

FAIR WORK COMMISSION ANNUAL WAGE REVIEW DECISION IMPOSED FROM 1 JULY 2022 TO 30 JUNE 2023

CLASSIFYING YOUR STAFF AT THE CORRECT LEVEL

Classification definitions are set out in Schedule A – Classification Definitions in the Health Professionals and Support Services (HPSS) Award 2020. Employers must advise their employees in writing of their classification upon commencement and of any subsequent changes to their classification.

Common Support Services Employee (SSE) roles include practice managers, receptionists, typists and cleaners. Please read Schedule A for the full list of indicative SSE positions covered by this award.

PROGRESSION THROUGH PAY POINTS

Progression to the next pay point for all classifications for which there is more than one pay point will be for:

- (a) permanent full-time employees—by annual movement; or
- (b) permanent part-time and casual employees—after 1,824 hours of similar experience; having regard to the acquisition and use of skills.

A junior employee may be engaged to perform the duties of any SSE classification level in the HPSS Award 2020 and will be paid the following percentage of the adult minimum wage rate for the classification level applicable to the junior employee.

JUNIORS IN SUPPORT SERVICES	
Age	Per cent of adult rate
Under 17	50
17	60
18	70
19	80
20	90

SUPPORT SERVICES EMPLOYEES (SSE)			
	Full-Time \$/wk (38hrs)	Part-Time \$/hr	Casual \$/hr @ 25 per cent
SSE Level 1	861.40	22.67	28.34
SSE Level 2	895.50	23.57	29.46
SSE Level 3	929.90	24.47	30.59
SSE Level 4	940.90	24.76	30.95
SSE Level 5	972.80	25.60	32.00
SSE Level 6	1025.20	26.98	33.73
SSE Level 7	1043.60	27.46	34.33
SSE Level 8			
Pay point 1	1079.10	28.40	35.50
Pay point 2	1107.40	29.14	36.43
Pay point 3	1185.20	31.19	38.99
SSE Level 9			
Pay point 1	1206.40	31.75	39.69
Pay point 2	1249.20	32.87	41.09
Pay point 3	1259.20	33.14	41.43

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FAIR WORK COMMISSION ANNUAL WAGE REVIEW DECISION IMPOSED FROM 1 JULY 2022 TO 30 JUNE 2023

CLASSIFYING YOUR STAFF AT THE CORRECT LEVEL

Classification definitions are set out in Schedule A – Classification Definitions and a List of Common Health Professionals is set out in Schedule B of the HPSS Award 2020. Employers must advise their employees in writing of their classification upon commencement and of any subsequent changes to their classification.

PROGRESSION THROUGH LEVEL 1 PAY POINT

Employees will enter at the relevant pay point and then progress through each pay point until they reach pay point 6 as follows for:

- (a) permanent full-time employees – annually; or
- (b) permanent part-time and casual employees – after 1,824 hours' experience.

PROGRESSION THROUGH LEVELS 2-4 PAY POINTS

Progression to the next pay point for all classifications for which there is more than one pay point will be for:

- (a) permanent full-time employees – by annual movement; or
- (b) permanent part-time or casual employees – after 1,824 hours of similar experience; having regard to the acquisition and use of skills.

HPE LEVEL 1 PAY POINT ENTRY

- Pay point 1** – UG 2 qualification
- Pay point 2** – Three-year degree entry
- Pay point 3** – Four-year degree entry
- Pay point 4** – Masters degree entry
- Pay point 5** – PhD entry

HEALTH PROFESSIONAL EMPLOYEES (HPE)				
	Full-Time \$/wk (38hrs)	Part-Time \$/hr	Casual \$/hr @ 25 per ce.nt	
Level 1	Pay point 1 (UG 2 qualification)	987.00	25.97	32.46
	Pay point 2 (Three-year degree entry)	1025.20	26.98	33.73
	Pay point 3 (Four-year degree entry)	1070.50	28.17	35.21
	Pay point 4 (Masters degree entry)	1107.40	29.14	36.43
	Pay point 5 (PhD entry)	1206.40	31.75	39.69
	Pay point 6	1249.20	32.87	41.09
Level 2	Pay point 1	1256.00	33.05	41.31
	Pay point 2	1301.70	34.26	42.83
	Pay point 3	1351.30	35.56	44.45
	Pay point 4	1405.10	36.98	46.23
Level 3	Pay point 1	1466.10	38.58	48.23
	Pay point 2	1507.10	39.66	49.58
	Pay point 3	1539.60	40.52	50.65
	Pay point 4	1607.90	42.31	52.89
	Pay point 5	1667.30	43.88	54.85
Level 4	Pay point 1	1775.10	46.71	58.39
	Pay point 2	1894.40	49.85	62.31
	Pay point 3	2060.00	54.21	67.76
	Pay point 4	2274.10	59.84	74.80

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Allowance	General description	Maximum payment in period	Piecemeal payments
Uniform allowance	Employer requires the employee to wear a uniform and the employee must pay for this uniform	\$6.24 per week	\$1.23 per shift or part thereof
Laundry allowance	Employee launders own uniform	\$1.49 per week	\$0.32 per shift or part thereof
Meal allowance	Employee works in excess of one hour of overtime	\$14.10 for a meal	\$12.71 for an extra meal
Nauseous work allowance	Employee engaged in handling linen of a nauseous nature not including linen sealed in airtight containers; and/or for work which is of an unusually dirty or offensive nature having regard to the duty normally performed by the employee	\$2.65 per week	\$0.49 per hour or part thereof
On call allowance	Monday to Saturday	\$21.17 per 24-hour period or part thereof	N/A
On call allowance	Sunday and public holiday	\$42.24 per 24-hour period or part thereof	N/A
Vehicle allowance	Employee uses their own vehicle for work purposes	N/A	\$0.92 per km
Heat allowance	Employed at current place of work prior to 8 August 1991 – temperature exceeds 40°C but does not exceed 46°C	\$0.49 per hour or part of an hour	N/A
Heat allowance	Employed at current place of work prior to 8 August 1991 – temperature exceeds 46°C	\$0.59 per hour or part of an hour	N/A
Occasional interpreting allowance	Employee not employed as a full-time interpreter who is required to perform interpreting duties	\$12.45 per week	\$1.08 per occasion
Tool allowance	Must be employed as a chef or cook	\$12.55 per week	N/A
Board and lodging (deduction in wage rates)	Employees receiving full adult rate of pay	\$28.69 per week	N/A
Board and lodging (deduction in wage rates)	Trainees	\$12.96 per week	N/A
Board and lodging (deduction in wage rates)	Where employees buy their meals at ruling cafeteria rates	\$17.87 per week	N/A

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**WORKPLACE
RELATIONS
TOOLKIT**

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FAIR WORK COMMISSION ANNUAL WAGE REVIEW DECISION IMPOSED FROM 1 JULY 2022 TO 30 JUNE 2023

Reimbursements	General Description
Apprentice training fees and textbook costs reimbursement	Reimbursement of training fees for prescribed courses and the cost of prescribed textbooks
Apprentice travel to block release training reimbursement	Reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training
Special clothing reimbursement	Reimbursement for the cost of purchasing the special clothing or safety equipment
Travel allowance	Reimbursement for fares, meals and accommodation
Blood check allowance	Reimbursement of out of pocket expenses for a blood check
Telephone allowance	Reimbursement for installation costs and rental charges on production of receipted accounts

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FAIR WORK COMMISSION ANNUAL WAGE REVIEW DECISION IMPOSED FROM 1 JULY 2022 TO 30 JUNE 2023

CLASSIFYING YOUR STAFF AT THE CORRECT LEVEL

Classification definitions are set out in Schedule A – Classification Definitions. Employers must advise their employees in writing of their classification upon commencement and of any subsequent changes to their classification.

PROGRESSION THROUGH PAY POINTS

Progression for all classifications for which there is more than one pay point will be for:

- (a) permanent full-time employees, by annual movement to the next pay point; or
- (b) permanent part-time and casual employees, 1,786 hours of experience;

having regard to the acquisition and use of skill described in the definitions contained in Schedule A – Classification Definitions and knowledge gained through experience in the practice settings over such a period.

ASSISTANT IN NURSING (AIN)

	Full-Time \$/wk (38hrs)	Part-Time \$/hr	Casual \$/hr @ 25 per cent
First year	883.40	23.25	29.06
Second year	897.20	23.61	29.51
Third year and thereafter	911.60	23.99	29.99
Experienced (the holder of a relevant Certificate III qualification)	940.90	24.76	30.95

ENROLLED NURSES (EN)

	Full-Time \$/wk (38hrs)	Part-Time \$/hr	Casual \$/hr @ 25 per cent
Pay point 1	958.30	25.22	31.53
Pay point 2	971.00	25.55	31.94
Pay point 3	983.90	25.89	32.36
Pay point 4	998.10	26.27	32.84
Pay point 5	1008.10	26.53	33.16

REGISTERED NURSES (RN) MINIMUM ENTRY RATE

	Full-Time \$/wk (38hrs)	Part-Time \$/hr	Casual \$/hr @ 25 per cent
(a) Four-year degree	1070.50	28.17	35.21
(b) Masters degree	1107.40	29.14	36.43

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PROGRESSION THROUGH PAY POINTS

Progression for all classifications for which there is more than one pay point will be for:

- (a) permanent full-time employees, by annual movement to the next pay point; or
- (b) permanent part-time and casual employees, 1,786 hours of experience;

having regard to the acquisition and use of skill described in the definitions contained in Schedule A – Classification Definitions and knowledge gained through experience in the practice settings over such a period.

MINIMUM ENTRY RATE PER WEEK

Four-year degree – \$1,070.50

Masters degree – \$1,107.40

Progression from these entry rates will be to level 1 – Registered nurse pay point 4 and 5 respectively.

REGISTERED NURSES (RN)

		Full-Time \$/wk (38hrs)	Part-Time \$/hr	Casual \$/hr @ 25 per cent
Level 1	Pay point 1	1025.20	26.98	33.73
	Pay point 2	1046.20	27.53	34.41
	Pay point 3	1071.90	28.21	35.26
	Pay point 4	1100.40	28.96	36.20
	Pay point 5	1134.20	29.85	37.31
	Pay point 6	1167.00	30.71	38.39
	Pay point 7	1200.80	31.60	39.50
	Pay point 8	1232.00	32.42	40.53
Level 2	Pay point 1	1264.70	33.28	41.60
	Pay point 2	1284.80	33.81	42.26
	Pay point 3	1307.10	34.40	43.00
	Pay point 4	1328.50	34.96	43.70
Level 3	Pay point 1	1371.30	36.09	45.11
	Pay point 2	1396.50	36.75	45.94
	Pay point 3	1420.60	37.38	46.73
	Pay point 4	1446.10	38.06	47.58
Level 4	Grade 1	1565.10	41.19	51.49
	Grade 2	1677.30	44.14	55.18
	Grade 3	1775.10	46.71	58.39
Level 5	Grade 1	1579.40	41.56	51.95
	Grade 2	1663.20	43.77	54.71
	Grade 3	1775.10	46.71	58.39
	Grade 4	1885.80	49.63	62.04
	Grade 5	2079.90	54.73	68.41
	Grade 6	2275.70	59.89	74.86

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PROGRESSION THROUGH PAY POINTS

Progression for all classifications for which there is more than one pay point will be by annual movement to the next pay point, or in the case of a permanent part-time or casual employee 1,786 hours of experience, having regard to the acquisition and use of skill described in the definitions contained in Schedule A – Classification Definitions and knowledge gained through experience in the practice settings over such a period.

NURSE PRACTITIONERS

	Full-Time \$/wk (38hrs)	Part-Time \$/hr	Casual \$/hr @ 25 per cent
First year	1578.00	41.53	51.91
Second year	1624.90	42.76	53.45

OCCUPATIONAL HEALTH NURSES

	Full-Time \$/wk (38hrs)	Part-Time \$/hr	Casual \$/hr @ 25 per cent	
Level 1	Pay point 1	1100.40	28.96	36.20
	Pay point 2	1134.20	29.85	37.31
	Pay point 3	1167.00	30.71	38.39
	Pay point 4	1200.80	31.60	39.50
	Pay point 5	1232.00	32.42	40.53
Level 2	Pay point 1	1264.70	33.28	41.60
	Pay point 2	1284.80	33.81	42.26
	Pay point 3	1307.10	34.40	43.00
	Pay point 4	1328.50	34.96	43.70
	Senior occupational health clinical nurse	1328.50	34.96	43.70
Level 3	Pay point 1	1371.30	36.09	45.11
	Pay point 2	1396.50	36.75	45.94
	Pay point 3	1420.60	37.38	46.73
	Pay point 4	1446.10	38.06	47.58

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Allowance	General description	Maximum payment in period	Piecemeal payments
Uniform allowance	Employer requires the employee to wear a uniform and the employee must pay for this uniform	\$6.24 per week	\$1.23 per shift
Laundry allowance	Employee launders own uniform	\$1.49 per week	\$0.32 per shift
Meal allowance	Employee works in excess of one hour of overtime	\$14.10 for the first meal	\$12.71 for the second meal
On call allowance	Monday to Friday	\$23.03 for each on call period of up to 24 hours	N/A
On call allowance	Saturday	\$34.70 for each on call period of up to 24 hours	N/A
On call allowance	Sunday, public holidays and rostered days off	\$40.48 for each on call period of up to 24 hours	N/A
Vehicle allowance	Employee uses their own vehicle for work purposes	N/A	\$0.92 per km

PLEASE NOTE: The following allowances do not apply to employees classified as a level 4 or 5 registered nurse.

Reimbursements	General Description
Travel allowance	Reimbursement for the cost of reasonable fares, meals and accommodation

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