

**Determination No. 29 of 2023**

**Use of Allied Health Assistants for the Aboriginal Allied Health Cadetship Program**

In accordance with the provisions of section 116A(1) of the Health Services Act 1997 and delegation S117 of the NSW Ministry of Health's Combined Delegations Manual, I, Phil Minns, Deputy Secretary People, Culture and Governance, at the Ministry of Health make the following Determination:

1. The NSW Health Service Allied Health Assistants (State) Award (the Award) defines the classification of Allied Health Assistant as someone who works under the supervision and direction of an allied health professional to perform clinical and non-clinical duties. The Allied Health Assistant may be engaged to work in a discipline specific area or assist in the delivery of allied health services across a multi-disciplinary team.
2. The Award provides that "Clinical Duties" include therapeutic and program related activities and may include the identification and reporting of changes in the client's condition.
3. Schedule A of the Award limits the disciplines which can utilise Allied Health Assistants. These are
  - Dietetics (and Nutrition)
  - Diversional Therapy
  - Exercise Physiology
  - Mental Health\*
  - Occupational Therapy
  - Orthotics and Prosthetics
  - Physiotherapy
  - Podiatry
  - Radiography
  - Social Work
  - Speech Pathology

\*Any Allied Health Assistants who work in Mental Health must be under the clinical supervision of an Allied Health Professional.

4. This Determination has been developed to support the extension of the Aboriginal Allied Health Cadetship program to all Allied Health professions. The NSW Health Aboriginal Allied Health Cadetship program is for Aboriginal people living in NSW who are undertaking full-time study in an eligible undergraduate or postgraduate allied health course.
5. The program offers the cadets an income and employment in a NSW Health clinical facility while studying with the aim of providing a pathway into NSW Health and increasing the number of Aboriginal people working in Allied Health professions in NSW Health.

6. Cadets may be employed in the classification of Allied Health Assistant where relevant and available.
7. In addition to the disciplines listed in Schedule A of the Award ( as at point 3 of this Determination), this Determination extends the list of disciplines that may use Allied Health Assistant classifications for the purpose of employing people under the NSW Health Aboriginal Allied Health Cadetship program to include the following:
  - Art Therapy
  - Audiology
  - Child Life Therapy
  - Counselling
  - Genetic Counselling
  - Music Therapy
  - Nuclear Medicine Technology
  - Orthoptics
  - Pharmacy
  - Psychology
  - Radiation therapy
  - Sexual Assault Worker
  - Sonography
  - Welfare.

7. The use of Allied Health Assistants for the purpose of employing people in the Cadetship program must be in accordance with the requirements and provisions set out in the Award and in the NSW Health Guidelines GL 2020\_005 Allied Health Assistant Framework as amended from time to time:

- Schedule B of the Award sets out the criteria for classification of Allied Health Assistants, the minimum qualification requirements and the supervision requirements for each level, noting that all Allied Health Assistants must be under the supervision of an Allied Health Professional. The Award also sets the rates of pay for Allied Health Assistants The Health Employees Conditions of Employment (State) Award sets their conditions of employment.
- The NSW Health Guidelines formation on the governance framework and defines the roles and responsibilities that Allied Health Assistants have in the delivery of care and should be used when developing new Allied Health Assistant roles.

This Determination remains in force for a period of three years unless rescinded earlier or replaced by an Award.

Signed at Sydney this nineteenth day of September 2023.



**Leanne O'Shannessy**  
A/Deputy Secretary - People, Culture and Governance