



Icon Group Radiation Therapist Enterprise Agreement – Tasmania

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1. Title of Agreement

- 1.1 This Agreement shall be known as the Icon Group Radiation Therapist Enterprise Agreement - Tasmania.

2. Purpose of Agreement

- 2.1 This Agreement applies to Icon Radiation Therapist Employees whose terms and conditions are provided for in this Agreement and the Schedule 1 – Classification structure employed by Icon Group located in the State of Tasmania.
- 2.2 A copy of this Agreement shall be available on the Icon intranet to be readily accessed by all Employees.
- 2.3 The purpose of this Agreement is to:
- (a) Ensure Icon can provide and deliver the best care possible, to as many people as possible, as close to home possible. Both parties are committed to upholding the Values and Vision of Icon.
 - (b) Increase the productivity, efficiency, flexibility, and competitiveness of Icon.
 - (c) Recognise the contribution of Employees to ensuring the quality of services provided by Icon.
 - (d) Maintain ongoing consultation between management and Radiation Therapist staff.
 - (e) Maintain commitment of Icon and its Radiation Therapist staff to the provision of quality care services to the client.

3. Coverage of the Agreement

- 3.1 This Agreement will cover:
- (a) Integrated Clinical Oncology Network Pty Ltd (ABN: 61 151 293 891) (the Employer).
 - (b) All Employees that are employed by Integrated Clinical Oncology Network Pty Ltd as Radiation Therapists in Tasmania.
 - (c) The Health Services Union – Tasmania branch.
 - (d) Where this Agreement specifies an earlier operative date in relation to a particular provision, then that provision will operate for all applicable employees.
 - (e) For the purposes of subclause 3.1(d) and consistent with the Act, an “applicable employee” is one who is employed by the employer at the time this Agreement comes into effect.

4. Application, Award and NES incorporation

- 4.1 This Agreement regulates all terms and conditions of employment and operates to the exclusion of any Award or Agreement, State or Federal, previously covering Employees.
- 4.2 This Agreement will be read and interpreted in conjunction with the National Employment Standards (NES). Where there is an inconsistency between this agreement and the NES, and the NES provides a greater benefit, the NES provision will apply to the extent of the inconsistency.

5. Duration

- 5.1 This Agreement will commence 7 days after it is approved by the FWC and shall nominally expire 30 June 2027.
- 5.2 This Agreement will continue to apply after its expiry date until the Agreement is varied, replaced, or terminated in accordance with the Act.

5.3 Negotiations for a new agreement are to commence no later than six months prior to the nominal expiry date of this Agreement.

6. Definitions

"**Act**" means the Fair Work Act 2009 (Cth) as amended from time to time.

"**Award**" means Health Professionals and Support Services Award 2020.

"**Agreement**" means the Icon Group Radiation Therapists Agreement 2024 – Tasmania .

"**AHPRA**" means the Australian Health Practitioner Regulation Agency

"**Casual Employee**" has the meaning given by section 15A of the Act.

"**FWC**" means the Fair Work Commission.

"**Employee(s)**" means any person engaged by the Employer whose position is covered by a classification in this Agreement.

"**Employer**" means Integrated Clinical Oncology Network Pty Ltd (ABN: 61 151 293 891).

"**Immediate family**" means:

- i. An employee's immediate family includes their: spouse or former spouse, de facto partner or former de facto partner, child, parent, grandparent, grandchild, and sibling.
- ii. Immediate family also includes: the immediate family of the Employee's spouse or de facto partner (or former spouse or de facto partner), step-relations (for example, step-parent and step-child), and adoptive relations.

"**Icon**" means the Employer, Integrated Clinical Oncology Network Pty Ltd (ABN: 61 151 293 891).

"**National Employment Standards (or NES)**" means; the 'National Employment Standards' which provide 10 minimum terms and conditions of employment as set out in Part 2-2 of the Act. The NES are minimum standards that cannot be overridden by the terms of this Agreement.

"**Parties**" means the parties who are covered by this Agreement as shown in clause 3 Coverage of Agreement.

"**Radiation Therapist**" is a person who works as Radiation Therapist and holds registration as a Medical Radiation Practitioner with Australian Health Practitioner Regulation Agency (AHPRA).

"**Regulations**" means the Fair Work Regulations 2009 (Cth), as amended from time to time.

"**Remuneration**" means the hourly rate or annualised salary that compensates Employees for, and can be used to set off, any legal entitlement Employees may have or become entitled to under this Agreement. This includes minimum wages, meal allowances, uniform and laundry allowance (if applicable), and annual leave loading.

"**Shiftworker**", for the purposes of the NES, a shiftworker shall mean an Employee who is regularly rostered to work their ordinary hours outside the span of ordinary hours of work of a day worker.

"**Union**" shall mean the Health Services Union Tasmania Branch

"**Working Week**" shall mean a working week commencing after midnight on a Sunday evening and ending at midnight on the following Sunday evening.

7. No extra claims

7.1 The Parties agree that up to the nominal expiry date of this Agreement, they will not pursue any extra claims outside the process described in Division 7 of Part 2-4 of the Act.

7.2 This Agreement shall not be used in any manner whatsoever to obtain similar arrangements or benefits in any other enterprise.

8. Equal opportunity

8.1 In all matters relating to employment, appointment, promotion and training, the parties to this Agreement will adhere to and foster the principles of equal opportunity. Icon and Employees will take reasonable and

proportionate steps to ensure all Employees work in an environment free of sexual harassment and have policies and protocols assisting these processes.

- 8.2 Icon is committed to ensuring that its policies and procedures assist Employees in balancing their work and family / life commitments.

9. Types of employment

9.1 Employees may be engaged as a full time, part time, maximum term or casual.

9.2 Icon shall notify each Employee in writing on commencement of their employment of their classification and terms of employment.

9.3 Icon shall confirm with each Employee in writing of any alteration to their classification.

9.4 Full-Time Employees

- (a) A full-time Employee is engaged to work for an average of 76 ordinary hours in a fortnight.

9.5 Part-Time Employees

- (a) A part-time Employee is an Employee who is engaged to work less than an average of 76 ordinary hours per fortnight and whose hours of work are generally reasonably predictable or modified by mutual agreement.
- (b) Part-time Employees shall be entitled to annual leave and personal leave on a pro rata basis.
- (c) Before commencing part-time employment, the Employer and the Employee will agree in writing the guaranteed minimum number of hours to be worked, the days of the week the Employee will work and the starting and finishing times each day.
- (d) The terms of the agreement may be varied in writing by mutual agreement.

9.6 Maximum Term Employees

- (a) A maximum term employee is engaged by Icon for a specific period of time or task(s). In circumstances where employment ceases prior to the Maximum Term, end date notice requirements are set out in Clause 18.
- (b) A maximum Term employee shall be entitled to annual leave, personal leave and Professional Development on a pro rata basis.

9.7 Casual Employees

- (a) A Casual Employee is one who is defined in accordance with s15A of the Fair Work Act.
- (b) A Casual Employee can be engaged to work up to and including 76 ordinary hours per fortnight.
- (c) The minimum period of engagement of a casual Employee is 3 (three) hours.
- (d) For each ordinary hour worked, a casual Employee must be paid:
- i The minimum hourly rate applicable to the classification and pay point in which they are employed and a loading of 25% of the minimum hourly rate.
 - ii The casual loading is in lieu of any paid leave entitlements, redundancy payments, allowances, loadings and other benefits of full or part time employment.
- (e) Offers and requests for conversion from casual employment to full-time or part-time employment are provided for in the NES.
- (f) A casual employee who works overtime shall be paid the following rates for their employment classification:
- i Monday to Saturday—187.5% of the minimum hourly rate for the first 2 hours and 250% of the minimum hourly rate after 2 hours.
 - ii Sunday—250% of the minimum hourly rate; and
 - iii Public Holidays—312.5% of the minimum hourly rate.
- (g) Overtime rates under this clause will be in substitution for and not cumulative upon the penalties and loadings prescribed in clause 13.

- (h) The overtime rates for casual Employees calculated by adding the casual loading to the minimum hourly rate before applying the overtime rate.
- (i) A casual Employee will be paid shift allowances calculated on their Ordinary Hourly Rate of pay excluding the casual loading with the 25% casual loading component then added to the penalty rate of pay.

10. Classification structure, rates of pay, allowances & payment of wages

- 10.1 Employees shall be paid in accordance with the classification structure and wage rates prescribed in Schedule 1 and Schedule 2 of this Agreement.
- 10.2 Salaries shall be increased from the commencement of the first full pay period to occur on or after the dates and by the percentages set out below and are reflected in Schedule 2:
 - From the first full pay period on or after 1 July 2024 – the wage rates prescribed in Schedule 2 shall apply
 - From the first full pay period on or after 1 July 2025 – 4 %
 - From the first full pay period on or after 1 July 2026 – 4 %
- 10.3 The salary increases specified in this clause and set out in Schedule 2 this Agreement are inclusive of any wage increase, determination or award of the FWC made during the life of this Agreement.
- 10.4 Employees' Base Salary, less applicable income tax and other deductions, is paid fortnightly in arrears by electronic deposit directly into the Employees nominated bank account. Icon reserves the right to vary our pay cycles to meet our operational requirements following consultation with employees. If a permanent change in the pay cycle is to occur, Icon will provide 8 (eight) weeks' notice in advance of changing pay cycles.
- 10.5 Higher Duties
 - (a) An Employee who is authorised, by the Site Manager, to assume a significant amount of the duties and responsibilities of another Employee on a higher classification under this Agreement for a period of five or more consecutive working days shall be paid for the period for which he/she assumed such duties, at not less than the minimum rate prescribed for the classification applying to the Employee so relieved.
 - (b) Where an Employee has not been authorised, by the Site Manager, to assume a significant amount of the duties and responsibilities of another Employee they shall not be required to perform such duties.
- 10.6 Vehicle Allowance
 - (a) Where Icon requires an Employee to use their motor vehicle to travel to an Icon Cancer Centre that is not their primary site or location of work in the performance of their duties, Icon will reimburse the employee for kilometres travelled at the rate of 0.96c per kilometre travelled from the Employee's home
 - (b) If an Employee is required to pay parking fees or incurs toll fees when using their personal motor vehicle in the performance of their duties as stipulated at point 10.6 (a) above Icon will reimburse these costs in accordance with the Icon Group Travel Policy.
- 10.7 Travelling Allowance
 - (a) An Employee whose duties require them to travel by air shall be provided with economy class airfares and reimbursed for all reasonable out of pocket expenses, on approval by the Site Manager. The Icon Group Travel Policy applies to all employees when undertaking work related travel.
 - (b) When an employee is required to work at a site that requires travel, by any mode of transport, outside of ordinary Hours of Work as detailed in Clause 12 they will be paid the relevant hourly rate in accordance with this Agreement for the hours spent travelling. This may attract penalty or overtime rates.
 - (c) Alternatively travel arrangements must be made within the ordinary hours of work and combined travel and work hours on a single day must not exceed the ordinary hours of work. The ordinary hours of work is defined at clause 12 below.
- 10.8 Licences
 - (a) Icon will reimburse an employee for the annual Australian Health Practitioner Regulation Agency registration.
- 10.9 Regional Allowance

- (a) An Employee covered by this agreement will be paid a regional allowance of 5% which is applied to the relevant base hourly rate provided in Schedule 2.

10.10 Higher Education Allowance

- (a) An Employee covered by this agreement is eligible to receive a Higher Education Allowance in recognition of attained higher education.
- (b) Evidence of obtained higher education is to be provided to the Employer before the allowance will apply.
- (c) The higher education qualification must be relevant to the employee's role and endorsed by the Site Manager, then approved by the State Manager.
- (d) The allowance will be applied to the employees' hourly rate current at the time of attaining the qualification.
- (e) The allowance will be fixed at 2% of the base wage for Level RT 1.5 for a Graduate Certificate or Graduate Diploma; 3% of the base wage of Level RT 1.5 for Masters, and 4% of the base wage of Level RT 1.5 for a PhD.

11. Superannuation

- 11.1 Icon will make superannuation contributions for Employees benefit in accordance with the *Superannuation Guarantee (Administration) Act 1992 (Cth)*, the *Superannuation Guarantee Charge Act 1992 (Cth)*, the *Superannuation Industry (Supervision) Act 1993 (Cth)* and the *Superannuation (Resolution of Complaints) Act 1993 (Cth)*, as varied from time to time.
- 11.2 Icon will pay the required legislated contribution, up to the legislated upper income limit, into a fund of the Employees' choice, provided that the fund and Employees nomination comply with relevant legislation. If the Employee does not choose a fund, Icon will request the Employee's stapled super fund details from the Australian Tax Office. If Employees do not have a stapled super fund, or Employees stapled super fund does not accept contributions and there is no alternative fund, the Icon default fund will be selected.
- 11.3 Extra Employee contributions to Super:
 - (a) Employees may enter into a salary sacrifice arrangement where they agree to forgo part of their future entitlement to wages i.e., allocate part of their pre-tax salary into superannuation account. Employees should seek taxation and financial advice in respect to their circumstance, before entering into a salary sacrifice arrangement.
 - (b) Employees may make additional superannuation contributions to their chosen superannuation fund from their after-tax (net) salary. Employees should check with their nominated Fund to determine what the maximum rate is allowed to be contributed.

12. Hours of work, weekend work, shift penalties

- 12.1 The span of ordinary hours of work will be Monday to Friday from 6.00am to 6.00pm.
 - (a) The ordinary hours of work for a full-time employee (excluding meal breaks) shall be an average of 76 hours in a fortnight, between the hours of 6am – 6pm Monday to Friday.
 - (b) The ordinary hours of work may be rostered so that employees can work a 9-day fortnight between the hours of 6am to 6pm.
 - (c) Any change to the ordinary hours of work must be by mutual agreement with the employee.
 - (d) The days on which ordinary hours are worked may include Saturday and Sunday between 6am – 6 pm and is to be by way of mutual agreement between the Employer and the individual Employee.
 - (e) Where an employee works on a Saturday or Sunday, a Public Holiday, or is asked to work on an RDO, a minimum of 4 hours shall be paid. Where some or all of the work is performed in the hours specified in clause 12.1(d) , such hours are to be paid in accordance with the penalty rates in clause 12.3.
 - (f) The ordinary hours of work are to be worked continuously, except for rest and meal breaks.
- 12.2 Morning / Afternoon Shift / Night Shift

- (a) The shift work penalties in clause 12.2(b) is applicable to an Icon Cancer Centre in Tasmania or an individual employee which, or who following a period of consultation, is designated shiftwork status for the purposes of this clause only because they regularly work their ordinary hours of work outside the span of ordinary hours of work as defined in clause 12.1. For all other circumstances an employee who works outside the span of ordinary hours pursuant to clause 12.1 will be entitled to overtime rates pursuant to clause 13.
- (b) All ordinary time worked by an Employee who is designated as a shift worker pursuant to clause 12.2(a) who finishes their rostered shift between 6.00 pm and 8.00 am or commences their rostered shift between 6.00 pm and 6.00 am, will be paid at 115% of the minimum hourly rate of pay applicable to their classification.

12.3 Weekend Penalty Rates (ordinary time)

- (a) All ordinary time work performed between 11:59pm on Friday and 11:59pm Saturday will be paid at the rate of time and half (150%).
- (b) All ordinary time worked between 11:59pm Saturday to 11:59pm Sunday will be paid at the rate of double time (200%).
- (c) All ordinary time work performed on a Public Holiday will be paid at the rate of double time and a half (250%).

12.4 Casual Employee who works Saturday and/or Sunday

- (a) A Casual Employee who agrees to work ordinary hours on a Saturday or Sunday will be paid at the rate 175% of the minimum hourly rate applicable to their classification and pay-point for all time worked but will not be paid the casual loading of 25%.

12.5 Rosters

- (a) The ordinary hours of work for each Employee will be displayed on a fortnightly roster in a place conveniently accessible to Employees. The roster will be posted 14 (fourteen) days before the commencement of the roster period.
- (b) Rostered Days Off (RDOs) will be published 14 days (fortnight) in advance.
- (c) The roster will be made available electronically, or where not possible, displayed in a convenient place accessible by all employees.
- (d) A roster may be altered at any time to enable the functions of Icon to be carried on where another Employee is absent from duty pursuant to clauses 21 - Personal/carer's leave and clause 25 - compassionate leave; and clause 27 - Family and domestic violence leave. 7(seven) days' notice will ordinarily be given of a change in a roster except in case of an emergency.
- (e) Rosters will not be changed at short notice without written agreement of the affected Employee with the exception of clause 12.5 (d).
- (f) Unless the Employer otherwise agrees, an Employee desiring a roster change will give 7 days 'notice except in the case of personal/carer's leave.
- (g) The hours of work for a full-time employee will be rostered so that employees are able to work a 9-day fortnight.

13. Overtime

13.1 Approved Overtime is paid in the following circumstances:

- (a) Where a full-time Employee:
 - i works in excess of 76 hours in a fortnight; and/or
 - ii works in excess of 10 hours per shift; and/or
 - iii works in excess of their ordinary hours
- (b) Where a part-time Employee:
 - i works in excess of their rostered ordinary hours in a fortnight, except where agreement has been reached in accordance with clauses 9.5(d) (part time); and/or
 - ii works in excess of 10 hours per shift;

- (c) Where a casual Employee:
 - i works in excess of 38 hours per week or 76 hours in a fortnight, and/or
 - ii works in excess of 10 hours per shift..
- (d) Where an Employee is deprived of part of their break between shifts as required by clause 14.

13.2 Overtime rates—full-time and part-time Employees

- (a) An Employee who works overtime shall be paid the following rates for their employment classification:
 - i Monday to Saturday —150% of the minimum hourly rate for the first 2 hours and 200% of the minimum hourly rate after 2 hours.
 - ii Sunday—200% of the minimum hourly rate; and
 - iii Public Holidays—250% of the minimum hourly rate.
- (b) Overtime rates under this clause will be in substitution for and not cumulative upon the penalties and loadings prescribed in clause 12.

13.3 Paid rest break during overtime

- (a) An Employee working overtime will take a paid rest break of 20 minutes after each 4 hours of overtime worked if required to continue work after the break.

13.4 Rest period after overtime

- (a) An Employee working overtime is entitled to 10 consecutive hours off duty between the termination of work on one day and the commencement of work on the next day, without loss of pay for ordinary hours.
- (b) If, on the instructions of Icon, an Employee does not receive 10 consecutive hours off duty, the Employee must be paid as follows:
 - i for a full-time or part-time Employee—at a rate of 200% of the minimum hourly rate applicable to their classification and pay point until being released from duty; and
 - ii for a casual Employee—at a rate of 250% of the minimum hourly rate applicable to their classification and pay point until being released from duty.
- (c) Upon being released from duty, the Employee is entitled to be absent until they have had at least 10 consecutive hours off duty, without loss of pay for ordinary working time occurring during their absence.

13.5 Time off in lieu (TOIL) - overtime

- (a) An Employee and Employer may agree in writing to the Employee taking TOIL for a particular amount of overtime that has been worked by the Employee.
- (b) Any amount of overtime that has been worked by an Employee in a particular pay period and that is to be taken as time off instead of the Employee being paid for it must be the subject of a separate agreement.
- (c) An agreement must state each of the following:
 - i the number of overtime hours to which it applies and when those hours were worked;
 - ii that the Employer and Employee agree that the Employee may take time off instead of being paid for the overtime;
 - iii that, if the Employee requests at any time, the Employer must pay the Employee, for overtime covered by the agreement but not taken as time off, at the overtime rate applicable to the overtime when worked;
 - iv that any payment mentioned in this clause must be made in the next pay period following the request.
- (d) The period of time off that an Employee is entitled to take is the same as the number of overtime hours worked.

EXAMPLE: By making an agreement under this clause, an Employee who worked 2 overtime hours is entitled to 2 hours' time off.

- (e) Time off must be taken:
 - i within the period of 3 months after the overtime is worked, and

- ii at a time or times within that period of 3 months agreed by the Employee and Employer.
- (f) If the Employee requests at any time, to be paid for overtime covered by an agreement under this clause but not taken as time off, the Employer must pay the Employee for the overtime, in the next pay period following the request, at the overtime rate applicable to the overtime when worked.
- (g) If time off for overtime that has been worked is not taken within the period of 3 months mentioned in this clause, the Employer must pay the Employee for the overtime, in the next pay period following those 3 months, at the overtime rate applicable to the overtime when worked.
- (h) The Employer must keep a copy of any agreement under this clause as an Employee record.
- (i) Icon will not exert undue influence or undue pressure on an Employee in relation to a decision by the Employee to make or not make, an agreement to take time off instead of payment for overtime.
- (j) An Employee may, under section 65 of the Act, request to take time off, at a time or times specified in the request or to be subsequently agreed by the Employer and the Employee, instead of being paid for overtime worked by the Employee.

NOTE: If an Employee makes a request under section 65 of the Act for a change in working arrangements, the Employer may only refuse that request on reasonable business grounds (see section 65(5) of the Act).

- (k) If, on the termination of the Employee's employment, time off for overtime worked by the Employee to which this clause applies has not been taken, the Employer must pay the Employee for the overtime at the overtime rate applicable to the overtime when worked.

Under section 345(1) of the Act, a person must not knowingly or recklessly make a false or misleading representation about the workplace rights of another person under this clause.

13.6 Recall to Work Overtime

- (a) An Employee who is recalled to work overtime after leaving the Employer's premises will be paid for a minimum of 2 (two) hours' work at the appropriate overtime rate.

14. Meal breaks and rest periods

14.1 Unpaid meal breaks

- (a) An Employee who works in excess of 5 (five) hours will be entitled to an unpaid meal break of 30 to 60 minutes.
- (b) The time of taking the meal break may be varied by agreement between the Employer and Employee.
- (c) An Employee who works not more than 6 (six) hours may elect to forgo the meal break, with the consent of the Employer.

14.2 Paid tea breaks

- (a) Every Employee will be entitled to a paid 10-minute tea break in each 4 (four) hours worked at a time to be agreed between the Employer and Employee.
- (b) Subject to agreement between the Employer and Employee, such breaks may be taken as one 20-minute tea break.
- (c) Tea breaks will be counted as time worked.

15. Safety, well-being and fitness for work

- 15.1 The provisions of this clause of the Agreement shall be read and interpreted in conjunction with the *Work Health & Safety Act 2012 (Tasmania)* (as amended), the *Workers' Compensation and Rehabilitation Act 1988 (Tasmania)* (as amended) but these Acts are not incorporated into this Agreement.
- 15.2 Employees acknowledge and agree that a safe and secure workplace is important and that Employees will:
 - (a) Comply with all work health and safety laws and regulations;
 - (b) Take reasonable care for their own health and safety and reasonable care that any acts or omissions do not adversely affect the health and safety of themselves or other persons;
 - (c) Wear and use the safety and protective equipment, clothing, or health monitoring devices as required;

- (d) Comply with the Employer's work health and safety practices and procedures.
- (e) Immediately report to management any accidents, 'near miss', incidents or hazards arising in the course of their employment;
- (f) All Employees will actively participate in rehabilitation and return to work programs; and
- (g) Employees will participate in incident investigations and where required may nominate an Employee representative to attend during investigations.
- (h) Employees are required to comply with all health, safety and wellbeing requirements in connection to their employment and demonstrate positive behaviours in respect of Icon's work health and safety culture.

16. Equipment

- 16.1 Where the Employer provides Employees with a laptop computer, or any other item of equipment for work, the following applies:
- (a) Icon may, at our discretion, replace or modify the item;
 - (b) Employees must keep the item of equipment in good order, and comply with any manufacturer's requirements in respect of servicing or repair;
 - (c) Employees must only use the item of equipment for their employment or for any private use which is authorised by the Employer
 - (d) If for any reason the Employee is absent from employment for a period greater than one month, for any reason, Icon may direct the Employee to return the equipment to Icon.
- 16.2 Upon termination of employment, the Employee must immediately return to Icon all company property in the Employee's possession or control; this includes laptops, security passes, branded uniforms, documents (soft or hard copies) and any other property of the Employers. Employees are not entitled to make or retain any copies of the Employer's property.

17. Workplace flexibility

- 17.1 Icon may require an Employee to carry out duties within the scope of the Employee's skill competence and training within other areas of Icon operations including but not limited to where an emergency situation arises, or the ordinary usual place of work is temporarily out of operation or is unsafe subject to consultation with any affected Employee.

18. Termination of employment

- 18.1 In order to terminate the employment of a full time or part time Employee, subject to probation notice period of 1 week and clause 18.6 (serious misconduct), Icon may terminate the employment relationship by giving 4 (four) weeks' notice in writing of the day of termination.
- 18.2 If an Employee's termination is initiated by Icon, and the Employee is over 45 years of age and has completed at least 2 (two) years of continuous service, the Employee is entitled to an additional weeks' notice.
- 18.3 Casual Employees may terminate their employment, or have their employment terminated by Icon, without notice.
- 18.4 If either Icon or the Employee gives notice of ending employment, Icon may;
- (a) End the Employee's relationship immediately at or any time during the notice period, and pay the Employee a lump sum representing the value of the Employee's salary for the remainder of the notice period; or
 - (b) Direct the Employee not to attend the workplace, or direct the Employee not to perform duties, at any time during the notice period.
- 18.5 Notice of termination by Employee

- (a) Where an Employee resigns, the Employee will provide Icon with 4 (four) weeks' notice.
- (b) If an Employee does not give the period of notice required, then Icon may deduct from wages due to the Employee under this Agreement an amount that is no more than one week's wages for the Employee. This deduction must be authorised in writing by the Employee
- (c) Icon may agree that the Employee may be released prior to the expiry of the notice period with payment of wages to the date of termination only.
- (d) Icon, shall on request from an Employee, provide a Statement of Service.

18.6 Summary Dismissal/Serious Misconduct

- (a) Icon may end an Employee's employment without notice where the employee is terminated by reason of serious misconduct.
- (b) Examples of Serious Misconduct include, but are not limited to:
 - i Assault, attempted assault or fighting in the workplace;
 - ii Theft, bribery or fraud;
 - iii Wilful or deliberate behaviour by an Employee that is inconsistent with the continuation of the contract of employment
 - iv Unauthorised absence from work whilst on duty which has a detrimental impact on the Group's business;
 - v Wilful damage to the property of the Group, its associated businesses, its employees or clients;
 - vi Being under the influence of illegal drugs or alcohol at work;
 - vii Refusal to follow a lawful and reasonable instruction;
 - viii Any other conduct that is inconsistent with the continuance of the employee's contract of employment.

18.7 Job search entitlement

- (a) Where an employer has given notice of termination to an employee, the employee must be allowed time off without loss of pay of up to one day for the purpose of seeking other employment
- (b) The time off under clause 18.7 is to be taken at times that are convenient to the employee after consultation with the employer.

19. Redundancy

19.1 An Employee's job is considered to be redundant if Icon has made a definite decision that the job is no longer required and will not be done by any person. Icon will consult with Employees likely to be affected by a redundancy situation, in accordance with clause [Error! Reference source not found.](#) (Consultation), and where reasonably possible will attempt to redeploy affected Employees to acceptable alternative employment. This clause does not apply to Casual Employees.

19.2 Transfer to low paid duties on redundancy

- (a) Icon may give the Employee
 - i notice of the transfer of at least the same length as the Employee would be entitled to as per clause 18.1(notice period) or
 - ii the Employee is entitled to a payment of an amount equal to the difference between the ordinary rate of pay of the Employee (inclusive of all-purpose allowances, shift rates and penalty rates applicable to ordinary hours) for the hours of work the Employee would have worked in the first role, and the ordinary rate of pay (also inclusive of all-purpose allowances, shift rates and penalty rates applicable to ordinary hours) of the employee in the second role for the period for which notice was not given.

19.3 Severance Pay

- (a) An Employee whose employment is terminated by way of redundancy shall receive the redundancy package as follows:
 - i Redundancy notice as per the NES provisions;

- ii all accrued annual leave; and
- iii pro-rata long service leave where required in accordance with the relevant legislation.

- (b) An Employee who is given notice of termination of employment on the grounds of redundancy may terminate their employment during the period of notice. The Employee shall still be entitled to payment in lieu of the balance of the notice period not worked in addition to the severance pay.

19.4 Transfer of Business

- (a) In the event that any Employee is affected by a transfer of business within the meaning of Part 2-8 of the Act, the relevant provisions of section 122 of the Act shall apply.

19.5 Job Search Entitlement

- (a) Where an employer has given notice of termination to an employee in circumstances of redundancy, the employee must be allowed time off without loss of pay of up to one day each week of the minimum period of notice prescribed by clause 18.1 for the purpose of seeking other employment.

20. Annual leave

20.1 Entitlement to Annual Leave

- (a) Employees will accrue annual leave in accordance with the NES. In addition to the NES minimum annual leave entitlement, Employees covered by this Agreement are entitled to 1 week additional leave totalling 5 (five) weeks of annual leave for every completed year of service. Part-Time Employees are entitled to accrue annual leave on a pro rata basis.
- (b) Casual Employees are not entitled to paid annual leave.
- (c) Annual leave accrues progressively based on ordinary hours worked and accumulates from year to year. Annual leave will not accrue during any period of unpaid leave or unauthorised absences.
- (d) An Employee defined as a shiftworker for the purposes of the NES will be entitled to an additional week of annual leave for each year of continuous service as provided for in the NES. A shiftworker shall mean a seven-day shiftworker who is regularly rostered to work on Sundays and public holidays.

20.2 Payment for Annual Leave

- (a) Where an Employee takes annual leave, they shall be entitled to be paid the normal weekly working hours for what would have been the Employee's ordinary hours of work in the leave period, exclusive of shift penalties.
- (b) If an Employee's employment ceases before they have taken their accrued annual leave, an Employee will be paid out for their accrued annual leave.

20.3 Annual leave loading

- (a) Annual Leave loading of 17.5% is included for all employees on four (4) weeks of annual leave in the base rates of pay until 30 June 2024.
- (b) From 1 July 2024 the Company will include for all employees annual leave loading on all five (5) weeks of annual leave in the base rates of pay from the first pay period in 1 July 2024 in Schedule 2.

20.4 Taking Annual Leave

- (a) Annual leave is to be taken at dates and times agreed between an Employee and Icon. Icon shall not unreasonably refuse annual leave but may refuse to grant annual leave to an Employee due to the operational needs of the business.
- (b) Icon may, by providing 4 weeks' notice, direct an Employee to take their accrued annual leave in the following circumstances:
 - i where the Employee has at least 8 weeks of accrued annual leave; or
 - ii when the site where the Employee usually works is required to temporarily shut down for any reason.
 - iii Icon won't direct Employees to take annual leave where Employee has a leave plan in place as agreed with Employee's manager

20.5 Sickness during Annual Leave

- (a) If whilst on annual leave an Employee meets the entitlement to personal leave on days which an Employee would otherwise have worked, and immediately forwards to Icon a certificate of a legally qualified medical practitioner, then these days shall be deducted from their personal leave entitlement and re-credited to their annual leave entitlement.

20.6 Cashing out of Annual Leave

- (a) Paid annual leave must not be cashed out except in accordance with an agreement under this clause.
- (b) Icon and an Employee, on an Employee's request, may agree in writing to the cashing out of a particular amount of accrued paid annual leave by the Employee.
- (c) An agreement must state:
 - i The amount of leave to be cashed out and the payment to be made to the Employee for it; and
 - ii The date on which the payment is to be made.
- (d) An agreement must be signed by Icon and the Employee.
- (e) The payment must not be less than the amount that would have been payable had the Employee taken the leave at the time the payment is made.
- (f) An agreement must not result in the Employee's remaining accrued entitlement to paid annual leave being less than four (4) weeks.
- (g) The maximum amount of accrued paid annual leave that can be cashed out in any period of 12 months is 2 weeks. In cases of extreme financial hardship, this may be extended, at the discretion of Icon.
- (h) An Employee's accrued entitlement to annual leave will reduce by the amount of leave cashed out.

21. Personal/carers leave

21.1 Entitlement to Personal/Carer's Leave

- (a) Personal/carers leave shall be provided in accordance with the NES. As at the date of this Agreement this means an Employee is entitled to 10 days of paid personal/carers leave for each year of continuous service. Part-Time Employees are entitled to accrue paid personal leave on a pro rata basis. Casual Employees are not entitled to paid personal leave.
- (b) An employee's entitlement to paid personal/carers leave accrues progressively during a year of service according to the Employee's ordinary hours of work and accumulates from year to year.
- (c) An Employee who is entitled to paid personal/carers leave may take such leave:
 - i because the Employee is not fit for work because of a personal illness, or personal injury, affecting the Employee; or
 - ii to provide care or support to a member of the Employee's immediate family, or a member of the Employee's household, who requires care or support because of a personal illness, or injury or an unexpected emergency affecting the member.
- (d) Employees who have exhausted their accrued paid personal/carers leave, and Casual Employees, are entitled to up to 2 days of unpaid carers leave for the purpose of this clause per occasion.

21.2 Payment for Personal/Carer's Leave

- (a) An Employee when taking personal/carers leave will be paid the Employees hourly rate for the Employee's ordinary hours of work in the period, excluding shift penalties.
- (b) Unused personal leave is not paid out on termination of employment.

21.3 Taking Personal/Carer's Leave

- (a) Employees who are unable to attend work due to personal/carers leave must notify their Line Manager as soon as reasonably practicable via voice contact of the taking of personal/carers leave and the expected period of the leave.
- (b) When taking leave to care for members of his or her immediate family or household who are sick and require care and support, or who require care due to an unexpected emergency, the notice must include:
 - i The relationship to the Employee of the person requiring care

- ii The reasons for taking such leave (personal illness or personal injury);
 - iii The estimated length of absence; and
 - iv Evidence supporting claim if requested.
- (c) Employees will be required to provide a medical certificate or a statutory declaration duly authorised by a statutory declaration witness to Icon to support taking personal/carer's leave where:
- i. the Employee has been absent on personal/carer's leave for 2 (two) or more consecutive working days.
 - ii. the Employee has exhausted all paid personal/carer's leave entitlements.
 - iii. the Employee is absent on personal/carer's leave on a day immediately before or after a public holiday or immediately before or after a day on which they are not required to work; or
 - iv. Icon has a reasonable concern regarding the Employee's absences which may include but is not limited to a regular pattern of absences.
 - v. Failure to either provide notice or the evidence required means the Employee is not entitled to be paid personal/carer's leave.

21.4 Discretionary Personal Leave

- (a) From time to time, an employee may be experiencing exceptional or serious personal circumstances within the meaning of clauses 21.1(c)i and 21.1(c)ii. In these circumstances an employee who has exhausted their access to paid personal/carers leave, and annual leave can make a request to the Employer for discretionary paid personal leave.
- (b) The Employer will at its absolute discretion review each request on a case-by-case basis, and approve such requests based on the merits and individual circumstances of each Employee request. For the avoidance of doubt however, nothing in this clause compels the Employer to approve any request where it does not agree to do so having regard to the merits of the employee request or any other reason.
- (c) Where a request for discretionary personal leave has been granted it will be paid at the Employees base ordinary rate of pay, and the duration of the leave will be determined by the Employer at the time of approval.

22. Long service leave

- 22.1 Long Service Leave will be provided in accordance with the Long Service Leave Act 1976 (Tasmania). Where Icon Group Policy, as amended from time to time, provides for a more advantageous conditions, the Icon Policy will prevail.

23. Purchased leave

- 23.1 Employees may purchase up to 4 weeks (20 days) leave by reducing their fortnightly salary over the course of 12 months in accordance with Icon Policy. The Employer may set processes for approving purchased leave. Approval will not be unreasonably withheld.

24. Parental leave

- 24.1 Parental leave will be in accordance with the NES. In addition to the NES, the Icon Group parental leave policy will apply to employees covered by this Agreement as amended from time to time. Where Icon Group Policy provides for a more advantageous conditions, the Icon Policy will prevail.
- 24.2 The Icon Group parental leave policy provides for:
- (a) 10 weeks paid leave on the birth of a child or the adoption of a child under 16 years old for the primary care giver; and
 - (b) 1 week's paid leave for the non-primary carer.

24.3 Where the Icon Group parental leave policy is amended, the greater benefit shall apply to Employees covered by this Agreement.

25. Compassionate leave

- 25.1 Compassionate leave shall be provided in accordance with the NES, however, an Employee is entitled up to 3 (three) days of compassionate leave per occasion when:
- (a) a member of their immediate family or household dies, or contracts or develops a life-threatening illness or injury
 - (b) a baby in their immediate family or household is stillborn
 - (c) they have a miscarriage
 - (d) their current spouse or de facto partner has a miscarriage.
- 25.2 Employees who are unable to attend work as scheduled due to compassionate leave must notify their manager by voice contact as soon as reasonably practicable of the taking of compassionate leave and the expected period of the leave.
- 25.3 If requested, the Employee will provide evidence that will satisfy a reasonable person.
- 25.4 A Full-Time or Part-Time Employee taking compassionate leave shall be paid at the Employee's remuneration hourly rate for the Employee's ordinary hours of work in the period.
- 25.5 Casual Employees will be entitled to 3 (three) days' unpaid compassionate leave.

26. Community service leave

- 26.1 Employees are entitled to Community Service Leave, including jury service leave and volunteering work, in accordance with the NES.
- 26.2 Jury Service
- (a) An Employee required to attend for jury service during his or her ordinary working hours shall be entitled to make up pay in line with the NES for the first 10 days or in line with State law whichever is more beneficial (i.e., Juries Act 2003 (TAS)). This make up pay paid by Icon will be an amount equal to the difference between the amount paid in respect of his or her attendance for such jury service and the amount of wage he or she would have received in respect of the ordinary hours he or she would have worked had he or she not been on jury service.
 - (b) An Employee called for jury service shall notify Icon as soon as possible of the date upon which he or she is required to attend and shall keep Icon informed as to the likely date of return if empanelled. The Employee must provide Icon proof of attendance, the duration of such attendance and the amount received in respect of such jury service.

27. Leave to deal with family and domestic violence

- 27.1 Leave to deal with Family and Domestic Violence leave will be in accordance with the NES. Where Icon Policy, as amended from time to time, provides for a more advantageous conditions, the Icon Policy will prevail.

28. Public holidays

- 28.1 For the purposes of this Agreement, public holidays are as defined in the NES and in the State of the Employee's work location including:
- (a) New Year's Day (1 January)
 - (b) Australia Day (26 January)

- (c) Good Friday
- (d) Easter Saturday
- (e) Easter Monday
- (f) ANZAC Day (25 April)
- (g) the King's birthday (on the day on which it is celebrated in the State or Territory)
- (h) Labour Day (on the day on which it is celebrated in the State or Territory)
- (i) Christmas Day (25 December)
- (j) Boxing Day (26 December).

28.2 In addition to the items above, also included are:

- (a) a day that, under (or in accordance with a procedure under) State or Territory law, is substituted for a day; and
- (b) any other day, or part-day, declared by or under State or Territory law to be observed generally within the State, or a region of that State, as a public holiday by people who work in that State or region.
- (c) Any other day, or part-day, declared by the Statutory Holidays Act 2000 (Tas)

28.3 Payment for time worked

- (a) If an Employee is absent from work on a day or part day that is a public holiday, the Employer must pay the Employee (other than a casual Employee) the base rate of pay for the Employee's ordinary hours of work on that day or part-day. The base rate of pay to be paid excludes incentive-based payments and bonuses, loadings, monetary allowances, overtime or penalty rates, or any other separately identifiable amounts.
- (b) Subject to the definition of a holiday, an Employee who works on a recognised holiday shall for all time worked on that day be paid at the rate of double time and half (250%).
- (c) However, an Employee is not entitled to payment if they do not have ordinary hours of work on the public holiday.
- (d) An Employee who is recalled to work on a public holiday will be paid for a minimum of 4 hours' work at the appropriate overtime rate.

28.4 Substitution of public holidays by agreement

- (a) An Employer and Employee may agree to substitute another day for a day that would otherwise be a public holiday under the NES.
- (b) An Employer and Employee may agree to substitute another part-day for a part-day that would otherwise be a part-day public holiday under the NES.

29. Career break

29.1 Employees can apply for Career Breaks and career breaks require Management approval.

30. Flexibility term

30.1 Icon and Employees covered by this Agreement may agree to make an individual flexibility arrangement to vary the effect of terms of the Agreement if:

- (a) the arrangement deals with one or more of the following matters:
 - i annual leave;
 - ii arrangements about when work is performed;
 - iii overtime rates;
 - iv penalty rates;
 - v allowances; and

vi leave loading.

- (b) the arrangement meets the genuine needs of Icon and the Employee in relation to one or more of the matters mentioned in paragraph (a); and
- (c) the arrangement is genuinely agreed to by Icon and the Employee.

30.2 Icon must ensure that the terms of the individual flexibility arrangement:

- (a) are about permitted matters under section 172 of the Act; and
- (b) are not unlawful terms under section 194 of the Act; and
- (c) result in the Employee being better off overall than the Employee would be if no arrangement was made.

30.3 Icon must ensure that the individual flexibility arrangement:

- (a) is in writing; and
- (b) includes the name of Icon and the Employee; and
- (c) is signed by Icon and the Employee and, if the Employee is under 18 years of age, signed by a parent or guardian of the Employee; and
- (d) includes details of:
 - i the terms of the Agreement that will be varied by the arrangement; and
 - ii how the arrangement will vary the effect of the terms of the Agreement; and
 - iii how the Employee will be better off overall in relation to the terms and conditions of his or her employment as a result of the arrangement; and
- (e) states the day on which the arrangement commences.

30.4 Icon must give the Employee a copy of the individual flexibility arrangement within 14 days after it is agreed to.

30.5 Icon or the Employee may terminate the individual flexibility arrangement:

- (a) by giving no more than 28 days written notice to the other party to the arrangement; or
- (b) if the Employer and Employee agree in writing — at any time.

31. Consultation

31.1 This term applies if Icon:

- (a) Is about to make a definite decision to introduce a major change to production, program, organisation, structure or technology in relation to its enterprise that is likely to have a significant effect on the Employees; or
- (b) proposes to introduce a change to the regular roster or ordinary hours of work of Employees.

31.2 Major change

- (a) For a major change referred to in clause 31.1(a):
 - i Icon must notify the relevant Employees of the decision to introduce the major change; and
 - ii clauses 31.3 to 31.8 apply.

31.3 The relevant Employees may appoint a representative including the Union, for the purposes of the procedures in this term. If:

- (a) a relevant Employee appoints, or relevant Employees appoint, a representative including the Union, for the purposes of consultation; and
- (b) the Employee or Employees advise Icon of the identity of the representative;

Icon must recognise the representative.

31.4 As soon as practicable after making its decision, Icon must:

- (a) discuss with the relevant Employees:

- i the introduction of the change; and
 - ii the effect the change is likely to have on the Employees; and
 - iii measures the Employer is taking to avert or mitigate the adverse effect of the change on the Employees; and
 - (b) for the purposes of the discussion provide, in writing, to the relevant Employees:
 - i all relevant information about the change including the nature of the change proposed; and
 - ii information about the expected effects of the change on the Employees; and
 - iii any other matters likely to affect the Employees.
- 31.5 However, Icon is not required to disclose confidential or commercially sensitive information to the relevant Employees.
- 31.6 Icon must give prompt and genuine consideration to matters raised about the major change by the relevant Employees.
- 31.7 If a term in this agreement provides for a major change to production, program, organisation, structure or technology in relation to the enterprise of Icon, the requirements set out in Clause 31.2(a)i and clauses 31.3(a) and 31.4 are taken not to apply.
- 31.8 In this term, a major change is likely to have a significant effect on Employees if it results in:
- (a) the termination of the employment of Employees; or
 - (b) major change to the composition, operation or size of Icon's workforce or to the skills required of Employees; or
 - (c) the elimination or diminution of job opportunities (including opportunities for promotion or tenure); or
 - i the alteration of hours of work; or
 - ii the need to retrain Employees; or
 - iii the need to relocate Employees to another workplace; or
 - iv the restructuring of jobs.
- 31.9 Change to regular roster or ordinary hours of work
- (a) For a change referred to in clause 31.1(b):
 - i Icon must notify the relevant Employees of the proposed change; and
 - ii clauses 31.10 to 31.13 apply.
- 31.10 The relevant Employees may appoint a representative for the purposes of the procedures in this term. If:
- (a) a relevant Employee appoints, or relevant Employees appoint, a representative for the purposes of consultation; and
 - (b) the Employee or Employees advise the Employer of the identity of the representative;
- Icon must recognise the representative.
- 31.11 As soon as practicable after proposing to introduce the change, Icon must:
- (a) discuss with the relevant Employees the introduction of the change; and
 - (b) for the purposes of the discussion provide to the relevant Employees:
 - i all relevant information about the change, including the nature of the change; and
 - ii information about what the Employer reasonably believes will be the effects of the change on the Employees; and
 - iii information about any other matters that the Employer reasonably believes are likely to affect the Employees; and
 - (c) invite the relevant Employees to give their views about the impact of the change (including any impact in relation to their family or caring responsibilities).
- 31.12 However, Icon is not required to disclose confidential or commercially sensitive information to the relevant Employees.

- 31.13 Icon must give prompt and genuine consideration to matters raised about the change by the relevant Employees.
- 31.14 In this term relevant Employees means the Employees who may be affected by a change referred to in clause 31.1.

32. Delegates' Rights

- 32.1 Upon approval by the FWC, the relevant Delegates Rights term in the Award is taken to be a term of this Agreement.

Dispute resolution procedure

- 32.2 All parties commit to resolving issues in accordance with the following procedure and continue providing service to our customers without interruption or delay.
- 32.3 If a dispute relates to:
- (a) a matter arising under the agreement; or
 - (b) The National Employment Standards; or
 - (c) Any workplace matter
- this term sets out procedures to settle the dispute.
- 32.4 An Employee who is a party to the dispute may appoint a representative for the purposes of the procedures in this term, including the Union.
- 32.5 In the first instance, the parties to the dispute must try to resolve the dispute at the workplace level, by discussions between the Employee or Employees and relevant supervisors and/or management.
- 32.6 If discussions at the workplace level do not resolve the dispute, a party to the dispute may refer the matter to FWC.
- 32.7 The FWC may deal with the dispute in 2 stages:
- (a) the FWC will first attempt to resolve the dispute as it considers appropriate, including by mediation, conciliation, expressing an opinion or making a recommendation; and
 - (b) if the FWC is unable to resolve the dispute at the first stage, the FWC may then:
 - i arbitrate the dispute; and
 - ii make a determination that is binding on the parties.
- Note. If FWC arbitrates the dispute, it may also use the powers that are available to it under the Act. A decision that FWC makes when arbitrating a dispute is a decision for the purpose of Div 3 of Part 5.1 of the Act. Therefore, an appeal may be made against the decision.
- 32.8 While the parties are trying to resolve the dispute using the procedures in this term:
- (a) the situation that existed prior to the reasons for the dispute remain as the status quo (unless a bona fide health and safety issue is involved);
 - (b) an Employee must continue to perform his or her work as he or she would normally unless he or she has a reasonable concern about an imminent risk to his or her health or safety; and
 - (c) an Employee must comply with a direction given by the Employer to perform other available work at the same workplace, or at another workplace, unless:
 - i the work is not safe; or
 - ii applicable occupational health and safety legislation would not permit the work to be performed; or
 - iii the work is not appropriate for the Employee to perform; or
 - iv there are other reasonable grounds for the Employee to refuse to comply with the direction.
- 32.9 The parties to the dispute agree to be bound by a decision made by FWC in accordance with this term.

33. Professional development entitlements

33.1 Icon encourages and supports employees to participate in professional development activities.

Employees are entitled to the following:

- (a) Professional Development Leave (PDL) and,
- (b) Professional Development Reimbursement (PDR)

33.2 Approved PDL applications will be included on the site leave roster only with other leave types. Employees are encouraged to plan their professional development in advance.

33.3 An employee's annual professional development entitlement is based on financial year (July to June) and is determined by classification level as shown below. For the avoidance of doubt, the reimbursement of Radiation Therapists' AHPRA registration shall not be deducted from the professional development reimbursement.

Classification Level	PDR entitlement per annum from 1 July 2024	PDL entitlement per annum from 1 July 2024
Radiation Therapist	\$2,500.00	3 days paid leave
Advanced Radiation Therapist	\$3,000.00	3 days paid leave
Senior Radiation Therapist	\$3,500.00	3 days paid leave
Charge Radiation Therapist	\$5,000.00	5 days paid leave
Radiation Therapy Manager	\$5,000.00	5 days paid leave

For part time or maximum term employees, entitlements are pro-rated based on the part time hours of work / contract length. Casual employees are not eligible for these entitlements. For new starters, their entitlement on commencement will be proportionate to the number of months left in the financial year.

33.4 Professional development entitlements can be accessed when undertaking courses, conferences, seminars, study, or other professional development activities which further the development of skills, knowledge or experience of the employee in fulfilling their position description, which is of direct relevance to Icon and contributes to the continuing professional development (CPD) requirements of the employee's registration with the Medical Radiation Practice Board.

33.5 All participation in professional development activities must also comply with all relevant Icon policies, procedures and Code of Conduct.

33.6 Applications relating to professional development should include the following:

- (a) Type of activity and details (costs, location, provider, travel cost, etc where applicable),
- (b) Dates, and
- (c) Justification detailing the relevance of the activity to the employee's CPD.

33.7 An employee may apply to use their PDL or PDR entitlements for separate activities or combine them.

33.8 PDL Application process

- a. Where an employee is wanting to access their PDL entitlement related to an activity as defined in clause 34.4, the employee should submit their leave application together with the details outlined in clause 34.6 to their manager at least 10 weeks before the leave is to be taken where possible.
- b. In reviewing an employee's application, the manager will consider the anticipated patient care or other operational requirements and required resourcing during the proposed period of leave, including if multiple employees have requested PDL for the same activity. Managers are required to respond within 14 days of receipt of the application. Applications relating to activities that fall within those outlined in clause 34.4 will not unreasonably be declined, however where an application is declined based on operational requirements, the manager will provide the employee with the reason for their application being declined.
- c. where an employee has not utilised their full PDL entitlement for any reason in the financial year in which it accrued, the remaining PDL amount will roll over into the next financial year only. At the conclusion of the next financial year any unused PDL rolled over from the previous financial year will be exhausted.

33.9 PDR Application process

- a. Where an employee is looking to access their PDR entitlement related to an activity as defined in clause 34.4 the employee should submit an application that includes the details outlined in clause 34.6 to their manager at least 4 weeks before the activity where possible.
- b. Managers are required to respond within 14 days of receipt of the application. Applications relating to activities that fall within those outlined in clause 34.4 will not unreasonably be declined, however where a PDR application includes an application for PDL, there may be circumstances where an application cannot be approved based on operational requirements as detailed in clause 34.8(b). Where an application is declined the manager will provide the employee with the reason.
- c. Where an employee has not utilised their full PDR entitlement for any reason in the financial year in which it accrued, the remaining PDR amount will roll over into the next financial year only. At the conclusion of the next financial year, any unused PDR rolled over from the previous financial year will be exhausted.

Payment of PDR

- d. An employee can apply for the cost of travel, accommodation, and meals to be included within their PDR application. The cost of this will be deducted from the employee's entitlement. Where an approved application includes meals, the reimbursement for meals can be processed as a taxable meal allowance of \$70 per day via payroll in accordance with the working away from home meal allowance a per clause 10.8.
- e. Payments relating to approved PDR applications can be processed by either, or a combination of the following options based on an employee's request;
 - i. Submit a paid tax invoice to Icon accounts for reimbursement via direct debit. The paid tax invoice must include the necessary details required including the employee's name and activity details.
 - ii. Where a PDR Application has been approved by the Employees manager, the Employee can submit an unpaid tax invoice to Icon. Icon will arrange for payment to be made up to the amount of the tax invoice, or the remaining value of the employee's PDR entitlement whichever is the lower amount. Where an employee's approved PDR application includes travel related costs, these can be booked via Icon's Corporate travel provider and deducted from the employee's PDR entitlement.

33.10 This clause is also to be read in conjunction with Icon Continuous Professional Development (CPD) Policy.

34. Progression:

- 34.1 Icon seeks to provide a career path and opportunities for progression to employees. Employees engaged under this Agreement may progress in accordance with the requirements set out below.
- 34.2 For Radiation Therapists, progression from 1.1 through 1.5 is based on one (1) year of continuous service from the anniversary date of employment for full-time employees and for part-time employees progression is after 1824 hours worked time experience.
- 34.3 For Advanced Radiation Therapists, progression from 2.1.1 to 2.1.2 is based achievement of required competencies and on one (1) years of continuous service from the anniversary date of employment for full-time employees and for part-time employees progression is after 1824 hours worked time experience.
- 34.4 For Senior Radiation Therapists, progression from 2.2.1 to 2.2.2 is based on one (1) year of continuous service from the anniversary date of employment for full-time employees and for part-time employees progression is after 1824 hours worked time experience.
- 34.5 Progression from one level to another i.e. Radiation Therapist to Senior Radiation Therapist, will be based on the availability of the role and following a merit-based application for the role.
- 34.6 Progression from Radiation Manager 4.1 to Radiation Manager 4.2 is based on the size of the team i.e. managing at least 10 FTE employees.

35. Right to disconnect

- 35.1 Icon recognises that an Employee has a right to disconnect outside their rostered work hours and are therefore not expected to respond to calls or messages outside of these hours where reasonable. Notwithstanding, from time to time, an Employee may be required to work outside of these times in accordance with operational


requirements as requested by the Employer in which case the Employee will be paid according to the Agreement.

36. Ceremonial Leave

- 36.1 An employee who is legitimately required by Aboriginal or Torres Strait Islander tradition to be absent from work for traditional ceremonial purposes will be entitled to up to 10 working days' unpaid leave in any one year, with the approval of the employer.

37. Signatures

Approved on behalf of Integrated Clinical Oncology Network Pty Ltd (ABN: 61 151 293 891) by:

Full Name	Paul Fenton
Position	CEO
Address	Level 1/22 Cordelia Street, South Brisbane, QLD 4101
Authority to sign this agreement	CEO
Signature	
Date	08/08/2024

Approved on behalf of the Health Services Union Tasmania Branch by:

Full Name	Robbie Moore
Position	State Secretary
Address	11 Clare St, New Town, Tas
Authority to sign this agreement	State Secretary
Signature	R Moore
Date	14/08/24

Schedule 1 – Classification structure

Set out below are the definitions of classifications for the purposes of ascertaining duties and appropriate rates of pay of employees covered under this Agreement:

Role title and General Purpose of Role	Responsibilities
<p>Radiation Therapist</p> <p>This position’s primary purpose is to provide quality radiation therapy planning or treatment as prescribed by a Radiation Oncologist and under the supervision of a Senior or Charge Radiation Therapist, or Radiation Therapy Manager. The Radiation Therapist is responsible to contribute toward the unit’s effective and efficient operation which is in accordance with the organisation’s policies and procedures. This position will require an ongoing commitment to the provision of technical supervision and support for students and SPP Graduates. All Radiation Therapists are required to ensure best practice principles are achieved in a safe and efficient service delivery model.</p>	<p>Patient Care</p> <ul style="list-style-type: none"> • Maintain the highest standards of patient care and continually enhance the quality of service and patient experience. • Deliver high quality radiation therapy planning and treatment services to patients. • Liaise with members of the multidisciplinary team to ensure patient needs are met in a timely manner. • Treat all patients and their carers with respect and equality maintaining dignity at all times. • Maintain confidentiality on all issues. • Model Icon’s code of conduct <p>Technical Skills and Proficiency</p> <ul style="list-style-type: none"> • Provide technical expertise to act as an educational resource for all students and SPP graduates. • Support the orientation of new staff and as required, assist in the supervision and instruction of students and SPP graduates. • Maintain currency with emerging technology and practices. • Ensure standards are maintained and followed by participating in the development and implementation of policies. • Participate in staff development, education, research and the unit’s development activities. • Continually develop knowledge and understanding of equipment and techniques. • Work in accordance with Icon workflow management strategies to optimise quality and efficiency and productivity. • Ensure all documentation is accurate and completed in a professional and timely manner. • Support Icon change management initiatives and related processes. • Support the Senior RT and Charge RT in the day to day operational management of a planning or treatment unit the department. <p>Safety and Quality</p> <ul style="list-style-type: none"> • Support Icon’s WHS Officers and committees to effectively carry out their responsibilities and ensure hazards are identified, reported and resolved in a timely manner. • Comply with any reasonable instruction and cooperate with any reasonable policy or procedure relating to health and safety at the workplace. • Support Workplace Health and Safety initiatives to ensure a safe working environment is maintained in accordance with relevant WHS legislative requirements. • Act on all reported incidents, hazards and maintenance issues to ensure corrective action is undertaken immediately. • Assist in the identification of control measures to eliminate or minimise the risk of injury. • Attend WHS training as required during the year. • Participate in WHS activities such as inspections, investigations, evacuation drills, WHS meetings and risk assessments as required. • Facilitate return to work processes.

	<p>Teamwork, Communication and Interpersonal skills</p> <ul style="list-style-type: none"> • Exhibit effective communication to all, staff, patients and their carers. • Able to give and receive feedback in a supportive manner. • Complies with Icon’s Code of Conduct and presents self in professional manner. • Work effectively and positively as a member of the multidisciplinary team to achieve shared organisational goals. • Actively participate in departmental meetings. • Maintain good working relationships with all internal and external clients. <p>Ongoing Quality Improvement</p> <ul style="list-style-type: none"> • Provide recommendations for service quality improvements to the Senior RT and Charge RT. • Support a high performance culture that delivers quality patient care services through a patient centric and collaborative approach. • Model and promote Icon’s vision and values. • Remain current with future trends and support innovation. • Support quality improvement initiatives that are of relevance to Icon. • Support education, research and professional development. • Participate in training during the implementation of equipment. <p>Key Attributes</p> <ul style="list-style-type: none"> • Demonstrates a commitment to the provision of exceptional patient care. • Has a good understanding of the service delivery model within the private healthcare sector. • Demonstrable capacity to work effectively and positively as a member of the Multidisciplinary team. • Demonstrates a commitment to the delivery of high quality radiation therapy services. • Ability to adhere to clinical protocols and procedures. • Apply effective communication and interpersonal skills to represent Icon in a strong and positive manner to all stakeholders.
<p>Advanced Radiation Therapist</p> <p>This position’s primary purpose is to provide high quality radiation therapy planning, treatment, and quality assurance as prescribed by a Radiation Oncologist and under the supervision of a Senior or Charge Radiation Therapist or Radiation Therapy Manager. The Advanced Radiation Therapist is responsible to contribute toward the unit’s effective and efficient operation which is in accordance with the organisation’s policies and procedures. This position will require an ongoing commitment to the provision of technical supervision and support for students, and other Radiation Therapists. All Radiation Therapists are required to ensure best practice principles are achieved in a safe</p>	<p>Patient Care</p> <ul style="list-style-type: none"> • Maintain the highest standards of patient care and continually enhance the quality of service and patient experience. • Deliver high quality radiation therapy planning and treatment services to patients, including complex techniques and sub-speciality modalities. • Liaise with members of the multidisciplinary team to ensure patient needs are met in a timely manner. • Treat all patients and their carers with respect and equality maintaining dignity at all times. • Maintain confidentiality on all issues. • Model Icon’s code of conduct <p>Technical Skills and Proficiency</p> <ul style="list-style-type: none"> • Perform quality assurance checks on radiation therapy plans • Provide technical expertise to act as an educational resource for all radiation therapists. • Support the orientation of new staff and as required, oversee the supervision and instruction of students and new radiation therapists. • Maintain currency with emerging technology and practices. • Ensure standards are maintained and followed by participating in the development and implementation of policies.

and efficient service delivery model.

- Participate in and facilitate staff development, education, research and the unit's development activities.
- Continually develop knowledge and understanding of equipment and techniques.
- Work in accordance with Icon workflow management strategies to optimise quality and efficiency and productivity.
- Ensure all documentation is accurate and completed in a professional and timely manner.
- Support Icon change management initiatives and related processes.
- Support the Senior RT and Charge RT in the day-to-day operational management of a planning or treatment unit the department by acting as a technical resource and highly-skilled radiation therapist

Safety and Quality

- Support Icon's WHS Officers and committees to effectively carry out their responsibilities and ensure hazards are identified, reported and resolved in a timely manner.
- Comply with any reasonable instruction and cooperate with any reasonable policy or procedure relating to health and safety at the workplace.
- Support Workplace Health and Safety initiatives to ensure a safe working environment is maintained in accordance with relevant WHS legislative requirements.
- Act on all reported incidents, hazards and maintenance issues to ensure corrective action is undertaken immediately.
- Assist in the identification of control measures to eliminate or minimise the risk of injury.
- Attend WHS training as required during the year.
- Participate in WHS activities such as inspections, investigations, evacuation drills, WHS meetings and risk assessments as required.
- Facilitate return to work processes.

Teamwork, Communication and Interpersonal skills

- Exhibit effective communication to all, staff, patients and their carers.
- Able to give and receive feedback in a supportive manner.
- Complies with Icon's Code of Conduct and presents self in professional manner.
- Work effectively and positively as a member of the multidisciplinary team to achieve shared organisational goals.
- Actively participate in departmental meetings.
- Maintain good working relationships with all internal and external clients.

Ongoing Quality Improvement

- Provide recommendations for service quality improvements to the Senior RT and Charge RT.
- Support a high performance culture that delivers quality patient care services through a patient centric and collaborative approach.
- Model and promote Icon's vision and values.
- Remain current with future trends and support innovation.
- Support quality improvement initiatives that are of relevance to Icon.
- Support education, research and professional development.
- Participate in training during the implementation of equipment.

Key Attributes

- Demonstrates a commitment to the provision of exceptional patient care.

	<ul style="list-style-type: none"> • Ability to share knowledge and educate others. • Has a good understanding of the service delivery model within the private healthcare sector. • Demonstrable capacity to work effectively and positively as a member of the Multidisciplinary team. • Demonstrates a commitment to the delivery of high quality radiation therapy services. • Ability to adhere to, monitor, and implement clinical protocols and procedures. • Apply effective communication and interpersonal skills to represent Icon in a strong and positive manner to all stakeholders.
<p>Senior Radiation Therapist</p> <p>This position's primary purpose is to provide effective support and leadership to the planning or treatment units. The Senior RT is responsible to contribute toward the unit's effective and efficient operation which is in accordance with the organisation's policies and procedures. This position will require an ongoing commitment to the provision of technical supervision and support for all Radiation Therapists to ensure best practice principles are achieved in a safe and efficient service delivery model. In consultation with the Charge RT and Radiation Therapy Manager, the Senior RT will also be required to support strategic business initiatives.</p>	<p>Leadership and Management</p> <ul style="list-style-type: none"> • Provide effective leadership and management to the Radiation Therapists. • Establish and maintain the highest standards and continually enhance the quality of service and patient experience. • Provide training and effective support services to the Radiation Therapists. • Provide leadership, guidance and support the Radiation Therapists to fulfil their responsibilities. • With the Charge RT, apply effective resource and workflow management strategies to optimise quality and efficiency and productivity. • Model Icon Group's code of conduct. • Ensure that all documentation is accurate and completed in a professional and timely manner. • Apply knowledge and experience to make timely and accurate technical decisions. • Maintain good working relationships with all internal and external clients. • Support change management initiatives and related processes. • Exhibit effective communication to all, staff, patients and their carers. • Support the Charge RT in the day to day operational management of a planning or treatment unit the department. <p>Technical Skills and Proficiency</p> <ul style="list-style-type: none"> • Support the Charge RT to ensure the operational and administrative functions that relate to the relevant unit are undertaken in an effective and efficient manner. • Maintain comprehensive and current knowledge of the unit's operational requirements. • Contribute to the development of, and identifies the need for, education programs required for quality and efficient service delivery. • Provide technical expertise to be an educational resource for all staff rostered to the unit. • Maintain high standards as they apply to patient care, quality assurance, technique development, work ethic and workplace health and safety (WHS). • Support the orientation of new staff and as required, manage the supervision and instruction of students, interns and radiation therapists and allied professions.

	<ul style="list-style-type: none"> • Maintain currency with emerging technology and practices. • Ensure that standards are implemented, maintained and followed by participating in the development and implementation of policies. • Support and facilitate staff development, education, research and the unit’s development activities. <p>Safety and Quality</p> <ul style="list-style-type: none"> • Support Icon Group’s WHS Officers and committees to effectively carry out their responsibilities and ensure hazards are identified, reported and resolved in a timely manner. • Comply with any reasonable instruction and cooperate with any reasonable policy or procedure relating to health and safety at the workplace. • Support Workplace Health and Safety initiatives to ensure a safe working environment is maintained in accordance with relevant WHS legislative requirements. • Act on all reported incidents, hazards and maintenance issues to ensure corrective action is undertaken immediately. • Assist in the identification of control measures to eliminate or minimize the risk of injury. • Attend WHS training as required during the year. • Participate in WHS activities such as inspections, investigations, evacuation drills, WHS meetings and risk assessments as required. • Facilitate return to work processes <p>Ongoing Quality Improvement</p> <ul style="list-style-type: none"> • Provide recommendations for service quality improvements to the Charge RT. • In consultation with the Charge RT and Clinical Lead RT, develop and maintain documentation to support radiation therapy practice. • Support a high-performance culture that delivers quality patient care services through a patient centric and collaborative approach. • Model and promote Icon’s vision and values. • Remain current with future trends and support innovation. • Support quality improvement initiatives that are of relevance to Icon. • Promote and support education, research and professional development to the Radiation Therapist team. • Provide leadership, support and training during the implementation of equipment. • Contribute to the development and implementation of service improvement initiatives. <p>Key Attributes</p> <ul style="list-style-type: none"> • Have a good understanding of the service delivery model within the private healthcare sector. • Demonstrable capacity to lead small teams. • Demonstrates a commitment to the delivery of high-quality radiation therapy services.
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	<ul style="list-style-type: none"> • Ability to develop, implement, monitor and report on clinical protocols and adherence. • Apply effective communication skills to represent Icon in a strong and positive manner to all stakeholders. • Proven technical proficiency in treatment planning and delivery.
<p>Charge Radiation Therapist</p>	
<p>This position's primary purpose is to provide effective leadership and management of the planning or treatment units. The Charge RT is responsible for the units effective and efficient operation which is in accordance with the organisation's policies and procedures. This position will require an ongoing commitment to the provision of technical supervision and support for all Radiation Therapists to ensure best practice principles are achieved in a safe and efficient service delivery model. In consultation with the Site Manager and Radiation Therapy Manager, the Charge RT will also be required to support strategic business initiatives.</p>	<p>Leadership and Management</p> <ul style="list-style-type: none"> • Provide effective leadership and management to the Radiation Therapists. • Establish and maintain the highest standards and continually enhance the quality of service and patient experience. • Ensure suitable training and support services are effectively provided to the Radiation Therapists. • Provide leadership, guidance and support Radiation Therapist to fulfil their responsibilities. • With the Clinical Lead RT, apply effective resource and workflow management strategies to optimise quality and efficiency and productivity. • Model Icon's code of conduct. • Ensure that all documentation is accurate and completed in a professional and timely manner. • Apply knowledge and experience to make timely and accurate technical decisions. • Maintain good working relationships with internal and external clients. • Support change management initiatives and implement related processes. • Exhibit effective communication all, staff, patients and their carers. • Support the Clinical Lead RT in the day to day operational management of a planning or treatment unit the department. <p>Technical Skills and Proficiency</p> <ul style="list-style-type: none"> • Ensure the operational and administrative functions that relate to the relevant unit, including staffing and equipment management are undertaken in an effective, efficient manner. • Maintain comprehensive and current knowledge of the unit's operational requirements. • Contribute to the development of, and identifies the need for, education programs required for quality and efficient service delivery. • Act as a technical specialist and educational resource for all staff rostered to the unit. • Maintain and develop high standards as they apply to patient care, quality assurance, technique development, work ethic and workplace health and safety (WHS). • Support the orientation of new staff and manage the supervision and instruction of students, interns and radiation therapists and allied professions. • Maintain currency with emerging technology and practices. • Ensure that standards are implemented, maintained and followed by participating in the development and implementation of policies.

	<ul style="list-style-type: none"> • Support and facilitate staff development, education, research and unit's development activities. <p>Safety and Quality</p> <ul style="list-style-type: none"> • Support Occupational Health and Safety initiatives to ensure a safe working environment is maintained in accordance with relevant WH&S legislative requirements. • Support Icon's WH&S Officers to effectively carry out their responsibilities and ensure hazards are identified, reported and resolved in a timely manner. • Ensure the welfare of Radiation Therapists is maintained at all times through enforcing safe work practices. • Comply with any reasonable instruction and cooperate with any reasonable policy or procedure relating to health and safety at the workplace. • Provide leadership and set a high standard for WHS. • Act on all reported incidents, hazards and maintenance issues to ensure corrective action is undertaken immediately. • Ensure Radiation Therapists under supervision to follow Icon's WHS policy, procedures and rules. • Facilitate return to work processes. <p>Ongoing Quality Improvement</p> <ul style="list-style-type: none"> • Provide recommendations for service quality improvements to the Clinical Lead RT. • In consultation with the Clinical Lead RT, develop and maintain documentation to support radiation therapy practice. • Support a high performance culture that delivers quality patient care services through a patient centric and collaborative approach. • Model and promote Icon's vision and values. • Remain current with future trends and support innovation. • Plan, implement and support quality improvement initiatives that are of relevance to Icon. • Promote and support education, research and professional development to the Radiation Therapist team. • Provide leadership, support and training during the implementation of equipment. • Lead/support the development and implementation of service improvement initiatives. <p>Key Attributes</p> <ul style="list-style-type: none"> • Strong understanding of the service delivery models within the private healthcare sector. • Experience as a team leader with strong people skills. • Demonstrates a commitment to delivery of high quality radiation therapy services. • Ability to develop, implement, monitor and report on clinical protocols and adherence. • Apply effective communication skills to represent Icon in a strong and positive manner to all stakeholders. • Proven technical proficiency in treatment planning and delivery.
<p>Radiation Therapist Manager</p>	

This position's primary purpose is to provide leadership and management of the planning or treatment units. The RT Manager is responsible for the unit's effective and efficient operation which is in accordance with the organisation's policies and procedures. This position will require an ongoing commitment to the provision of technical supervision and support for all Radiation Therapists to ensure best practice principles are achieved in a safe and efficient service delivery model. In consultation with the Site Manager, the RT Manager will also be required to support strategic business initiatives.

Leadership and Management

- Provide effective leadership and management to the Radiation Therapist team.
- Establish and maintain the highest standards and continually enhance the quality of service and patient experience.
- Ensure suitable training and support services are effectively provided to the Radiation Therapists.
- Provide leadership, guidance and support Radiation Therapist to fulfil their responsibilities
- Apply effective resource and workflow management strategies to optimise quality and efficiency and productivity.
- Model Icon's code of conduct.
- Ensure that all documentation is accurate and completed in a professional and timely manner.
- Exhibit strong decision making abilities.
- Maintain good working relationships with internal and external clients.
- Support change management initiatives and implement related processes.
- Exhibit effective communication all, staff, patients and their carers.
- As required, provide data on the unit's performance.

Technical Skills and Proficiency

- Ensure the operational and administrative functions that relate to the relevant unit, including staffing and equipment management, are undertaken in an effective, efficient manner.
- Maintain comprehensive and current knowledge of the unit's operational requirements.
- Contribute to the development of, and identifies the need for, education programs required for quality and efficient service delivery.
- Act as a technical specialist and educational resource for all staff rostered to the unit.
- Maintain and develop high standards as they apply to patient care, quality assurance, technique development, work ethic and workplace health and safety (WHS).
- Responsible for the orientation of new staff and the supervision and instruction of students, interns and radiation therapists and allied professions.
- Maintain currency with emerging technology and practices.
- Ensure that standards are implemented, maintained and followed by participating in the development and implementation of policies.
- Support and facilitate staff development, education, research and unit's development activities.
- Actively participate in decision-making activities relating to strategic planning and service delivery.

Safety and Quality

- Support Occupational Health and Safety initiatives to ensure a safe working environment is maintained in accordance with relevant WH&S legislative requirements.
- Support Icon's WH&S Officers to effectively carry out their responsibilities and ensure hazards are identified, reported and resolved in a timely manner.
- Ensure the welfare of Radiation Therapists is maintained at all times through enforcing safe work practices across the unit.
- Comply with any reasonable instruction and cooperate with any reasonable policy or procedure relating to health and safety at the workplace.
- Provide leadership and set a high standard for WHS.
- Act on all reported incidents, hazards and maintenance issues to ensure corrective action is undertaken immediately.

	<ul style="list-style-type: none"> • Ensure Radiation Therapists follow Icon’s WHS policy, procedures and rules. • Facilitate return to work processes. <p>Ongoing Quality Improvement</p> <ul style="list-style-type: none"> • Provide recommendations for service quality improvements to the Site Manager. • Support a high performance culture that delivers quality patient care services through a patient centric and collaborative approach. • Model and promote Icon’s vision and values. • Remain current with future trends and support innovation. • Plan, implement and support quality improvement initiatives that are of relevance to Icon. • Promote and support education, research and professional development to the Radiation Therapist team. • Collaborate with the team of Icon to develop the service. • Provide leadership, support and training during the implementation of equipment. • Lead/support the development and implementation of service improvement initiatives. <p>Key Attributes</p> <ul style="list-style-type: none"> • Strong understanding of the service delivery models within the private healthcare sector. • Experience as a team leader with strong people skills. • Demonstrates a commitment to delivery of high quality radiation therapy services. • Ability to develop, implement, monitor and report on clinical protocols and adherence. • Apply effective communication skills to represent Icon in a strong and positive manner to all stakeholders. • Demonstrated capacity to identify new quality improvement opportunities, implement and ensure adherence to clinical protocols.
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Schedule 2 – Hourly Wage Rates

Upon approval of the Agreement by the Fair Work Commission, the following table outlines the hourly wage rates throughout the duration of the Agreement for Radiation Therapists covered by the Agreement.

Classification Level	1 July 2024	1 July 2025 4 % applied	1 July 2026 4 % applied
Radiation Therapist Trainee	44.72	46.51	48.37
Radiation Therapist 1.1	47.31	49.20	51.17
Radiation Therapist 1.2	49.88	51.87	53.95
Radiation Therapist 1.3	52.45	54.55	56.73
Radiation Therapist 1.4	55.06	57.27	59.56
Radiation Therapist 1.5	57.82	60.13	62.53
Advanced Radiation Therapist 2.1.1	59.55	61.93	64.41
Advanced Radiation Therapist 2.1.2	61.34	63.79	66.34
Senior Radiation Therapist 2.2.1	66.00	68.64	71.39
Senior Radiation Therapist 2.2.2	69.30	72.07	74.95
Charge Radiation Therapist 3.1	75.89	78.93	82.08
Radiation Manager 4.1	81.64	84.91	88.31
Radiation Manager 4.2	84.09	87.46	90.96