

# Health Professionals and Support Services Award 2020



## Minimum Award Rates of Pay

**Operative Date:** From the first full pay period to commence on or after 1 July 2023.

**Percentage Increase:** 5.75% increase to the minimum award rates of pay. Employers need to ensure that all staff wages are above the minimum rates and that appropriate payments are made for allowances and loadings. Members with any questions should call the AMAV Workplace Relations Unit on 9280 8722

Classification	Weekly FT	Hourly FT/PT	Casual Weekday
<b>SUPPORT SERVICES EMPLOYEES</b>			
<b>Support Services Employee Level 1</b> Employee (<3 months' work experience in industry), performs basic duties, has minimal responsibility, accountability, or discretion, works under direct or routine supervision, not required to have previous experience or training <b>Cleaner, General Clerk</b>	910.90	23.97	\$29.96
<b>Support Services Employee Level 2</b> Employee (3 months & less than 1 year of service in industry), works under limited supervision, limited level of accountability or discretion, requires specific on-the-job training and/or relevant skills training or experience <b>Cleaner, Handyperson, General Clerk/Typist</b>	947.00	24.92	\$31.15
<b>Support Services Employee Level 3</b> Medium level of accountability or discretion, works under limited supervision, has sound communication and/or arithmetic skills, requires specific on-the-job training and/or relevant skills training or experience <b>General Clerk/ Typist (2+ years of service), Receptionist</b>	983.40	25.88	\$32.35
<b>Support Services Employee Level 4</b> Medium level of accountability or discretion, works under limited supervision, has good communication, interpersonal and/or arithmetic skills, requires specific on-the-job training, may require formal qualifications and/or relevant skills training or experience at Certificate III level. <b>Medical Records Clerk, Medical Imaging Admin, Dental Assistant (qualified), Pathology Collector, Technician (Dental, Orthotic, Pathology, Theatre)</b>	995.00	26.18	\$32.73
<b>Support Services Employee Level 5</b> Functions semi autonomously, prioritises own work, substantial level of accountability, comprehensive knowledge of medical terminology or health insurance schemes, basic computer knowledge or required to use a computer on a regular basis, has administrative skills & problem solving abilities, has well developed communication, interpersonal and/or arithmetic skills; requires substantial on-the-job training and may require formal qualifications at trade or certificate level and/or relevant skills training or experience <b>Medical Audio Typist, Medical Stenographer, Secretary, Interpreter (unqualified), Medical Imaging Admin</b>	1028.70	27.07	\$33.84
<b>Support Services Employee Level 6</b> High level of autonomy prioritises own work, substantial level of accountability and responsibility, may require comprehensive computer knowledge required to use a computer on a regular basis, has administrative skills and problem-solving abilities, has well developed communication, interpersonal and/or arithmetic skills, may require formal qualifications at post-trade or Advanced Certificate or Associate Diploma level and/or relevant skills training or experience. <b>Computer Clerk (advanced) Pay Clerk (advanced) Medical Imaging Admin</b>	1084.10	28.53	\$35.66
<b>Support Services Employee Level 7</b> Functions autonomously, prioritises own work and the work of others, substantial level of accountability & responsibility, may supervise others, including work allocation, rostering & guidance, may require comprehensive computer knowledge or be required to use a computer on a regular basis, has developed administrative skills & problem solving abilities, has well developed communication, interpersonal and/or arithmetic skills, may require formal qualifications at trade or Advanced Certificate or Associate Diploma level and/or relevant skills training or experience. <b>Clerical Supervisor, Qualified Interpreter</b>	1103.60	29.04	\$36.30
<b>Support Services Employee Level 8</b> Has worked or studied in a relevant field, has achieved standard relevant and/or specialist knowledge & experience sufficient to independently advise on a range of activities, responsible and accountable for their own work, may have delegated responsibility for the work under their control or supervision, scheduling workloads, resolving operations problems, monitoring quality of work, counselling staff for performance and work related matters, train and supervise employees in lower levels, may require relevant post-secondary qualifications but not essential, complex and diverse payroll, apply detailed knowledge to establish policies/products/services, use computer software for complex processing, finalise quotes/costings, prepare internal reports for management (financial, staffing, legislative requirements, operational)			
Pay point 1	1141.10	30.03	\$37.54
Pay point 2	1171.10	30.82	\$38.53
Pay point 3 +	1253.30	32.98	\$41.23
<b>Support Services Employee Level 9</b> Work may include preparing papers & reports, drafting complex correspondence for management, undertaking activities of a specialist or detailed nature, preparation of procedural guidelines, interpreting & analysing information, exercising specific process responsibilities, oversee & co-ordinate work of subordinate staff, requires application of knowledge usually gained through previous experience in the discipline or from post-secondary or tertiary study, develop strategy, development of training programs, apply Equal Opportunity & Industrial Relations principles, knowledge of business operational requirements, able to investigate interpret or evaluate information where legislation, regulations, instructions or procedural guidelines do not give adequate or specific answers			
Pay point 1	1275.80	33.57	\$41.97
Pay point 2	1321.00	34.76	\$43.45
Pay point 3 +	1331.60	35.04	\$43.80

Classification	Weekly (F/T)	Hourly (FT/PT)	Casual (Weekday)
<b>HEALTH PROFESSIONAL EMPLOYEES</b>			
<b>Health Professional Level 1</b>			
Entry level Health Professionals (new graduates) and for initial years of experience, entry level for new graduates who meet the requirement to practise as a health professional (where appropriate in accordance with their professional association's rules and be eligible for membership of their professional association) or such qualification as deemed acceptable by the employer. It is also the level for the early stages of the career of a health professional.			
Pay Point 1 (UG 2 Qualification)	1043.80	27.47	\$34.34
Pay Point 2 (three year degree)	1084.10	28.53	\$35.66
Pay Point 3 (four year degree)	1132.10	29.79	\$37.24
Pay Point 4 (masters degree)	1171.10	30.82	\$38.53
Pay Point 5 (PhD entry)	1275.80	33.57	\$41.97
Pay Point 6	1321.00	34.76	\$43.45
<b>Health Professional Level 2</b>			
Health Professional working independently, required to exercise judgement on routine matters, may require professional supervision from senior members of the profession, or health team when performing novel, complex, or critical tasks, demonstrate commitment to continuing professional development, may contribute to workplace education via provision of seminars, lectures or in-services, may be actively involved in quality improvement activities or research, contributes to the evaluation & analysis of guidelines, policies and procedures applicable to their clinical/professional work & may be required to contribute to the supervision of specific students			
Pay Point 1	1328.20	34.95	\$43.69
Pay point 2	1376.50	36.22	\$45.28
Pay point 3	1429.00	37.61	\$47.01
Pay Point 4	1485.90	39.10	\$48.88
<b>Health Professional Level 3</b>			
Experienced & able to independently apply professional knowledge & judgment when performing novel, complex or critical tasks, requires high knowledge & skill as recognised by employer, actively contributes to the development of professional knowledge and skills in their field, may be a sole discipline specific health professional in a metropolitan, regional or rural setting who practices in professional isolation from health professionals from the same discipline, is performing across a number of recognised specialties within a discipline, may be accountable for allocation and/or expenditure of resources and ensuring targets are met, is responsible for ensuring optimal budget outcomes for their customers and communities, may be responsible for providing regular feedback & appraisals for senior staff to improve health outcomes for customers and for maintaining a performance management system, is responsible for providing support for the efficient, cost effective and timely delivery of services.			
Pay Point 1	1550.40	40.80	\$51.00
Pay Point 2	1593.80	41.94	\$52.43
Pay Point 3	1628.10	42.84	\$53.56
Pay Point 4	1700.40	44.75	\$55.93
Pay point 5	1763.20	46.40	\$58.00
<b>Health Professional Level 4</b>			
Applies a high level of professional judgement and knowledge for a wide range of novel, complex and critical tasks, has a proven record of achievement at a senior level, has the capacity to allocate resources, set priorities and ensure budgets are met within a large and complex organisation, may be responsible to the executive for providing effective services and ensuring budget/strategic targets are met, supervises staff where required, is expected to develop/implement and deliver strategic business plans which increase the level of care to customers within a budget framework			
Pay Point 1	1877.20	49.40	\$61.75
Pay Point 2	2003.30	52.72	\$65.90
Pay Point 3	2178.50	57.33	\$71.66
Pay Point 4	2404.90	63.29	\$79.11

## JUNIOR EMPLOYEES

Age	% of Adult
Under 17 years	50%
17 years	60%
18 years	70%
19 years	80%
20 years	90%

*Please Note – Where you have rounded the base rate to two decimal places, you may identify a one cent discrepancy (up or down). The information contained in this document has been prepared by AMAV in this format for the convenience and benefit of its members and is based on material originating from third parties. AMAV does not accept responsibility for the accuracy of the information. The information does not constitute, and should not be relied on, as legal or other professional advice about the content and does not reflect the opinion of AMAV its employees or agents. AMAV does not accept responsibility for loss or damage suffered as a result of reliance on this information. If you are uncertain about the application of this information in your own circumstances, you should obtain specific advice.*