

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 2021.

The Fair Work Commission has announced a 1.75% increase to minimum wages following its 2021 Annual Wage Review.

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)
SUPPORT SERVICES EMPLOYEES			
Support Services Employee Level 1	Employee with <3 months' work experience in industry Cleaner, General Clerk		
	\$821.40	\$21.62	\$27.02
Support Services Employee Level 2	Employee with <1 year of service in industry Cleaner, Handyperson, General Clerk/Typist		
	\$855.50	\$22.51	\$28.14
Support Services Employee Level 3	General Clerk/ Typist (>1 year of service), Receptionist		
	\$889.00	\$23.39	\$29.24
Support Services Employee Level 4	Medical Records Clerk, Medical Imaging Admin		
	\$899.50	\$23.67	\$29.59
Support Services Employee Level 5	Medical Audio Typist, Medical Stenographer, Secretary with comprehensive knowledge of medical terminology, Interpreter (unqualified), Medical Imaging Admin, basic computer knowledge, functions semi-autonomously		
	\$930.00	\$24.47	\$30.59
Support Services Employee Level 6	Computer Clerk (advanced) Pay Clerk (advanced) Medical Imaging Admin, comprehensive computer knowledge, functions autonomously, substantial level of responsibility & accountability		
	\$980.10	\$25.79	\$32.24
Support Services Employee Level 7	Clerical Supervisor, Qualified Interpreter, comprehensive computer knowledge, functions autonomously, well developed communication, interpersonal, arithmetic skills		
	\$997.70	\$26.26	\$32.82
Support Services Employee Level 8	Supervise and train others, complex payroll, develop policy, complex processing of text, data or graphics, prepare reports for management		
	\$1,031.60	\$27.15	\$33.93
Pay point 2	\$1,058.70	\$27.86	\$34.83
Pay point 3 +	\$1,133.10	\$29.82	\$37.27
Support Services Employee Level 9	Supervise staff, develop strategy, development of training programs, prepare complex papers and correspondence for management, apply Equal Opportunity & Industrial Relations principles, knowledge of business operational requirements		
	\$1,153.30	\$30.35	\$37.94
Pay point 2	\$1,194.40	\$31.43	\$39.29
Pay point 3 +	\$1,203.80	\$31.68	\$39.60

Classification	Weekly (F/T)	Hourly (FT/PT)	Casual (Weekday)
HEALTH PROFESSIONAL EMPLOYEES			
Health Professional Level 1	Entry level Health Professionals (new graduates) and for initial years of experience		
Pay Point 1 (UG 2 Qualification)	\$943.60	\$24.83	\$31.04
Pay Point 2 (three year degree)	\$980.10	\$25.79	\$32.24
Pay Point 3 (four year degree)	\$1,023.40	\$26.93	\$33.66
Pay Point 4 (masters degree)	\$1,058.70	\$27.86	\$34.83
Pay Point 5 (PhD entry)	\$1,153.30	\$30.35	\$37.94
Pay Point 6	\$1,194.30	\$31.43	\$39.29
Health Professional Level 2	Health Professional working independently, required to exercise judgement on routine matters, may require professional supervision from senior members of the profession, may be involved in quality improvement activities or research		
Pay Point 1	\$1,200.80	\$31.60	\$39.50
Pay point 2	\$1,244.50	\$32.75	\$40.94
Pay point 3	\$1,291.90	\$34.00	\$42.50
Pay Point 4	\$1,343.30	\$35.35	\$44.19
Health Professional Level 3	Experienced and able to independently apply professional knowledge and judgment when performing novel, complex or critical tasks, requires high knowledge and skill as recognised by employer, actively contributes to the development of professional knowledge and skills in their field, responsible for providing support for the efficient cost effective & timely delivery of services		
Pay Point 1	\$1,401.60	\$36.88	\$46.11
Pay Point 2	\$1,440.80	\$37.92	\$47.39
Pay Point 3	\$1,471.90	\$38.73	\$48.42
Pay Point 4	\$1,537.20	\$40.45	\$50.57
Pay point 5	\$1,594.00	\$41.95	\$52.43
Health Professional Level 4	Applies a high level of professional judgement and knowledge for a wide range of novel, complex and critical tasks, Expected to develop/implement and deliver strategic business plans which increase the level of care to customers within a budget framework, supervises staff where required, capacity to allocate resources, set priorities & ensure budgets are met within a large & complex organisation		
Pay Point 1	\$1,697.00	\$44.66	\$55.82
Pay Point 2	\$1,811.10	\$47.66	\$59.58
Pay Point 3	\$1,969.40	\$51.83	\$64.78
Pay Point 4	\$2,174.10	\$57.21	\$71.52

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.