

Our Ref: SMP: JCLB:313668

Your Ref: AM2014/250

9 March 2017

Attention: Ms Elizabeth O'Brien
Associate to Commissioner Cirkovic
11 Exhibition Street
MELBOURNE VICTORIA 3000

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Dear Ms O'Brien

Four yearly review of modern awards Aboriginal Community Controlled Health Services Award 2010 (Award) FWC Matter No.: AM2014/250

We refer to the Draft Report in relation to AM2014/250 dated 20 February 2017 (**Draft Report**), the Summary of Proposed Substantive Variations in relation to AM2014/250 dated 20 February 2017 (**SPSV**), the conference before Commissioner Cirkovic on 8 February 2017 (**Conference**), the National Aboriginal and Torres Strait Islander Health Worker Association's (**NATSIHWA**) Amended Draft Determination dated 1 December 2016 (**Amended Draft Determination**) and NATSIHWA's '*Outline of submissions concerning the Aboriginal Community Controlled Health Services Award 2016*' dated 14 October 2016 (**14 October Submissions**).

1. Award Title

NATSIHWA will pursue its proposal to extend coverage of the Award to cover all Aboriginal and/or Torres Strait Islander health workers employed in private practice¹ (**Coverage Claim**). If the Coverage Claim is successful, this will necessitate a variation to the Award's title.

At the Conference NATSIHWA indicated that it proposed to vary the Award's title to '*Aboriginal and Torres Strait Islander Health Services Award*'.

Upon further consultation, we confirm that NATSIHWA's proposes that should the Coverage Claim be successful, the Award's title be varied to the '*Aboriginal and/or Torres Strait Islander Health Services Award*' (our emphasis).

Accordingly, we respectfully request that NATSIHWA's position as summarised in the SPSV at item S2A be amended to reflect the above.

¹ [2] of the Draft Report.

2. Progression and recognition of previous service

NATSIHWA is seeking the inclusion of a 'Progression' clause into the Award.² In addition, NATSIHWA seeks the inclusion of a clause titled 'Recognition of previous service'.³ To supplement the inclusion of the latter, NATSIHWA also proposes to include a new clause 'Evidence of qualifications'.⁴

We note that these proposed substantive changes do not currently appear in the SPSV and we respectfully request their inclusion for tabling at the conference listed before Commissioner Cirkovic at 2.00 pm on 28 March 2017.

3. Proposed new Classification Structure

We note that items **S18B, S19, S21, S22** and **S23** summarise a number of issues concerning Schedule B of the Award that NATSIHWA had previously indicated it would pursue.

We confirm that, with respect to Schedule B, NATSIHWA seeks the inclusion of the classification structure set out at pages 9 to 21 of the Amended Draft Determination rather than press the discrete issues currently summarised in the SPSV.

We propose that the SPSV be amended to include a new Item S19:

Summary: **"Inclusion of new classification structure"**

Notes **"See NATSIHWA position in amended draft determination dated 1 December 2016 at pages 9 to 21"**

Further, items S18B, S19, S21, S22 and S23 in their current form, can be deleted.

4. Allowances

S7 of the SPSV notes that NATSIHWA seeks the inclusion of allowances 'to bring them in line with allowances afforded to other health professionals'. Specifically NATSIHWA seeks the inclusion of:

- (a) an occasional interpreting allowance;
- (b) a damaged clothing allowance;
- (c) a blood check allowance;
- (d) a telephone allowance;
- (e) a nauseous work allowance;
- (f) a heat allowance; and
- (g) a medication administration allowance.⁵

² See page 3 of the Amended Draft Determination. See also paragraph 15(c) of the 14 October Submissions.

³ Ibid. See also paragraph 15(d) of the 14 October Submissions.

⁴ See page 4 of the Amended Draft Determination.

⁵ See pages 7 to 8 of the Amended Draft Determination.

NATSIHWA submits that the inclusion of each of the above allowances constitute substantive claims and should be included as discrete items in an amended SPSV.

5. Proposed Wages

The Amended Draft Determination indicated at pages 4 to 5 that such proposed wages were '*under consultation*'.

Since the finalisation of the Amended Draft Determination on 1 December 2016, NATSIHWA has completed an initial period of consultation. For the benefit of interested parties and in advance of the conference listed for 28 March 2017, we **enclose** NATSIHWA's proposed wages structure.

Accordingly, we respectfully request that Item S6 of the SPSV is updated to reflect the above.

Should you have any queries in relation to the above, please do not hesitate to contact Justin Le Blond or Persephone Forster on (02) 9334 8746.

Yours sincerely



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Memorandum - minimum wages - for consideration only

9 March 2017

Aboriginal Community Controlled Health Services Award 2010 (Award) (AM2014/250)

Current Wages for 'Aboriginal Health Workers' under the Award

	Per week \$
Grade 1	
Level 1	747.00
Level 2	800.60
Level 3	827.90
 Grade 2	
Level 1	871.20
Level 2	916.70
Level 3	961.30
 Grade 3	
Level 1	988.10
Level 2	1014.70
Level 3	1038.00
 Grade 4	
Level 1	1062.80
Level 2	1087.80
Level 3	1114.10

Proposed new wages for Aboriginal and/or Torres Strait Islander Health Workers to accompany proposed new Classification Structure

	Proposed weekly wages (\$)
Grade 1	747.00
Health Worker Trainee	
 Grade 2	
Health Worker Trainee	
 Level 1	800.60
Level 2	827.90

Proposed weekly wages (\$)

Grade 3

Generalist Health Worker

Level 1	871.20
Level 2	916.70
Level 3	961.30

Grade 4

Advanced Health Worker - Care

Level 1	988.10
Level 2	1014.70
Level 3	1038.00

Grade 5

Advanced Health Worker - Practice

Health Practitioner

Senior Health Care Worker - Care

Level 1	1062.80
Level 2	1087.80
Level 3	1114.10

Grade 6

Senior Health Practitioner Coordinator Care

Level 1	1256.10
Level 2	1280.70
Level 3	1305.50