



# DETERMINATION

*Fair Work Act 2009*

s.156—4 yearly review of modern awards

## **4 yearly review of modern awards**

(AM2018/12)

## **ABORIGINAL COMMUNITY CONTROLLED HEALTH SERVICES**

### **AWARD 2020**

[MA000115]

Indigenous organisations and services

DEPUTY PRESIDENT GOSTENCNIK

DEPUTY PRESIDENT MASSON

COMMISSIONER BISSET

MELBOURNE, XX DECEMBER 2020

*4 yearly review of modern awards – Aboriginal Community Controlled Health Services Award 2020 – finalisation of substantive claims.*

A. Further to the decision [[2020] FWCFB 6535] issued by the Full Bench of the Fair Work Commission on 8 December 2020, the above award is varied as follows:

1. By deleting clause 1.1 and inserting the following:

**1.1** This award is the *Aboriginal and Torres Strait Islander Health Workers and Practitioners and Aboriginal Community Controlled Health Services Award 2020*.

2. By deleting clause 4.1 and inserting the following:

**4.1** This industry and occupation award covers:

(a) employers throughout Australia in the Aboriginal community controlled health services industry and their employees in the classifications listed in clause 16—Minimum rates to the exclusion of any other modern award; and

(b) employers throughout Australia with respect to their employees engaged as an Aboriginal and/or Torres Strait Islander Health Worker or as an Aboriginal and/or Torres Strait Islander Health Practitioner in the classifications listed in clause 16—Minimum rates to the exclusion of any other modern award.

3. By deleting clause 4.3 and inserting the following:

**4.3** This award covers any employer which supplies labour on an on-hire basis in the Aboriginal community controlled health services industry or which supplies employees engaged as Aboriginal and/or Torres Strait Islander Health Workers or as Aboriginal and/or Torres Strait Islander Health Practitioners in respect of on-hire employees in classifications covered by this award, and those on-hire employees, while engaged in the performance of work for a business in that industry or engaged for a business in public or private medical practice. Clause 4.3 operates subject to the exclusions from coverage in this award.

4. By deleting clause 4.4. and inserting the following:

**4.4** This award covers employers which provide group training services for trainees engaged in the Aboriginal community controlled health services industry and/or parts of that industry and/or as trainees in occupations in classifications covered by this award and those trainees engaged by a group training service hosted by a company to perform work at a location where the activities described herein are being performed. Clause 4.4 operates subject to the exclusions from coverage in this award.

5. By deleting clause 4.5 and inserting the following:

**4.5** The award does not cover:

- (a) an employee excluded from award coverage by the Act;
- (b) employers covered by the following awards with respect to employees covered by the awards:
  - (i) *Nurses Award 2010*; or
  - (ii) *Medical Practitioners Award 2020*.
- (c) employees who are covered by a modern enterprise award, or an enterprise instrument (within the meaning of the *Fair Work (Transitional Provisions and Consequential Amendments) Act 2009* (Cth)), or employers in relation to those employees; or
- (d) employees who are covered by a State reference public sector modern award, or a State reference public sector transitional award (within the meaning of the *Fair Work (Transitional Provisions and Consequential Amendments) Act 2009* (Cth)), or employers in relation to those employees.

6. By inserting clause 12.3 as follows:

**12.3 Progression**

- (a) At the end of each 12 months' continuous employment, an employee will be eligible for progression from one level to the next within a grade if the employee has demonstrated competency and satisfactory performance over a minimum period of 12 months at each level within the level and;

- (i) the employee has acquired and satisfactorily used new or enhanced skills within the ambit of the classification, if required by the employer; or
  - (ii) where an employer has adopted a staff development and performance appraisal scheme and has determined that the employee has demonstrated satisfactory performance for the prior 12 months' employment.
- (b) Movement to higher classification will occur by way of promotion or re-classification

7. By inserting clause 12.4 as follows:

**12.4 Recognition of prior service**

- (a) On appointment, an employee will be classified and placed on the appropriate level on the salary scale in clause 16—Minimum rates, according to their qualifications and experience as an Aboriginal and/or Torres Strait Islander Health worker.
- (b) Service as a part-time Aboriginal and/or Torres Strait Islander Health Worker will normally accrue on a pro-rata basis according to the percentage of a full-time Aboriginal and/or Torres Strait Islander Health Worker load undertaken in any year; provided that where the hours are more than 90% of a full-time load, service will count as a full-time year.
- (c) In the case of a casual employee, the equivalent of a full-time year of service is 200 casual days.

8. By inserting clause 12.5 as follows:

**12.5 Evidence of qualifications**

On engagement, the employer may require that the employee provide documentary evidence of qualifications and experience. If an employer considers that the employee has not provided satisfactory evidence, and advises the employee in writing to this effect, then the employer may decline to recognise the relevant qualification or experience until such evidence is provided. Provided that the employer will not unreasonably refuse to recognise the qualifications of an employee.

9. By deleting clause “15—Unpaid meal breaks” and inserting the following:

**15. Breaks**

**15.1 Unpaid meal breaks**

- (a) An employee who works more than 5 hours will be entitled to an unpaid meal break of between 30 and 60 minutes.

- (b) The time of taking the meal break may be varied by agreement between the employer and employee.

**15.2 Paid rest breaks**

- (a) Two separate 10 minute rest breaks (in addition to meal breaks) will be allowed to each employee on duty during each ordinary shift of 7.6 hours or more.
- (b) Where less than 7.6 ordinary hours are worked, employees will be allowed one 10 minute rest break in each four hour period.
- (c) Subject to mutual agreement, such intervals may alternatively be taken as one 20 minute interval.
- (d) Rest breaks will count as time worked.

**15.3 Rest Breaks – working in heat**

- (a) Where work continues for more than 2 hours in temperature exceeding 46oC, employees will be entitled to a 20 minute rest break every 2 hours without deduction from pay.
- (b) The employer must take all reasonable steps to ensure that an employee takes the breaks/s to which he or she is entitled.
- (c) It will be the responsibility of the employer to ascertain the temperature.

10. By deleting the table appearing in clause 16.1(a) and inserting the following:

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
<b>Grade 1</b>		
Level 1	837.10	22.03
<b>Grade 2</b>		
Level 1	897.00	23.61
Level 2	927.70	24.41
<b>Grade 3</b>		
Level 1	976.10	25.69
Level 2	1027.20	27.03
Level 3	1077.10	28.34
<b>Grade 4</b>		
Level 1	1107.10	29.13
Level 2	1137.00	29.92
Level 3	1163.10	30.61
<b>Grade 5</b>		

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Level 1	1190.90	31.34
Level 2	1218.90	32.08
Level 3	1248.40	32.85

11. By inserting clause 18.2(b) as follows:

**(b) Nauseous Work Allowance**

An allowance of **\$0.49** per hour or part thereof will be paid to an employee in any classification if they are engaged in handling linen of a nauseous nature other than 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 such employee in such classification. Any employee who is entitled to be paid for this allowance will be paid a minimum amount of **\$2.64** for work performed in any week.

12. By inserting clause 18.2(c) as follows:

**(c) Medication Administration Allowance**

Aboriginal and/or Torres Strait Islander Health Workers who are qualified and permitted under law to administer medications in the performance of their duties are entitled to an allowance of **\$2.44** per week.

13. By inserting clause 18.3(d) as follows:

**(d) Telephone allowance**

Where the employer requires an employee to install and/or maintain a telephone for the purpose of being on call, the employer will refund the installation costs and the subsequent rental charges on production of receipted accounts. This clause will not apply where the employer provides the employee with a mobile telephone for the purpose of being on call.

14. By inserting clause 18.3(e) as follows:

**(e) Blood count allowance**

Any employee exposed to radiation hazards in the course of their work will be entitled to a blood count as often as is considered necessary and will be reimbursed for any out of pocket expenses arising from such a test.

15. By inserting clause 18.3(f) as follows:

**(f) Replacement, Cleaning or Repair to Damaged Clothing Allowance**

Where an employee, in the course of their employment suffers any damage to or soiling of clothing or other personal effects, the employer will be liable for the replacement, repair or cleaning of such clothing or personal effects provided, where practicable, immediate notification is given to the employer of such soiling as soon as possible.

16. By deleting clause 26 and inserting the following:

**26 Ceremonial leave**

An employee who is legitimately required by indigenous tradition to be absent from work for Aboriginal or Torres Strait Islander ceremonial purposes, including for bereavement related ceremonies and obligations, will be entitled to up to 10 working days unpaid leave in any one year, with the approval of the employer.

17. By deleting clause A.2 and inserting the following:

**A.2 Aboriginal and/or Torres Strait Islander Health Workers**

**A.2.1 Aboriginal and/or Torres Strait Islander Health Worker Trainee (Entry) (Health Worker Trainee) - Grade 1**

- (a) Aboriginal and/or Torres Strait Islander Health Worker Trainee (Entry) (Health Worker Trainee) - Grade 1 means an employee in their first year of service who will generally have no direct experience in the provision of Aboriginal and/or Torres Strait Islander health services.
- (b) They will provide primary health services education and liaison duties under the direct supervision of more senior employees.
- (c) The employer will actively assist the employee to pursue entry into an approved course of study to gain a Certificate II in Aboriginal and/or Torres Strait Islander Primary Health Care or equivalent within 18 months.

**A.2.2 Aboriginal and/or Torres Strait Islander Health Worker Trainee (Health Worker Trainee) - Grade 2**

- (a) Aboriginal and/or Torres Strait Islander Health Worker Trainee (Health Worker Trainee) - Grade 2 means an employee in their second year of service or an employee whom has obtained and/or possess a Certificate II in Aboriginal and/or Torres Strait Islander Primary Health Care or equivalent.
- (b) They will provide primary health services education and liaison duties under the direct supervision of more senior employees.

### **A.2.3 Indicative tasks performed by a Health Worker Trainee**

- (a) Health Worker Trainees will perform a range of duties and services provided by professional, technical, clinical and administrative work categories.
- (b) A Health Work Trainee will:
- work under direct supervision, either individually or in a team or group, using routine procedures and established techniques or methods;
  - perform a range of routine tasks and operate office and other equipment requiring the use of basic skills, training or experience;
  - exercise minimal judgement in deciding how tasks are performed and completed while being responsible for the quality standard of completed work; and
  - undertake orientation and training programs as available.

### **A.2.4 Range of activities undertaken:**

- Assist more senior employees in the provision of patient care associated with basic primary health care functions.
- Assist in the delivery of clinical support services by performing a range of basic non-professional tasks and transporting patients from one area to another.
- Establish and maintain a communication network between health providers and the community.
- Assist in identifying health needs of individuals, groups and the community.
- Assist with the provision of health promotion programs, appropriate referrals, advice and information.
- Network and liaise with other service providers to ensure a coordinated approach to health service delivery.
- Undertake incidental administrative tasks including maintenance of records and data collection.
- Assist in ensuring that services are provided in ways that maximise cultural acceptability.
- Maintain the confidentiality of client contacts.
- Deliver health services under supervision including:
  - basic health screening;

- basic first aid;
- health education and promotion;
- client support;
- identification of health needs;
- referral to other health professionals and other services;
- limited advice and information; and
- other activities as required to meet identified health needs of the community.

**A.2.5 Aboriginal and/or Torres Strait Islander Health Worker (Generalist Health Worker) - Grade 3 means:**

- (a) a person who has completed Certificate III in Aboriginal and/or Torres Strait Islander Primary Health Care or equivalent; or
- (b) a person with other qualifications or experience deemed equivalent through a Registered Training Organisation.

A Generalist Health Worker who:

- (i) holds a Certificate III in Aboriginal and/or Torres Strait Islander Primary Health Care or equivalent; or
- (ii) has a Medicare provider number (not a prerequisite)

will be classified as no less than a Grade 3 Level 2 Aboriginal Health Worker/Aboriginal Community Health Worker.

**A.2.6 Scope of the role**

- (a) A Generalist Health Worker works within delegated model of care, and will perform a range of duties in the delivery of primary health care services and community care. They will perform duties of a specific nature, or a range of duties designed to assist in the provision of health services in the professional, technical, clinical and administration work categories.
- (b) A Generalist Health Worker will be able to:
  - (i) provide a range of health functions of a clinical, preventative, rehabilitative or promotional nature under the general direction of more senior employees;
  - (ii) work under supervision and direction, either individually or in a team or group using routine primary health care practices and procedures and



established techniques or methods. Such tasks may include some of all of the following:

- assisting in the provision of comprehensive primary health care and education of clients, in conjunction with other members of the health care team;
  - under instruction, assisting in the provision of standard medical treatments in accordance with established medical protocols;
  - collecting and recording data from clients which will assist in the diagnosis and management of common medical problems and medical emergencies;
  - in line with policies and programs established by the health team, participate in educating and informing the community about preventative health measures; and
  - undertaking orientation and training programs as available,
- (iii)** perform a range of additional tasks at a standard in accordance with the level of qualification held, to operate office and other equipment, which requires specific levels of skill, training and experience that are not subject to licensing and registration of other professions. Such services may include:
- first aid;
  - health education and promotion;
  - client support;
  - identification of health needs;
  - referral to other health professionals and other services;
  - advice and information;
  - other activities as required to meet identified health needs; and
  - advocacy,
- (iv)** exercise judgement in deciding how tasks are performed and completed to ensure the quality standard of completed work; and
- (v)** demonstrate good communication and interpersonal skills in client liaison advocacy and teamwork.

### A.2.7 Required skills and knowledge

- (a) A Generalist Health Worker will possess an ability to apply primary health care generalist knowledge, skills and demonstrated capacity to perform tasks, using defined techniques and knowledge under supervision.
- (b) A Generalist Health Worker will have:
  - (i) good interpersonal skills and abilities to communicate with Aboriginal and/or Torres Strait Islander individuals, families and communities and network with other services and health professions;
  - (ii) demonstrated ability to apply knowledge and skills obtained from Certificate III in Aboriginal and/or Torres Strait Islander Primary HealthCare or equivalent; and
  - (iii) knowledge of confidentiality, ethics and duty of care in a primary healthcare and/or community services environment.

### A.2.8 Aboriginal and/or Torres Strait Islander Health Practitioner, Advanced Health Worker – Practice & Advanced Health Worker – Care – Grade 4

The following three roles are classified at Grade 4:

- (a) Aboriginal and/or Torres Strait Islander Health Worker Advanced (**Advanced Health Worker - Practice**)

An Advanced Health Worker - Practice is a person who holds either a Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care Practice or equivalent. The employee independently undertakes a full range of duties, including dealing with the most complex matters. An Advanced Health Worker - Practice performs their duties with little supervision, and may work as a sole practitioner remote from the health service.

- (b) Aboriginal and/or Torres Strait Islander Health Practitioner (**Health Practitioner**)

A Health Practitioner who holds a Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care Practice and holds current registration with the Australian Health Practitioner Regulation Agency (AHPRA) –Aboriginal and Torres Strait Islander Health Practice Board.

(NOTE: An Aboriginal and/or Torres Strait Islander Health Practitioner (protected title) are required by National legislation to maintain registration as a condition of their employment and hold a Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care Practice, and must be classified as no less than a Grade 5 Level 1).

- (c) An **Advanced Health Worker - Care** is a person who independently undertakes a full range of duties, including dealing with complex matters. An Advanced

Health Worker - Care holds either a Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care, or equivalent.

### **A.2.9 Scope of the role: Advanced Health Worker - Practice and Health Practitioners**

Advanced Health Workers - Practice and Health Practitioners work at an advanced level with minimal supervision. The employee will:

- (a) where the employee specialises in practice, perform a variety of tasks that require a sound knowledge of standards, practices and procedures, and apply primary health care skills obtained through significant training and experience and/or formal vocational development;
- (b) perform a range of tasks of a complex nature, and operate equipment that require specific levels of skills, training and experience at an advanced level;
- (c) exercise judgement in deciding how tasks are performed and the quality standard of the work;
- (d) manage allocated tasks and work with others to meet deadlines;
- (e) exercise good communication and interpersonal skills where client liaison advocacy and supervisory responsibilities apply; and
- (f) have Aboriginal and/or Torres Strait Islander knowledge and cultural skills-level 3.

### **A.2.10 Required skills and knowledge: Advanced Health Worker - Practice and Health Practitioners**

Advanced Health Workers - Practice and Health Practitioners possess a well developed knowledge and skills base and a capacity for self-directed application of primary health care service delivery. This will include:

- (a) knowledge of social determinants of health affecting Aboriginal and/or Torres Strait Islander peoples;
- (b) ability to deliver primary health care programs in response to health needs of individuals, groups and communities;
- (c) clinical skills appropriate for the delivery of health assessments, community screening and primary health care intervention;
- (d) demonstrated ability to apply knowledge and skills obtained from Certificate IV in Aboriginal and/or Torres Strait Islander Primary HealthCare Practice;
- (e) interpersonal communication skills including client and community liaison, negotiation and networking;

- (f) ability to manage own work with limited supervision through the use of planning and time management showing initiative and a positive attitude; and
- (g) ability to advocate for Aboriginal and/or Torres Strait Islander health issues, network and demonstrate skills in verbal and written communication.

**A.2.11 Range of activities: Advanced Health Worker - Practice and Health Practitioners**

Advanced Health Workers - Practice and Health Practitioners will undertake some or all of the following tasks:

- (a) advocate for the rights and needs of community members;
- (b) develop and monitor a case plan;
- (c) within a delegated model of care, undertake clinical care duties that may include but are not limited to:
  - dressings;
  - suturing;
  - taking blood;
  - evacuation (medical emergencies);
  - accident, medical care and first aid;
  - subject to law, administering medications;
  - liaison with medical officers about medical advice and treatment;
  - observations;
  - participation in doctor clinics;
  - using patient information management systems;
  - full assessments of patients as presented; and
  - supervision of other Health Workers,
- (d) undertake health program care duties that may include but are not limited to:
  - antenatal care;
  - womens, mens, child and youth health;
  - older peoples' health care;

- nutrition;
  - substance abuse;
  - health promotion;
  - environmental health;
  - sexual health; and
  - mental health,
- (e) undertake some community care duties that may include but are not limited to:
- interpreting services;
  - first point of contact counselling and referral;
  - developing and implementing community development programs;
  - health promotion programs; and
  - health education program.

#### **A.2.12 Scope of the role - An Advanced Health Worker – Care**

- (a) In addition to the above, an Advanced Health Worker - Care is expected to work at an advanced level with minimal supervision.
- (b) The employee will:
- (i) perform a range of tasks of a complex nature requiring training and experience at an advanced level;
  - (ii) exercise judgement in deciding how tasks are performed and the quality standard of the work;
  - (iii) manage allocated tasks and work with others to meet deadlines; and
  - (iv) exercise good communication and interpersonal skills where client liaison advocacy and supervisory responsibilities apply.

#### **A.2.13 Required skills and knowledge - An Advanced Health Worker – Care**

An Advanced Health Worker - Care will possess a well-developed knowledge and skills base. This will include:

- (a) knowledge of social determinants of health affecting Aboriginal and/or Torres Strait Islander peoples;

- (b) demonstrated ability to apply knowledge and skills obtained from Certificate IV in Aboriginal and/or Torres Strait Islander Primary HealthCare (or equivalent);
- (c) interpersonal communication skills including client and community liaison, negotiation and networking;
- (d) ability to manage own work with limited supervision through the use of planning and time management showing initiative and a positive attitude; and
- (e) ability to advocate for Aboriginal and/or Torres Strait Islander health issues, network and demonstrate skills in verbal and written communication.

#### **A.2.14 Range of Activities - An Advanced Health Worker – Care**

An Advanced Health Worker - Care will undertake some or all or the following tasks:

- (a) advocate for the rights and needs of community members;
- (b) provide outreach services;
- (c) monitor a case plan; and
- (d) undertake community care duties that may include but are not limited to:
  - assist with initial diagnosis and needs analysis;
  - assist with pre-admission clinics;
  - assist with discharge planning;
  - interpreting services;
  - first point of contact counselling and referral;
  - developing and implementing community development programs;
  - health promotion programs; and
  - health education programs.

#### **A.2.15 Senior Health Worker, Senior Health Practitioner, Coordinator Care – Grade 5**

The following roles are classified at Grade 5:

- (a) **Senior Health Worker** holds a Diploma in Aboriginal and/or Torres Strait Islander Primary Health Care or equivalent. The employee may be responsible for a small team of Aboriginal and/or Torres Strait Islander Health Workers at this level, and will be required to hold expert knowledge of Aboriginal health issues, as well as assisting with the planning and supervision of other workers' duties.

**(b) Senior Aboriginal and/or Torres Strait Islander Health Practitioner (Senior Health Practitioner).** A Senior Health Practitioner will hold:

- (i)** a Diploma of Aboriginal and/or Torres Strait Islander Primary Health Care Practice or other qualifications or experience deemed equivalent to be classified at this grade; and
- (ii)** current registration with the Australian Health Practitioner Regulation Agency (AHPRA) – Aboriginal and Torres Strait Islander Health Practice Board.
- (iii)** A Senior Health Practitioner required by State or Territory legislation to maintain registration as a condition of their employment who holds either a Diploma of Aboriginal and/or Torres Strait Islander Primary Health Care Practice or equivalent will be classified as no less than a Grade 5 Level 2.

**(c) Aboriginal and/or Torres Strait Islander Health Worker Coordinator (Health Worker Coordinator)**

A Health Worker Coordinator holds either a Diploma or Advanced Diploma of Aboriginal and/or Torres Strait Islander Primary Health Care or other qualifications or experience deemed equivalent to be classified at this grade.

**A.2.16 Scope of the role: Senior Health Workers**

The employee will:

- (a)** where the employee specialises in practice, perform a variety of tasks that require a sound knowledge of standards, practices and procedures, and apply primary health care skills obtained through significant training and experience and/or formal vocational development;
- (b)** perform a range of tasks of a complex nature, and operate equipment, that require specific levels of skills, training and experience at an advanced level;
- (c)** exercise judgement in deciding how tasks are performed and the quality standard of the work;
- (d)** manage allocated tasks and work with others to meet deadlines; and
- (e)** exercise good communication and interpersonal skills where client liaison advocacy and supervisory responsibilities apply.

**A.2.17 Required skills and knowledge: Senior Health Workers**

- (a)** Senior Health Workers possess a well-developed knowledge and skills base and a capacity for self-directed application of primary health care service delivery. This will include:

- (i) knowledge of social determinants of health affecting Aboriginal and/or Torres Strait Islander peoples;
- (ii) ability to deliver primary health care programs in response to health needs of individuals, groups and communities;
- (iii) clinical skills appropriate for the delivery of health assessments, community screening and primary health care intervention;
- (iv) demonstrated ability to apply knowledge and skills obtained from Certificate IV in Aboriginal and/or Torres Strait Islander Primary HealthCare;
- (v) interpersonal communication skills including client and community liaison, negotiation and networking;
- (vi) ability to manage own work with limited supervision through the use of planning and time management showing initiative and a positive attitude;
- (vii) ability to advocate for Aboriginal and/or Torres Strait Islander health issues, network and demonstrate skills in verbal and written communication; and
- (viii) have Aboriginal and/or Torres Strait Islander knowledge and cultural skills-level 3.

**A.2.18 Range of activities: Senior Health Workers**

- (a) A Senior Health Worker will undertake some or all or the following tasks:
  - (i) advocate for the rights and needs of community members;
  - (ii) develop and monitor a case plan;
  - (iii) within a delegated model of care, undertake clinical care duties that may include but are not limited to:
    - liaison with medical officers about medical advice;
    - observations;
    - participation in doctor clinics;
    - using patient information management systems; and
    - supervision of other Health Workers,
  - (iv) undertake health program care duties that may include but are not limited to:



- antenatal care;
  - women's, men's, child and youth health;
  - older peoples' health care;
  - nutrition;
  - substance abuse;
  - health promotion;
  - environmental health;
  - sexual health; and
  - mental health.
- (v) undertake community care duties that may include but are not limited to:
- interpreting services;
  - first point of contact counselling and referral;
  - developing and implementing community development programs; and
  - health promotion programs and health education programs.

#### **A.2.19 Scope of the role: Senior Health Practitioner**

A Senior Health Practitioner works at a senior level and is responsible for the implementation, coordination management and evaluation of health programs and service delivery in one or more specialised programs or sub-programs.

A Senior Health Practitioner is expected to work at an advanced level in a specialised program or sub-program with broad direction and minimal supervision. The position will exercise accountability and responsibility for programs under their control, and for the quality standards of work produced.

#### **A.2.20 Required skills and knowledge: Senior Health Practitioner**

- (a) A Senior Health Practitioner will have:
- (i) demonstrated knowledge of Aboriginal and/or Torres Strait Islander cultures and their health needs, and the ability to develop strategies to address key outcome areas;
  - (ii) knowledge and understanding of the policies, guidelines and practice relevant to a specialised program area targeting Aboriginal and/or Torres Strait Islander peoples;

- (iii) skills to incorporate evidence-based practice in health care at the program level, and facilitate delivery of specialised programs to the community;
- (iv) ability to advocate for the rights and needs of community members and liaise with external stakeholders, including NGOs and other government organisation;
- (v) ability to work autonomously and apply a high level of theoretical and applied knowledge in relation to program management;
- (vi) high level communication and problem solving skills, with the ability to engage and negotiate with communities about program implementation and uptake;
- (vii) ability to work in a cross cultural, multidisciplinary environment delivering specific program care;
- (viii) ability to facilitate workshops and transfer knowledge of best practice in a specialist field to primary health care workers;
- (ix) demonstrated ability to develop and maintain current knowledge in their program area; and
- (x) Aboriginal and/or Torres Strait Islander knowledge and cultural skills – level 3.

#### **A.2.21 Range of Activities: Senior Health Practitioner**

A Senior Health Practitioner will undertake some or all or the following tasks relating to the management and delivery of a specialist health program. Activities expected of this position may include:

- (a) undertake program management duties including:
  - developing operational program plans;
  - identifying performance indicators for health programs;
  - monitoring health programs;
  - establishing evaluation process for health programs;
  - managing resources for the delivery of a health care program;
  - producing community profile report and health needs analyses, and establishing mechanisms for stakeholder feedback; and
  - implementing quality control,

- (b) within a delegated model of care, undertake clinical care duties which may include:
- taking blood;
  - child and adult health checks;
  - immunisations;
  - supervision of other Aboriginal and/or Torres Strait Islander Health Workers
  - and Aboriginal and/or Torres Strait Islander Health Practitioners; and
  - safety measures and procedures,
- (c) undertake community care duties that may include:
- networking with other agencies and create partnerships;
  - developing at a policy level and implementing community development strategies;
  - implementing health promotion strategies;
  - representing their health service on national, state and regional level activities; and
  - providing mechanisms for community to advocate for the rights and needs of community members and program needs.

#### **A.2.22 Scope of the role: Health Worker Coordinator**

A Health Worker Coordinator is expected to manage and coordinate at an advanced level in a specialised program or sub-program with broad direction and minimal supervision. The position will exercise accountability and responsibility for programs under their control, and for the quality standards of work produced.

#### **A.2.23 Required skills and knowledge: Health Worker Coordinator**

A Health Worker Coordinator will have:

- (a) demonstrated knowledge of Aboriginal and/or Torres Strait Islander culture and their health needs, and the ability to develop strategies to address key outcome areas;
- (b) knowledge and understanding of the policies, guidelines and practice relevant to a specialised program area targeting Aboriginal and Torres Strait Islander peoples;

- (c) skills to incorporate evidence-based practice in health care at the program level, and facilitate delivery of specialised programs to the community;
- (d) ability to advocate for the rights and needs of community members and liaise with external stakeholders, including NGOs and other government organisations;
- (e) ability to work autonomously and apply a high level of theoretical and applied knowledge in relation to program management;
- (f) high level communication and problem solving skills, with the ability to engage and negotiate with communities about program implementation and uptake;
- (g) ability to work in a cross cultural, multidisciplinary environment delivering specific program care;
- (h) ability to facilitate workshops and transfer knowledge of best practice in a specialist field to primary health care workers;
- (i) demonstrated ability to develop and maintain current knowledge in their program area; and
- (j) have Aboriginal and/or Torres Strait Islander knowledge and cultural skills-level 3.

#### **A.2.24 Range of activities: Health Worker Coordinator**

A Health Worker Coordinator will undertake some or all of the following tasks relating to the management and delivery of a specialist health program. Activities expected of this position may include:

- (a) undertake program management duties including:
  - developing operational program plans;
  - identifying performance indicators for health programs;
  - monitoring health programs;
  - establishing evaluation processes for health programs;
  - managing resources for the delivery of a health care program;
  - producing community profile report and health needs analyses, and establishing mechanisms for stakeholder feedback;
  - implementing quality control;,,
  - child and adult health checks;

- supervision of other Aboriginal and/or Torres Strait Islander Health Workers and Aboriginal and/or Torres Strait Islander Health Practitioner; and
- safety measures and procedures,

(b) undertake community care duties that may include:

- networking with other agencies and create partnerships;
- developing at a policy level and implementing community development strategies;
- implementing health promotion strategies;
- representing their health service on national, state and regional level activities; and
- providing mechanisms for community to advocate for the rights and needs of community members and program needs.

18. By deleting the table appearing in clause B.1.1 and inserting the following:

	All employees	Shiftworkers				All employees	
	Ordinary hours	Outside normal span of hours <sup>1</sup>	Continuous night shift <sup>2</sup>	Saturday	Sunday	Public holiday	Public holiday
	% of minimum hourly rate						
	100%	115%	130%	150%	200%	150% plus one day off <sup>3</sup>	250%
	\$	\$	\$	\$	\$	\$	\$
<b>Grade 1</b>							
Level 1	22.03	25.33	28.64	33.05	44.06	33.05	55.08
<b>Grade 2</b>							
Level 1	23.61	27.15	30.69	35.42	47.22	35.42	59.03
Level 2	24.41	28.07	31.73	36.62	48.82	36.62	61.03
<b>Grade 3</b>							
Level 1	25.69	29.54	33.40	38.54	51.38	38.54	64.23
Level 2	27.03	31.08	35.14	40.55	54.06	40.55	67.58
Level 3	28.34	32.59	36.84	42.51	56.68	42.51	70.85
<b>Grade 4</b>							
Level 1	29.13	33.50	37.87	43.70	58.26	43.70	72.83
Level 2	29.92	34.41	38.90	44.88	59.84	44.88	74.80
Level 3	30.61	35.20	39.79	45.92	61.22	45.92	76.53
<b>Grade 5</b>							

	All employees	Shiftworkers				All employees	
	Ordinary hours	Outside normal span of hours <sup>1</sup>	Continuous night shift <sup>2</sup>	Saturday	Sunday	Public holiday	Public holiday
	<b>% of minimum hourly rate</b>						
	<b>100%</b>	<b>115%</b>	<b>130%</b>	<b>150%</b>	<b>200%</b>	<b>150% plus one day off<sup>3</sup></b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	31.34	36.04	40.74	47.01	62.68	47.01	78.35
Level 2	32.08	36.89	41.70	48.12	64.16	48.12	80.20
Level 3	32.85	37.78	42.71	49.28	65.70	49.28	82.13

19. By deleting the table appearing in clause B.1.2 and inserting the following:

	Employees other than shiftworkers		Shiftworkers – broken shifts		All employees	
	Outside the span of hours <sup>1</sup>	Outside the span of hours <sup>1</sup>	Outside a spread of 9 hours <sup>2</sup>	Outside a spread of 12 hours <sup>3</sup>	Excess hours <sup>4</sup>	
	First 2 hours	After 2 hours			First 2 hours	After 2 hours
	<b>% of minimum hourly rate</b>					
	<b>150%</b>	<b>200%</b>	<b>150%</b>	<b>200%</b>	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Grade 1</b>						
Level 1	33.05	44.06	33.05	44.06	33.05	44.06
<b>Grade 2</b>						
Level 1	35.42	47.22	35.42	47.22	35.42	47.22
Level 2	36.62	48.82	36.62	48.82	36.62	48.82
<b>Grade 3</b>						
Level 1	38.54	51.38	38.54	51.38	38.54	51.38
Level 2	40.55	54.06	40.55	54.06	40.55	54.06
Level 3	42.51	56.68	42.51	56.68	42.51	56.68
<b>Grade 4</b>						
Level 1	43.70	58.26	43.70	58.26	43.70	58.26
Level 2	44.88	59.84	44.88	59.84	44.88	59.84
Level 3	45.92	61.22	45.92	61.22	45.92	61.22
<b>Grade 5</b>						
Level 1	47.01	62.68	47.01	62.68	47.01	62.68
Level 2	48.12	64.16	48.12	64.16	48.12	64.16
Level 3	49.28	65.70	49.28	65.70	49.28	65.70

20. By deleting the table appearing in clause B.1.3 and inserting the following:

	<b>All employees</b>	<b>Shiftworkers</b>				<b>All employees</b>
	<b>Day</b>	<b>Outside normal span of hours<sup>1</sup></b>	<b>Continuous night shift<sup>2</sup></b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>					
	<b>125%</b>	<b>140%</b>	<b>155%</b>	<b>175%</b>	<b>225%</b>	<b>150%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Grade 1</b>						
Level 1	27.54	30.84	34.15	38.55	49.57	33.05
<b>Grade 2</b>						
Level 1	29.51	33.05	36.60	41.32	53.12	35.42
Level 2	30.51	34.17	37.84	42.72	54.92	36.62
<b>Grade 3</b>						
Level 1	32.11	35.97	39.82	44.96	57.80	38.54
Level 2	33.79	37.84	41.90	47.30	60.82	40.55
Level 3	35.43	39.68	43.93	49.60	63.77	42.51
<b>Grade 4</b>						
Level 1	36.41	40.78	45.15	50.98	65.54	43.70
Level 2	37.40	41.89	46.38	52.36	67.32	44.88
Level 3	38.26	42.85	47.45	53.57	68.87	45.92
<b>Grade 5</b>						
Level 1	39.18	43.88	48.58	54.85	70.52	47.01
Level 2	40.10	44.91	49.72	56.14	72.18	48.12
Level 3	41.06	45.99	50.92	57.49	73.91	49.28

21. By deleting the table appearing in clause C.1.1 and inserting the following:

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Bilingual qualification allowance—Level 1	18.2(a)(ii)	206.93	2019.84	per annum
Bilingual qualification allowance—Level 2	18.2(a)(ii)	414.18	4042.81	per annum
Nauseous Work Allowance—minimum per week	18.2(b)	0.27	2.64	minimum per week
Medication Administration Allowance	18.2(c)	0.25	2.44	per week

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
On-call and recall allowances—After ordinary working hours—other than public holiday	20.6(a)(i)	1.97	19.23	per any 24 hour period or part thereof
On-call and recall allowances—Public holiday	20.6(a)(ii)	3.94	38.46	per any 24 hour period or part thereof

22. By updating the table of contents and cross-references accordingly.

B. This determination comes into operation from **XX Month 2020**. In accordance with s.165(3) of the *Fair Work Act 2009* this determination does not take effect in relation to a particular employee until the start of the employee's first full pay period that starts on or after **XX Month 2020**.

DEPUTY PRESIDENT

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