What’s new HPDO2

- **Three-year Agreement** with discussions for HPDO3 to commence by April 2019.

- **Wage increases - 2.5 per cent per annum** on:
  - 17 October 2016 (payment to be backdated to 17 October 2016)
  - 17 October 2017
  - 17 October 2018.

- **2.5 per cent increase per annum to the following allowances:**
  - rural and remote health practitioners
  - professional development
  - student clinical education
  - rural incentive scheme dental officers
  - emergency on call

- **Yearly contract reviews for part time employees** who have been working approved hours additional to their contracted hours. Part time employees may request for their contracts to be reviewed to reflect the additional hours, once they have been working the additional hours for a period of twelve (12) months.

- **Reviews** of:
  - attraction and retention for sonographers and medical physicists
  - best practice rostering for health practitioners and dental officers
  - hours of work for health practitioners and how this affects access to ADOs
  - eligibility criteria for payment of the student clinical education allowance
  - radiation exposure
  - clinical assistants and their eligibility to be included in HPDO Agreement
  - feasibility of combining HPDO3 and EB10.

- **Improved workforce reporting** to include:
  - permanent vacancies
  - current temporary employees
  - new starters
  - listings of all current staff
  - list of resignations
  - casual employees.

- **Workload management tool** to be developed and implemented.

- **Conversion of temporary employees** consistent with legislative provisions and whole-of-government policy.

- **No contracting out or leasing of services** (except in some circumstances).

- **HR Policy B1 Recruitment and Selection policy** to be amended, so that advertised HPDO positions shall have at least one member of the panel from a discipline of the advertised vacancy.