



HOSPITAL SALARIED OFFICERS - CLARIFICATION OF CRITERIA BASED PROGRESSION

*This document clarifies and supports the application of subclause 21.6 of the [WA Health System – HSUWA – PACTS Industrial Agreement 2024 \(Agreement\)](#), with relation to the criteria based progression mechanisms for Clinical Psychologists, Clinical Neuropsychologists, Sonographers, Radiation Oncology Medical Physicists (**ROMPs**) and Diagnostic Imaging Medical Physicists (**DIMPs**).*

Employees who have any questions should contact their supervisor or manager in the first instance.

1. Criteria Based Progression

Criteria based progression provides the opportunity for progression to higher classification levels or rates of pay without an employee having to apply for new positions. It aims to reward and retain professional employees as their experience and skill base expands.

The fundamental principle of criteria progression is that an employee's productivity (contribution to the achievement of organisational goals) may increase substantially through the acquisition of increased knowledge, skills and experience whilst engaged in the performance of their duties. Progressing to higher classifications via criteria progression is based on measurable increases in an employee's productivity and professional excellence, rather than on an absolute value attributed to the position being occupied.

Criteria progression results in both the employee and their position progressing to a higher classification. Progression occurs once the specified prerequisites are met and is not dependent on a vacant position becoming available. As per subclause 21.6 of the Agreement, only certain occupations qualify for criteria based progression. An employee who meets the prerequisites for progression under subclause 21.6 of the Agreement cannot be denied progression on the basis of budgetary, or any other considerations.

2. Background

Criteria based progression has historically been provided for in the industrial agreement for clinical psychologists as a result of findings in the Industrial Relations Commission matter P39 of 1997.

An industrial mechanism to support criteria based progression for Sonographers, ROMPs and DIMPs was introduced into the 2024 Agreement on 19 March 2025. The Agreement was also amended to confirm the WA health system's practice of applying criteria based progression to clinical neuropsychologists.

3. Application

Clinical Psychologists and Clinical Neuropsychologists

- Pursuant to subclause 21.6(a) of the Agreement, Clinical Psychologist and Clinical Neuropsychologist Registrars (Grade 1) will commence at P-1.5, with progression to P-1.6 occurring in their second year.
- An employee appointed as a Clinical Psychologist or Clinical Neuropsychologist (Grade 2) will commence at P-2.3 and will progress by annual increments to P-4.2.
- Progression from Grade 1 Registrar (P-1.5 or P-1.6) to Grade 2 (P-2.3) following a period of approved supervision is effective from the date of registration and endorsement as a Clinical Psychologist or Clinical Neuropsychologist with the Psychology Board of Australia.
- The employee is responsible for notifying the employer of their registration as a professional with area/s of practice endorsement, in order to begin this process.
- An M6 Form must be completed and submitted to HSS to facilitate this progression.
- Thereafter, those engaged at Grade 2 will progress in annual increments from P-2.3 through to P-4.2.
- Nothing prevents Grade 1 Registrars from being engaged permanently.
- For assistance in determining whether an employee meets the required registration and endorsement standards, please refer to the Ahpra [Psychology Board of Australia](#).

Sonographers

- Pursuant to subclause 21.6(b) of the Agreement, Trainee Sonographers will commence at P-1.1, or at a higher increment following consideration of the employee's tertiary qualification on their commencing increment, pursuant to subclause 21.5(b) of the Agreement.
- Progression to Sonographer (P-2.1) will be effective from date of registration as an Accredited Medical Sonographer with the Australian Sonographer Accreditation Registry.
- The employee is responsible for notifying the employer of their registration as an accredited professional, in order to begin this process.
- An M6 Form must be completed and submitted to HSS to facilitate this progression.
- Nothing prevents Trainee Sonographers from being engaged permanently.
- For assistance in determining whether an employee meets the required registration standards, please refer to the [Australian Sonographer Accreditation Registry](#).

ROMPs and DIMPs

- Pursuant to subclause 21.6(c) of the Agreement, Registrar Medical Physicists will progress to P-2.1 with effect from the date of registration as a ROMP or DIMP with the Australasian College of Physical Scientists & Engineers in Medicines' Register of Qualified Medical Physics Specialists and Radiopharmaceutical Scientists (**ACPSEM**).
- ROMPs are required to be an ACPSEM registered Medical Physicist Specialist in the area of radiology oncology medical physics.
- DIMPs are required to be an ACPSEM registered Medical Physicist Specialist in the area(s) of nuclear medicine physics and/or radiology medical physics.
- The employee is responsible for notifying the employer of their registration as a certified professional, in order to begin this process.
- An M6 Form must be completed and submitted to HSS to facilitate this progression.
- Nothing prevents Registrar Medical Physicists from being engaged permanently.
- For assistance in determining whether an employee meets the required registration standards, please refer to the [Australasian College of Physical Scientists & Engineers in Medicines](#).