

## Draft Classification Structure for new Enterprise Agreement

- Administration and Childcare/teaching classifications to remain the same

Level	Indicative Positions	Qualifications	Experience/Entry	Description	Autonomy	Link to Award Classification
Student	<b>All streams:</b> Student placement, staff undergoing training to meet a qualification requirement of another classification	No relevant tertiary qualifications	No experience required. An employee would commence on the job training.	This is a position that assists those undertaking study or training with relevant experience to their studies.	Works under close supervision undertaking basic routine activities. Reports to Experienced Support Worker, Practitioner or Team Leader.	To be determined
1	<b>Child and Family:</b> Support Worker  <b>Disability Services:</b> Allied Health Assistant, Support Worker  <b>Ageing, Carers and Support Centre:</b> Home Support Team Member, Cleaner	No relevant tertiary qualifications	This position may have had some experience or no experience.	This is an entry level role:  providing support to practitioners and team leaders; and/or  providing assistance and support to individuals at home by undertaking routine activities, such as cleaning, washing and shopping.	Works under supervision undertakes work by direction. Reports to Experienced Support Worker, Practitioner or Team Leader.	To be determined
2	<b>Child and Family:</b> Support Worker  <b>Disability</b>	Certificate III (essential) or Certificate IV (desirable but not essential) or	No experience. This is an entry level position for a certificate qualified person.	Employees at this level:  assist practitioners in providing support services to individual	Work within clearly defined parameters as defined by client support plans or	To be determined

	<p><b>Services:</b> Allied Health Assistant, Support Worker</p> <p><b>Ageing, Carers and Support Centre:</b> Home Support Team Member</p>	working towards a relevant degree.		<p>clients and group programs, and/or</p> <p>provide assistance and support to individuals at home by undertaking activities, such as assisting with daily hygiene, cooking meals, domestic assistance and monitoring medications and simple clinical tasks.</p>	<p>group program plans. Works under the direction of an employee at level 5 or above.</p> <p>Employees work autonomously and report to an employee classified at a higher level.</p>	
3	<p><b>Child and Family:</b> Experienced Support Worker</p> <p><b>Disability Services:</b> Experienced Support Worker</p> <p><b>Ageing, Carers and Support Centre:</b> Advanced Home Support Team Member</p>	Certificate IV or Diploma or working towards a relevant degree.	<p>This is a position for a certificate qualified person with relevant experience in a similar position at Level 2, Level 3 or equivalent .</p> <p>This classification is by appointment only.</p>	<p>Employees at this level use their qualifications and experience to</p> <p>assess and co-ordinate client services and may be required to oversee a small team offering support services to families and individuals; and/or</p> <p>perform services described at level 3 for clients who have more complex needs including those with a disability or those requiring support with end of life care. Ageing staff at this level may also be required to mentor and</p>	<p>Employees work autonomously within a set scope and established work procedures, and report to a Team Leader or a Manager. Employees will have some decision making responsibilities regarding client service delivery.</p>	To be determined

				coach other team members.		
4	<p><b>Child and Family:</b> <i>nil</i></p> <p><b>Disability Services:</b> Client Support Partners Behaviour Support Practitioners</p> <p><b>Ageing, Carers and Support Centre:</b> Home Support Partner, Customer Engagement Partner Client Support Partners</p>	Certificate III, Certificate IV or equivalent, or working towards a degree in a related field or diploma in relevant field	<p>This is a classification for a certificate qualified employee with relevant experience in lower classification/s.</p> <p>This classification is by appointment only.</p>	Employees at this level use their qualifications and experience to assess and co- ordinate client services and/or case management.	Employees work autonomously and report to a Team Leader or a Manager.	To be determined
5	<p><b>Child and Family:</b> Graduate Child and Family Practitioner</p> <p><b>Disability Services:</b> Graduate</p>	A degree in a relevant field, and/or equivalent experience.	<p>This is an entry level classification for a practitioner with no experience.</p> <p>This classification is by appointment only.</p>	<p>This is an entry level role for a practitioner following the completion of a relevant degree.</p> <p>This role undertakes ongoing client work</p>	Works under close guidance and supervision. Is assisted by an employee classified at a higher level to manage a case load of	To be determined

	<p>Practitioner Trainee Behaviour Support Specialist</p> <p><b>Ageing, Carers and Support Centre:</b> Graduate Home Support Partner</p> <p><b>All streams:</b> Graduate Program participant Graduate Registered Nurse</p>			(including caseloads) and includes direct client services delivery.	clients with varying complexity.	
6	<p><b>Child and Family:</b> Practitioner</p> <p><b>Disability Services:</b> Practitioner Client Support Partner Behaviour Support Specialist</p> <p><b>Ageing, Carers and Support Centre:</b> Home Support Partner Client Support</p>	A degree in a relevant field, and/or equivalent experience.	A practitioner with more than one year's experience at level 5 or an entry level practitioner with more than one year's experience at level 5.	Effectively manages a case load of clients with varying degrees of complexity.	Works autonomously and contributes knowledge in delivery of services.  Reports to an employee at a higher level.	To be determined

	Partner					
	<b>All streams:</b> Registered Nurse					
7	<p><b>Child and Family:</b> Advanced Practitioner</p> <p><b>Disability Services:</b> Advanced Practitioner, Advanced Behaviour Support Specialist</p> <p><b>Ageing, Carers and Support Centre:</b> Advanced Home Support Partner</p> <p>Clinical Nurse Specialist</p>	<p>A degree in a relevant field (and/or equivalent experience), plus practitioners must apply for personal progression to this classification and satisfy selection criteria to demonstrate an advanced level of practice.</p>	<p>A practitioner with more than five year's experience at level 6.</p> <p>Employees may be required to submit an application for this level, against selection criteria.</p> <p>This classification is by appointment only.</p>	<p>Employees at this level effectively manage a varied case load of clients including a number of more complex cases. Have demonstrable skills in managing high levels of client complexity. Can evidence advanced practice leading to sustained achievement of positive client outcomes.</p>	<p>Works independently and contributes knowledge in delivery of services at the team and area level.</p> <p>Reports to a Team Leader.</p>	To be determined
8	<p><b>All streams:</b> Senior Practitioner</p> <p><b>Disability Services:</b> Senior Behaviour Support Specialist Senior Client</p>	<p>A degree in a relevant field, and/or equivalent experience.</p>	<p>A practitioner with more than five year's experience at level 6 or 7.</p> <p>Employees may be required to submit</p>	<p>Employees at this level are the most senior practitioner in a team under the level of Team Leader. They assist the Team Leader in mentoring other</p>	<p>Works autonomously and contributes knowledge in delivery of services, and provides high level practice</p>	To be determined

	<p>Support Partner</p> <p><b>Ageing, Carers and Support Centre:</b> Senior Home Support Partner Senior Client Support Partner</p> <p>Clinical Nurse Consultant</p>		<p>an application for this level, against selection criteria.</p> <p>This classification is by appointment only.</p>	<p>practitioners, work on more complex cases, provide advice and support to less experienced practitioners and co-ordinate student placements.</p>	<p>support at the team and area level. Reports to a Team Leader.</p>	
9	<p><b>All streams:</b> Team Leader</p>	<p>A relevant three or four year degree, and/or equivalent experience.</p>	<p>A practitioner with over five years' experience at level 6, 7 or 8.</p> <p>The rate for this classification is a starting rate for employees at the Team Leader Level.</p> <p>This classification is by appointment only.</p>	<p>Employees at this classification manage a team of other practitioners and workers, including their operational line management and practice supervision.</p> <p>These employees have significant experience working as a practitioner and have developed the skills to lead and supervise others and support management accountabilities in relation to team performance</p>	<p>Works autonomously and contributes knowledge in delivery of services, and directs the activities and performance of team members reporting to them. Reports to a Manager.</p>	<p>To be determined</p>

10	<p><b>All streams:</b> Deputy Manager</p>	<p>A relevant three or four year degree and/or equivalent experience.</p>	<p>A practitioner with over five years' experience at level 6, 7 or 8.</p> <p>The rate for this classification is a starting rate for employees at the Manager Level.</p> <p><i>Those in this position sit outside of this Enterprise Agreement. This classification is included for those acting in the position from time to time.</i></p>	<p>management.</p> <p>Employees at this classification manage a team of other practitioners and workers, including their operational line management and practice supervision. These employees have significant experience working as a practitioner and have developed the skills to lead and supervise others and provide advice to staff on best practice case management.</p>	<p>Works autonomously and contributes knowledge in delivery of services, and directs the activities of team members reporting to them.</p> <p>Is accountable for financial, contractual and operational performance of teams and programs. Reports to a Director.</p>	<p>To be determined</p>
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