



Dear Health Minister,

The profession of Nuclear Medicine Scientists in Queensland Health is at significant risk of having its worst workforce crisis in history. The primary causes of this crisis includes:

1. The difficulty in recruitment of Nuclear Medicine Scientists as there is no training pathway for Nuclear Medicine Scientists in Queensland
2. The retention of existing Nuclear Medicine Scientists in Queensland
3. The lack of independent governance of the Nuclear Medicine Profession in Queensland

These issues have been consistently raised in multiple workforce reviews, summits and meetings.

In 2024, the Queensland Government Implemented the following workforce incentive package

1. The conversion of temporary NMS 8.0FTE to permanent positions and 1.0 HP5 to permanent NM Clinical Educator
2. Funding to implement the Embedded Student Scholarship Scheme
3. A 25% allowance for Nuclear Medicine Scientists, from 30th of September 2024 to 31 December 2025 to allow for any future application of the allowance to be considered in the certified agreement negotiations that are scheduled to commence in April 2025.

This workforce incentive package, was able to stave off the impending crisis for Nuclear Medicine, providing retention of existing staff, attraction of new staff and a pipeline for the next generation of Nuclear Medicine Scientists.

However, during the HPDO5 negotiations, Nuclear Medicine Scientists put forward the claim to have the Nuclear Medicine Scientist Incentive Allowance included in the HPDO5 agreement. Queensland Health negotiators have declined the claim, with no negotiation beyond complete rejection.

The Nuclear Medicine Scientist community are willing to enter in proper negotiations regarding this claim to find a solution that would be palatable to both Queensland Health and also Nuclear Medicine Scientists.

Nuclear Medicine Scientists are seeking your intercession into this situation to enable proper negotiations to commence and a mutually beneficial outcome realised.

Unfortunately, if Queensland Health continue to be unwilling to support or negotiate with the Nuclear Medicine Scientists, then a return to the crisis facing the Nuclear Medicine Scientist Profession would drastically escalate and due to the stress of working in an unsupported profession, I would consider resigning from the Nuclear Medicine Scientist workforce under Queensland Health.

Kind Regards

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