



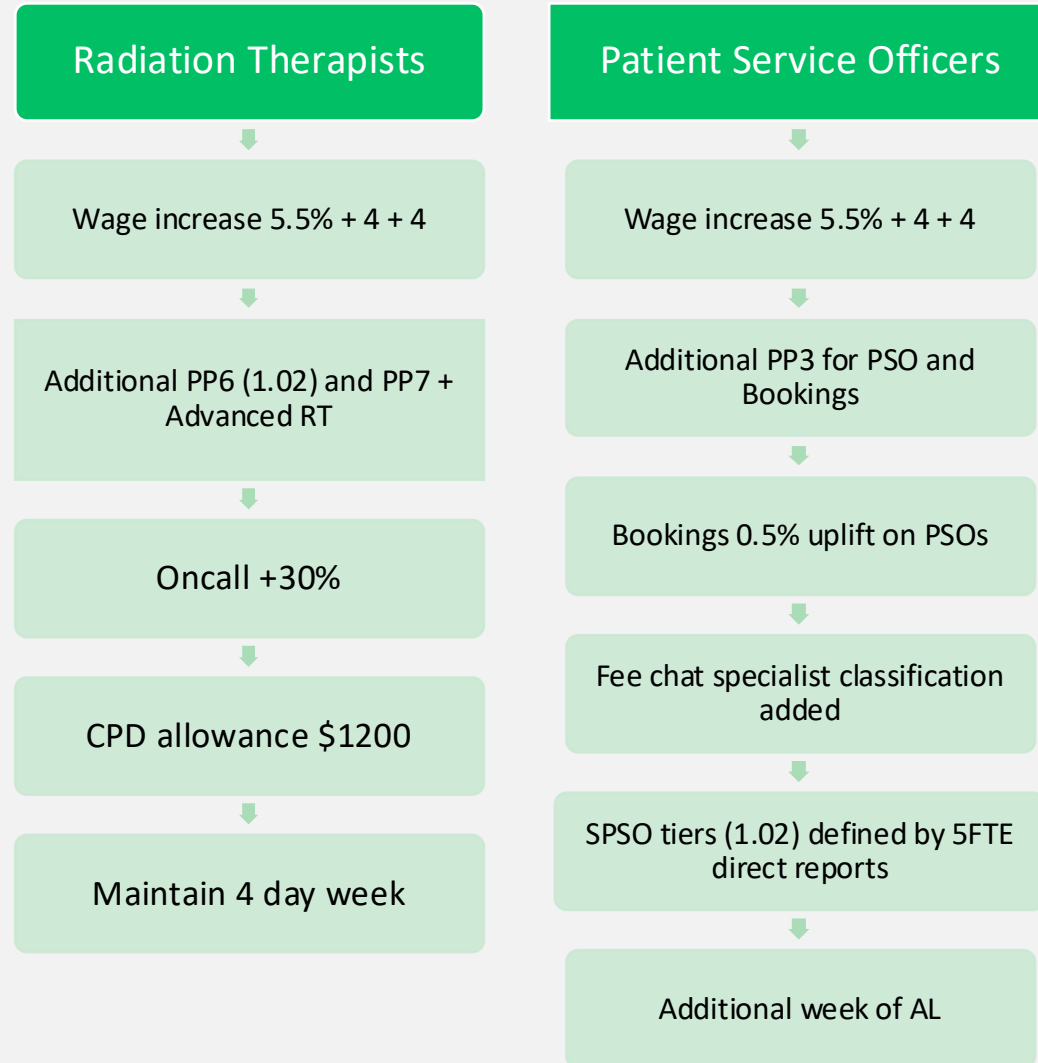
NSW RT & PSO

Second Offer

Feb 2026

Proposed Second Offer

NSW RT & PSO EBA – Second Offer



Bargaining Offer

Offer 2

Key changes

- RTs
 - Yr1 rate up to 5.5%
 - Yr3 rate increase up to 4%
 - On-call rate increased to \$66.30.
- PSOs
 - Yr1 rate up to 5.5%
 - Bookings increased above PSOs (0.5% higher)
 - Fee Chat Specialist classification added in line with Med Sec role
 - Keep SPSO tier but defined by 5FTE direct reports (bookings manager matched to SPSO T2)
 - Yr 3 rate increase up to 4%
 - Additional week of Annual leave (accruable but no loading)
- Workplace delegates – 3 days of leave at 1/50 ratio per craft group.

Appendix

Radiation Therapist proposed rates

Classification	Current Rates	YEAR 1 Pay rate: Sep 2025 5.5%	YEAR 2 Pay rate: Sep 2026 4%	YEAR 3 Pay rate: Sep 2027 4%
Radiation Therapist - Progression occurs each year in Jan				
Radiation Therapist, Pay Point 1	\$41.10	\$48.50	\$50.44	\$52.46
Radiation Therapist, Pay Point 2	\$46.62	\$53.61	\$55.75	\$57.98
Radiation Therapist, Pay Point 3	\$53.00	\$55.92	\$58.16	\$60.49
Radiation Therapist, Pay Point 4	\$55.59	\$58.65	\$61.00	\$63.44
Radiation Therapist, Pay Point 5	\$57.38	\$60.54	\$62.96	\$65.48
<i>Radiation Therapist, Pay Point 6</i>	<i>N/A</i>	\$61.75	\$64.22	\$66.79
<i>Radiation Therapist, Pay Point 7</i>	<i>N/A</i>	\$62.98	\$65.50	\$68.12
Advanced Radiation Therapist				
<i>Advanced Radiation Therapist, Pay Point 1</i>	<i>N/A</i>	\$65.11	\$67.71	\$70.42
<i>Advanced Radiation Therapist, Pay Point 2</i>	<i>N/A</i>	\$67.30	\$69.99	\$72.79
Assistant Unit Leaders/Pre-Treatment AUL - Progression occurs each year in Jan up to PP2				
Assistant Unit Leader, Pay Point 1	\$61.72	\$65.11	\$67.71	\$70.42
Assistant Unit Leader, Pay Point 2	\$63.79	\$67.30	\$69.99	\$72.79
Pre-Treatment Assistant Unit Leader, Pay Point 1	\$65.56	\$69.17	\$71.94	\$74.82
Pre-Treatment Assistant Unit Leader, Pay Point 2	\$74.77	\$78.88	\$82.04	\$85.32
Unit Leaders - Progression occurs each year in Jan up to PP2				
Unit Leader Level 1, Pay Point 1	\$65.56	\$69.17	\$71.94	\$74.82
Unit Leader Level 1, Pay Point 2	\$74.77	\$78.88	\$82.04	\$85.32
Unit Leader Level 2, Pay Point 1	\$77.32	\$81.57	\$84.83	\$88.22
Unit Leader Level 2, Pay Point 2	\$79.65	\$84.03	\$87.39	\$90.89

Patient Services Officers proposed rates

Classification	Current Rates	YEAR 1 Pay rate:	YEAR 2 Pay rate:	YEAR 3 Pay rate:
		Sep 2025 5.5%	Sep 2026 4%	Sep 2027 4%
Patient Service Assistant				
Patient Services Administrative Assistant	\$28.03	\$29.57	\$30.75	\$31.98
Patient Service Officer Pay Point 1-3				
Patient Services Officer, Pay Point 1	\$36.48	\$38.49	\$40.03	\$41.63
Patient Services Officer, Pay Point 2	\$37.67	\$39.74	\$41.33	\$42.98
Patient Services Officer, Pay Point 3	N/A	\$40.54	\$42.16	\$43.85
Patient Booking Officer Pay Point 1-3				
Patient Bookings Officer, Pay Point 1	\$36.48	\$38.67	\$40.22	\$41.83
Patient Bookings Officer, Pay Point 2	\$37.67	\$39.93	\$41.53	\$43.19
Patient Bookings Officer, Pay Point 3	N/A	\$40.73	\$42.36	\$44.05
Medical Secretary Pay Point 1-2				
Medical Secretary, Pay Point 1	\$40.40	\$42.62	\$44.32	\$46.09
Medical Secretary, Pay Point 2	\$42.43	\$44.76	\$46.55	\$48.41
Fee Chat Specialist Pay Point 1-2				
Fee Chat Specialist, Pay Point 1	N/A	\$42.62	\$44.32	\$46.09
Fee Chat Specialist, Pay Point 2	N/A	\$44.76	\$46.55	\$48.41
Senior Patient Service Officer Tier 1-2/Sr Patient Bookings Mgr				
Senior Patient Services Officer 1, Pay Point 1	\$43.13	\$45.50	\$47.32	\$49.21
Senior Patient Services Officer 2, Pay Point 1	N/A	\$46.41	\$48.27	\$50.20
Senior Patient Bookings Manager	\$43.13	\$46.41	\$48.27	\$50.20

Additional commentary

⑦ Advanced Radiation Therapist classification

- This classification will serve purpose of rewarding RTs working on specialist platforms such as GK, MRL and Brachy to be applied at the discretion of the business on an expression of interest approach to fill a specific position.
- This classification may also be applied to reward RTs with specific SME responsibilities to be applied at the discretion of the business on an expression of interest approach to fill a specific position and business need.

⑦ SPSO Tiers

- Second tier added to reflect increased responsibilities of managing a larger team equal to or greater than **5FTE direct reports**

⑦ Additional Week of Annual Leave for PSOs

- The offered 5th week of Annual leave is accruable but will not receive any loading
- The 5th week of AL will be effective and accrued from the 1st July 2026

⑦ Fee chat specialist role

- Classification included
- Proposed roles per site are not incremental (further details below)
- This responds to requests from the PSOs for greater career opportunities

⑦ Bookings classifications

- Rates increased to support ongoing recruitment and retention into the centralised State based team
- This responds to requests from the PSOs for greater career opportunities.

Fee Chat Specialist

- ⑦ We propose to include the fee chat specialist role as a specialised role within the enterprise agreement for the first time.
- ⑦ The intended positioning of the role is that it will sit between the existing Senior Patient Services Officer and Patient Services Officer roles and is designed to ensure that employees with the best skills are conducting the more difficult fee conversations with patients undergoing radiation therapy.
- ⑦ As part of the change, it is designed that the Fee Chat Specialist will be the primary point of contact at each centre for radiation therapy fee chats and in the case that the Fee Chat Specialist is unavailable, the Senior Patient Services Officer will be responsible to conduct the fee chat.
- ⑦ Patient Service Officers will no longer be required to conduct fee chats for radiation therapy. If a Fee Chat Specialist is on leave, a Patient Services Officer will be appointed to temporarily fill in for the position and receive higher grade duties.
- ⑦ The proposal would have an uplifted fee chat specialist at Maitland (0.5FTE), Campbelltown (1FTE), Frenchs Forest (1FTE) and a shared role for Norwest and Kingswood (1FTE) for a total 3.5FTE uplift.
- ⑦ These uplifts will require an internal EOI process and are planned to be effective from 1st July 2026

Fee Chat Specialist Structure

Site	FTE
Newcastle	1.0 (existing role)
Maitland	0.5 (Uplifted FTE)
Campbelltown	1.0 (Uplifted FTE)
Hurstville	1.0 (existing role)
Frenchs Forest	1.0 (Uplifted FTE)
Mater	0 (duties will be performed by SPSO)
North Shore Health Hub	0 (duties will be performed by SPSO)
Norwest	1.0 (uplifted FTE to be shared across Norwest/Kingswood)
Kingswood	1.0 (uplifted FTE to be shared across Norwest/Kingswood)
St Vincents	1.0 (existing role)



Classification Definitions

CLASSIFICATION	DEFINITION
Patient Services Officer	<p>Means an Employee appointed to the position of Patient Services Officer who is required to provide a broad range of administrative and patient facing duties for the patient services team including:</p> <ul style="list-style-type: none"> • basic transcription processing; • patient appointments (internal & external); • patient fee conversations (medical oncology); • monitoring and reacting to patient feedback; • registration; • electronic file management; • switchboard management; • providing support to Doctors and other internal customers as required; and • other general administrative tasks inclusive of basic accounts office tasks (invoicing, receipting, basic rejections & banking).
Patient Services Officer - Fee Chat Specialist	<p>Means an Employee appointed to the position of Patient Services Officer – Fee Chat Specialist who is required to provide a broad range of administrative and patient facing duties for the patient services team in addition to the duties of a Patient Services Officer including:</p> <ul style="list-style-type: none"> • being the first point of contact within the Centre for all fee conversations with patients and managing patient billing enquiries for radiation therapy services; • conduct timely and sensitive financial conversation with oncology patients prior to the commencement of treatment including explanation treatment related costs, insurance coverage, Medicare and private health entitlements, co-payments and potential out of pocket expenses; • document and maintain confidential documentation of all financial conversations and patient interactions; • understanding the GenLend service and identification and subscription of patients who qualify; • provide cross-coverage across sites
Senior Patient Services Officer	<p>Means an Employee appointed in the position of Senior Patient Services Officer who is required to provide a broad range of functions as described for a Patient Services Officer, with the additional responsibility to:</p> <ul style="list-style-type: none"> • supervise administration staff at a centre; • manage staff rosters within the Centre, in conjunction with the Centre Leader; • conduct site-based training for the patient services team in conjunction with Centre Leader; • management of patient facing accounts receivable tasks including patient fee conversations and outstanding debt functions; • management of transcription services; and • resolving site specific issues with the Centre Leader.