in the work unit. Trains staff, coordinates workflow processes, ensures quality of output of a small work unit, conducts performance assessment and review, staff counselling, career planning and development. Interprets legislation, regulations and other guideline material relating to the operations and functions of the work area. Uses <i>significant</i> initiative to accomplish objectives and undertake <i>complex</i> projects. Manages small work units, including prioritising work, training of staff, monitoring work flow and setting local strategic plans. 	<p>future options relating to developments which impact on agencies and/or industry, which includes grant funding requirements.</p> <ul style="list-style-type: none"> Provides professional advice to inter-<i>agency</i> committees, peers and the funding body regarding professional policy, planning, forecasting and development implications. Provides <i>specialist</i> services to industry where the end product is of major importance to the industry and/or the State and the funding body. Initiates and formulates programs within the framework of (major work group) objectives and priorities. Undertakes demanding evaluations of an economic and/or technical nature with <i>professional independence</i>. Manages programs of <i>significant</i> importance to the State to satisfy the government's objectives or the <i>agency's</i> (or health unit's) corporate goals or grant funding requirements. Manages large work units, including prioritising work, training of staff, monitoring work flow and setting local strategic plans. Provides expert specialised advisory skills with <i>crucial</i> impacts to the industry, the State and possibly the nation. Develops and oversees the implementation of new and high level programs and major investigations 		<p>forums.</p> <ul style="list-style-type: none"> Undertaking of highly demanding evaluations of a scientific/technical and economic nature requiring <i>professional independence</i> and the management of projects or tests of a highly <i>complex</i> nature requiring high levels of professional judgement including the acceptance of professional responsibility for standards of work undertaken. Provision of specialised scientific knowledge to, and participation in, internal and external teaching programs at undergraduate and post-graduate level and may also include the supervision, training and guidance of research support staff including post-graduate and/or post-doctoral <i>grant funded scientists</i> who may be working on projects within the area of research expertise. Provision of highly specialised services to government agencies and as required specialised services to industry, which may include the promulgation of information regarding current developments in medical science and the preparation of written material which incorporate reports on the development of new technologies or methodologies. Promote and foster research links with outside bodies. 	<p>and economic impacts of achievements/projects, the production of high quality publication of research findings and the presentation of findings in appropriate scientific forums and when necessary, the coordination and/or contribution towards the development of patents.</p> <ul style="list-style-type: none"> Undertaking of highly demanding evaluations of a scientific/technical and economic nature requiring <i>professional independence</i> and have management responsibility for major programs of international significance which may impact upon and directly involve other internationally recognised scientific officers and scientific activities/initiatives. Collaborate with recognised international organisations on scientific projects and provide leadership in the initiation, promotion, implementation and evaluation of leading edge <i>innovative</i> and relevant medical research functions at international level, both as an individual and in the management of others. Provision of specialised scientific knowledge to, and participation in, internal and external teaching programs at undergraduate and post-graduate level and may also include the supervision, training and guidance of research support staff including post-graduate and/or post-

OPERATIONAL OUTCOMES						
GFSc1	GFSc2	GFSc3	GFSc4	GFSc5	GFSc6A	GFSc6B
			<p>with a strategic emphasis.</p> <ul style="list-style-type: none"> • Verifies the professional standards of operations and outputs. • Has <i>significant managerial responsibilities</i> and abilities. • Evaluates professional, technical and economic impacts of program. • Participates on inter-<i>agency</i> and/or national committees to develop policy, planning and other initiatives. 			<p>doctoral <i>grant funded scientists</i> who may be working on projects within the area of research expertise.</p> <ul style="list-style-type: none"> • Provision of highly specialised services to government agencies and as required specialised services to industry, which may include the promulgation of information regarding current developments in medical science and the preparation of written material which incorporate reports on the development of new technologies or methodologies.

WORKING ENVIRONMENT						
GFSc1	GFSc2	GFSc3	GFSc4	GFSc5	GFSc6A	GFSc6B
	<ul style="list-style-type: none"> Exercises and accepts <i>professional direction</i> and <i>co-ordination</i> for a small work unit. Exercises initiative in the application of professional practices either as a member (in some situations as supervisor but not a <i>grant funded scientist</i> with <i>managerial responsibilities</i>) or as a <i>grant funded scientist</i> in a team or independently. 	<ul style="list-style-type: none"> Develops professional advice to other agencies (or health units), industry representatives and may influence organisational attitudes and professional development policy within the framework of operational programs. 	<ul style="list-style-type: none"> Uses <i>significant professional judgement</i> based on knowledge of national initiatives and personal involvement in the development and application of discipline principles and new technology, and/or knowledge of <i>crucial</i> work which can involve a number of personnel from the discipline or a variety of disciplines. Operates in a highly <i>complex</i> or specialised field using <i>significant professional judgement</i>. With <i>professional independence</i>, uses high levels of expertise and experience to determine professional objectives and priorities within the framework of the <i>agency's</i> or health unit's corporate goals and discipline standards. Manages, initiates and formulates research programs, major projects or manages a major professional service or enterprise. Is the government's "authority" in a particular specialised field of expertise, or has extensive discipline knowledge and broad experience spanning more than one <i>professional discipline</i>. Uses detailed knowledge of government policies and procedures, and an appreciation of their application in relation to 	<ul style="list-style-type: none"> Positions at this level have <i>crucial</i> impacts to the <i>agency</i> (or health unit), to industry, to the State or to the nation. 	<p><i>Grant funded scientists</i> at this level will generally report to an executive position (or equivalent) or to a Chief Executive Officer and will operate with <i>professional independence</i> and have a high profile within their area of expertise. Work undertaken may have a <i>crucial</i> impact in the <i>agency</i> (or health unit), to industry, to the State or to the nation with decisions made not subject to professional peer review.</p> <p>Work undertaken is expected to be <i>complex</i> requiring advanced problem-solving abilities dictating a capacity for <i>novel</i> and/or <i>innovative</i> approaches and methods. Positions at this level will make a major contribution to the development of research program directions and policies and will have <i>significant</i> impacts on research at the national and international level.</p> <p>Initial appointment at this level occurs only under exceptional circumstances and recognises marked distinction in the <i>grant funded scientist's</i> research and scholarship.</p>	<p><i>Grant funded scientists</i> at this level will generally report to an executive level position (or equivalent) or to a Chief Executive Officer and will operate with <i>professional independence</i> and have a high profile within their area of expertise. Positions have <i>crucial</i> and <i>significant</i> impacts on the organisation and biomedical science at the international level.</p> <p>An occupant of this position will be sought by a range of relevant and recognised bodies and/or individuals as a leading national and international scientist and will attract national and international recognition to the employing organisation.</p> <p>An occupant will possess high professorial status and will contribute to tertiary curricula development and delivery.</p> <p>Appointment at this level occurs only under exceptional circumstances and recognises marked distinction in the <i>grant funded scientist's</i> research and scholarship.</p>

WORKING ENVIRONMENT						
GFSc1	GFSc2	GFSc3	GFSc4	GFSc5	GFSc6A	GFSc6B
			<p>agency (or health unit's) operations.</p> <ul style="list-style-type: none"> • Interprets and provides advice on legislation, regulations and other guideline material relating to the operations and functions of the work area. • Provides expert professional advisory services to external bodies, other agencies and other research groups and institutions. • Utilises <i>significant</i> management skills and abilities to monitor resource allocations. 			

SECTION 2: PEER ASSESSMENT PROCESS

In recognition of advanced skills and experience relevant to being a *grant funded scientist*, permanently appointed *grant funded scientists* who have been at the top increment of GFSc1 for 12 months or greater can apply to a Peer Assessment Panel for assessment to progress to GFSc2.

A supervisor or manager of an eligible *grant funded scientist* may initiate an application for assessment by the Peer Assessment Panel for that employee without the need for that *grant funded scientist* to complete 12 months at the top increment of GFSc1. Such an application is subject to assessment by the Peer Assessment Panel.

In determining if a *grant funded scientist* will progress to GFSc2, the Peer Assessment Panel will consider the following:

1. The work level definition of GFSc2 as defined has been met; and
2. The *grant funded scientist's* professional:
 - (f) performance;
 - (g) aptitude;
 - (h) experience;
 - (i) responsibilities; and
 - (j) initiative.
3. and that the *grant funded scientist* has complied with all requirements of their current management-approved Performance Review and Development Plan.

The Peer Assessment Panel will include a discipline specific *grant funded scientist* (at a minimum level of a GFSc3) and an SA Pathology management representative. A human resources representative will also be on the Peer Assessment Panel.

Following assessment should a *grant funded scientist* not progress to GFSc2 the relevant supervisor or manager will be responsible for implementing a Performance Review and Development Plan in consultation with the *grant funded scientist* to address any issues arising from the assessment.

Should a *grant funded scientist* be assessed as not meeting the criteria for progression the *grant funded scientist* will not be eligible to apply for progression until such time as the relevant supervisor or manager is satisfied that the issues have been satisfactorily addressed through the Performance Review and Development Plan process.

The Peer Assessment Process does not remove or diminish the opportunity for a *grant funded scientist* to apply for a reclassification. A reclassification application will be considered and determined in accordance with the Department of Health Human Resource Manual.

APPENDIX 5E REVIEW: WORK LEVEL DEFINITIONS

Public Sector Workforce Relations (PSWR), on behalf of the employer, will commence not earlier than 1 July 2011, a review of the practical operation of the work level definitions in this Schedule for Allied Health Professionals, Medical Scientists and Grant Funded Scientists, for the purpose of ascertaining what, if any, refinements, clarification or minor modifications may be considered or made (subject to agreement). A discussion paper will be developed by PSWR (or delegate) in consultation with the PSA and with employee agent/s (of applicable employees) that are signatories to this Enterprise Agreement. Subject to agreement, and the agreement of the CPE, any agreed refinement, clarification or minor modification can be implemented during the life of the Enterprise Agreement either administratively or by amending the applicable work level definition in this Schedule, and any such agreed amendment that is reduced to writing in a document bearing the signatures of the employer, PSA and applicable employee agent/s, will be deemed to operate on its terms notwithstanding any other clause or schedule of this Enterprise Agreement.

SCHEDULE 1.21A TRANSLATION ARRANGEMENTS – ALLIED HEALTH PROFESSIONALS

“Existing” in these Translation Arrangements is a reference to that which applied immediately prior to the commencement of operation of the new classification structure for Allied Health Professionals.

- 1.1 This Enterprise Agreement contains a new Allied Health Professional Classification Structure (refer to Appendix xx) and salary rates.
- 1.2 An Allied Health Professional (AHP) is defined in the Allied Health Professional Classification Structure.
- 1.3 The new AHP structure will be implemented from the first full pay period on or after date of approval of the Agreement.
- 1.4 Existing Professional Officers will translate into the new classification levels based on the following:
 - (a) Level 1 – Steps 1 to 4 (inclusive) translate to the corresponding steps 1 to 4 in Level 1.
 - (b) Level 1 – Step 5 translates to step 5 in Level 1.
 - (c) Level 1 – Steps 6 and 7 translate to the first step of Level 2 and will be eligible to apply to a Peer Assessment Panel for assessment (as defined) to progress through the steps of Level 2 not earlier than 12 months later.
 - (d) Level 2 – Step 1 translates to step 2 in Level 2.
 - (e) Level 2 – Step 2 translates to step 3 in Level 2.
 - (f) Level 2 – Step 3 translates to step 4 in Level 2.
 - (g) Level 2 – Step 4 translates to step 5 in Level 2.
 - (h) Level 3 – Steps 1 to 3: translate to the corresponding steps 1 to 3 in Level 3.
 - (i) Level 4 – Steps 1 to 4: translate to the corresponding steps 1 to 4 in Level 4.
 - (j) Level 5 – Steps 1 to 3: translate to the corresponding steps 1 to 3 in Level 5.
 - (k) Level 5 – Step 4 translates to new classification of Level 6.
- 1.5 A Professional Officer Level 1 who translated to AHP Level 1 step 5, in accordance with clause 1.4(b) will have the service at Professional Officer Level 1 step 5 count in aggregate towards the 12 month period at the top increment of AHP Level 1 for the purposes of being eligible to apply to a Peer Assessment Panel for assessment (as defined) to progress to AHP Level 2.
- 1.6 Where the Peer Assessment Panel determines that an AHP is eligible for progression the date of operation for the new salary will be either from the date of receipt of application for assessment or the employee’s incremental service date, whichever is the later.
- 1.7 In respect to the vocational groups of Developmental Educators, Orthotists and Prosthetists implementation arrangements will be confirmed in consultation between the Chief Executive, Department for Families and Communities, the Chief Executive, Department of Health and the PSA following the issuing of a determination by the Commissioner for Public Employment.

SCHEDULE 1.21B TRANSLATION ARRANGEMENTS – PROFESSIONAL OFFICERS

“Existing” in these Translation Arrangements is a reference to that which applied immediately prior to the commencement of approval of this Agreement.

- 1.1 Translation of Professional Officers will be implemented from the first full pay period on or after date of approval of the Agreement.
- 1.2 Existing Professional Officers will translate into the new salary levels based on the following:
 - (a) Level 1 – Steps 1 and 2 translate to the corresponding steps 1 and 2 in Level 1.
 - (b) Level 1 – Steps 3 and 4 translate to step 3 in Level 1.
 - (c) Level 1 – Step 5 translates to step 4 of Level 1.
 - (d) Level 1 – Steps 6 and 7 translates to step 5 of Level 1.
 - (e) Level 2 – Steps 1 to 4: translate to the corresponding steps 1 to 4 in Level 2.
 - (f) Level 3 – Steps 1 to 3: translate to the corresponding steps 1 to 3 in Level 3.
 - (g) Level 4 – Steps 1 to 4: translate to the corresponding steps 1 to 4 in Level 4.
 - (h) Level 5 – Steps 1 to 3: translate to the corresponding steps 1 to 3 in Level 5.
 - (i) Level 5 – Step 4 translates to Level 6.

SCHEDULE 1.21C TRANSLATION ARRANGEMENTS – MEDICAL SCIENTISTS

“Existing” in these Translation Arrangements is a reference to that which applied immediately prior to the commencement of approval of this Agreement.

- 1.1 Translation of Medical Scientists will be implemented from the first full pay period on or after date of approval of the Agreement.
- 1.2 Existing Medical Scientists will translate into the new salary levels based on the following:
 - (a) Level 1 – Steps 1 to 4 (inclusive): translate to the corresponding steps 1 to 4 in Level 1.
 - (b) Level 1 – Step 5 translates to step 5 in Level 1.
 - (c) Level 1 – Steps 6 and 7 translate to the first step of Level 2 and will be eligible to apply to a Peer Assessment Panel for assessment (as defined) to progress through the steps of Level 2 not earlier than 12 months later.
 - (d) Level 2 – Step 1 translates to step 2 in Level 2.
 - (e) Level 2 – Step 2 translates to step 3 in Level 2.
 - (f) Level 2 – Step 3 translates to step 4 in Level 2.
 - (g) Level 2 – Step 4 translates to step 5 in Level 2.
 - (h) Level 3 – Steps 1 to 3: translate to the corresponding steps 1 to 3 in Level 3.
 - (i) Level 4 – Steps 1 to 4: translate to the corresponding steps 1 to 4 in Level 4.
 - (j) Level 5 – Steps 1 to 3: translate to the corresponding steps 1 to 3 in Level 5.
 - (k) Levels 6A and 6B translate to Levels 6A and 6B respectively.
- 1.3 A Medical Scientist Level 1 Level 1 who translated to Level 1 step 5, in accordance with clause 1.2(b) will have the service at Level 1 step 5 count in aggregate towards the 12 month period at the top increment of Medical Scientist Level 1 for the purposes of being eligible to apply to a Peer Assessment Panel for assessment (as defined) to progress to Level 2.
- 1.4 Where the Peer Assessment Panel determines that a Medical Scientist is eligible for progression the date of operation for the new salary will be either from the date of receipt of application for assessment or the employee’s incremental service date, whichever is the later.

SCHEDULE 1.21D TRANSLATION ARRANGEMENTS – GRANT FUNDED SCIENTISTS

“Existing” in these Translation Arrangements is a reference to that which applied immediately prior to the commencement of approval of this Agreement.

- 1.1 Translation of Grant Funded Scientists will be implemented from the first full pay period on or after date of approval of the Agreement.
- 1.2 Existing Grant Funded Scientists will translate into the new salary levels based on the following:
 - (a) Level 1 – Steps 1 to 4 (inclusive): translate to the corresponding steps 1 to 4 in Level 1.
 - (b) Level 1 – Step 5 translates to step 5 in Level 1.
 - (c) Level 1 – Steps 6 and 7 translate to the first step of Level 2 and will be eligible to apply to a Peer Assessment Panel for assessment (as defined) to progress through the steps of Level 2 not earlier than 12 months later.
 - (d) Level 2 – Step 1 translates to step 2 in Level 2.
 - (e) Level 2 – Step 2 translates to step 3 in Level 2.
 - (f) Level 2 – Step 3 translates to step 4 in Level 2.
 - (g) Level 2 – Step 4 translates to step 5 in Level 2.
 - (h) Level 3 – Steps 1 to 3: translate to the corresponding steps 1 to 3 in Level 3.
 - (i) Level 4 – Steps 1 to 4: translate to the corresponding steps 1 to 4 in Level 4.
 - (j) Level 5 – Steps 1 to 3: translate to the corresponding steps 1 to 3 in Level 5.
 - (k) Levels 6A and 6B translate to Levels 6A and 6B respectively.
- 1.3 A Grant Funded Scientist Level 1 who translated to Level 1 step 5, in accordance with clause 1.2(b) will have the service at Level 1 step 5 count in aggregate towards the 12 month period at the top increment of Grant Funded Scientist Level 1 for the purposes of being eligible to apply to a Peer Assessment Panel for assessment (as defined) to progress to Level 2.
- 1.4 Where the Peer Assessment Panel determines that a Grant Funded Scientist is eligible for progression the date of operation for the new salary will be either from the date of receipt of application for assessment or the employee’s incremental service date, whichever is the later.