



Health

Our Ref: H23/63264-3

Determination 25 of 2023

Medical Radiation Scientists – Commencement rate

In accordance with the provisions of section 116A (1) of the Health Services Act 1997 and delegation 15.2 (4) of the NSW Ministry of Health's Combined Delegations Manual, I, Phil Minns, Deputy Secretary, People, Culture and Governance, Ministry of Health make the following Determination:

1. This Determination only applies to persons employed under the Health Employees' Medical Radiation Scientists (State) Award (the Award) in the classifications of:
 - a. MRS Radiation Therapists
 - b. MRS Nuclear Medicine
 - c. Medical Radiation Scientists (MRS) Diagnostic Radiographers.
2. The Award currently provides the following definitions for Level 1 Year 1 MRS staff:
 - a. The MRS Radiation Therapist is employed in an approved department during their first-year post-graduation from a recognised university undergraduate course. This year may be referred to as their Supervised Practice Program (SPP). They must have been granted provisional accreditation with the Australian Institute of Radiography (AIR) and provisional registration by the Medical Radiation Practice Board (MRPB).
 - b. The MRS Nuclear Medicine is employed in an Australian and New Zealand Society of Nuclear Medicine (ANZSNM) approved department during their first year postgraduation from a university undergraduate or postgraduate course/program recognised by the MRPB. This year may be referred to as their Supervised Practice Program (SPP)
 - c. The MRS Diagnostic Radiographer is employed in an approved department during their first-year post-graduation from a recognised university undergraduate course. This year may be referred to as their Provisional Development Year or PDY. The MRS at this level must have been granted provisional accreditation by the Australian Institute of Radiography and provisional registration by the MRPB.
3. The Award provides automatic progression to Level 2 for all three classifications on successful completion of the SPP.
4. This Determination has been developed to recognise the changes in university courses for Medical Radiation Scientists and to assist in attracting new MRS graduates to NSW Health. The current MRS tertiary qualifications include completion of practical placements in a variety of settings in the fourth year rendering the SPP redundant for new Graduates and providing eligibility for full registration with APRHA.
5. Effective from the date of this Determination, this Determination sets the commencement rate for the employment of new MRS graduates to 'Level 2 Year 1' where they meet the following minimum qualification requirements:
 - a. A Radiation Therapist must hold a Bachelor of Medical Radiation Science (Radiation

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- Therapy)/Bachelor of Applied Science (Medical Radiation Sciences) - Radiation Therapy or equivalent qualifications recognised by the MRPBA and hold a radiation licence under the Radiation Control Act 1990 and be fully registered with AHPRA as a Radiation Therapist which entitles them to work independently without the need for supervision.
- b. A Medical Radiation Scientists (Nuclear Medicine) must hold a Bachelor of Applied Science in Medical Radiation Science - Nuclear Medicine or equivalent qualifications recognised by the MRPBA and hold a radiation licence under the Radiation Control Act 1990 and be fully registered with AHPRA as a Nuclear Medicine Technologist which entitles them to work independently without the need for supervision.
 - c. A Diagnostic Radiographer must hold a Bachelor of Medical Radiation Science in Diagnostic Radiography, or equivalent qualifications recognised by the MRPBA and hold a radiation licence under the Radiation Control Act 1990 and be fully registered with AHPRA as a General Diagnostic Radiographer which entitles them to work independently without the need for supervision.
6. Where eligible, existing NSW Health staff members will also be reclassified and advanced by one (1) pay year within the Award consistent with their years of service. This will be effective from the date of this Determination, noting they will continue to progress in accordance with the Award on their MRS anniversary date.
 7. Eligible existing NSW Health staff members:
 - are employed in a classification under this Award as listed at paragraph 1 of this Determination, and
 - are paid at pay rates between level 1 year 1 and level 2 year 4 at the date of this Determination, and
 - met the requirements of paragraph 5 of this Determination on their commencement date with NSW Health, and
 - on commencement with NSW Health:
 - were employed at level 1 year 1, or
 - were employed at a level 2 rate calculated by counting their first year of service following graduation as equivalent to level 1 year 1.
 8. This Determination is made on a without prejudice basis and is not to be used as a precedent in any way.
 9. This Determination is effective from the date it is made and remains in force until 30 October 2026 unless rescinded or replaced earlier.

Signed at Sydney this seventeenth day of November 2023.

Phil Minns

Deputy Secretary - People, Culture and Governance