Health Professional employees — Definitions

An indicative list of common health professionals which are covered by the definitions is contained in **Schedule B** — Common Health Professionals and Standard Minimum Qualifications.

Health Professional employee — Level 1

Level 1 is an employee who meets the requirements to practice or work in their profession including, where applicable, under the National Registration and Accreditation Scheme, or as set by the relevant professional body for their profession or who holds such qualification deemed acceptable by the employer.

An employee will be classified in accordance with the applicable Australian Qualifications Framework **(AQF)** level in Schedule B — Common Health Professionals and Standard Minimum Qualifications, and the employee's years of experience in the profession at Level 1.

AQF Level 5

- 1st year
- 2nd–3rd year
- 4th–6th year
- 7th year and above

AQF Level 6

- 1st year
- 2nd–3rd year
- 4th–6th year
- 7th year and above

AQF Level 7

- 1st year
- 2nd–3rd year
- 4th–6th year
- 7th year and above

AQF Level 8

- 1st year
- 2nd–3rd year
- 4th–6th year
- 7th year and above

AQF Level 9

- 1st year
- 2nd–3rd year
- 4th–6th year
- 7th year and above

Level 2 – Senior Clinician, Specialist, Supervisor or Educator

Level 2 applies to health professionals performing one or more of the following roles:

Senior Clinician

- Works directly with patients in a clinical area of their profession that requires specialist knowledge or depth of experience and/or provides clinical guidance and direction to less experienced employees as needed. Such an employee may have obtained a post-graduate qualification and/or perform advanced practice work and/or have completed training which may involve credentialing relevant to their profession;

Specialist

- Performs duties within or across one or more areas of expertise. These areas may include research or quality assurance and control;

Supervisor

- Required to provide supervision on a day-to-day basis to other health professionals, other employees (such as allied health assistants), and/or students; or

Educator

- Accountable for the assessment, planning, implementation and evaluation of education and staff development programs.

Level 2.1

- A Level 2—Senior Clinician, Specialist, Supervisor or Educator is classified at Level 2.1 if they have **less than 5 years' experience in the profession** performing the role(s) and duties at Level 2.

Level 2.2

- A Level 2—Senior Clinician, Specialist, Supervisor or Educator is classified at Level 2.2 if they have **5 years or more experience in the profession** performing the role(s) and duties at Level 2.

Level 3 – Advanced Clinician, Senior Specialist or Section Manager

Level 3 applies to health professionals appointed to advanced clinical, specialist or management positions:

Advanced Clinician

- A specialist in (a) clinical area(s) of their profession and has extensive levels of specialist knowledge and/or is a lead clinician/clinical lead who has extensive levels of knowledge across their profession;

Senior Specialist

- Holds accountability for educational, research and/or quality assurance and control. Such an employee may have responsibility for leading a team; or

Section Manager

- Has responsibility for managing the activities of, and providing leadership, coordination and support to a specified group or team in an area, section or part of a department or service of the employer and may be accountable for ensuring budgets are met and/or the expenditure of set resources.

Level 4 – Manager

Level 4 applies to health professionals appointed to management positions who:

- Have a proven record of achievement at a senior level;
- Has the capacity to allocate resources, set priorities and ensure budgets are met within a large and complex organisation
- May be responsible to the executive for providing effective services and ensuring budget/strategic targets are met;
- Manage staff where required; and
- Is expected to develop/implement and deliver strategic business plans which increase the level of care to customers within a budget framework.