



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2019–20
(C2020/1)

HEALTH PROFESSIONALS AND SUPPORT SERVICES AWARD 2020
[MA000027]

Health and welfare services

JUSTICE ROSS, PRESIDENT
VICE PRESIDENT CATANZARITI
DEPUTY PRESIDENT ASBURY
COMMISSIONER HAMPTON
MR FERGUSON
PROFESSOR WOODEN
MS LABINE-ROMAIN

MELBOURNE, XX JUNE 2020

Annual Wage Review 2019–20.

A. Further to the decision issued by the majority of the Expert Panel in the Annual Wage Review 2019–20 on 19 June 2020 [[2020] FWCFB 3500], the above award is varied as follows:

1. By deleting the table appearing in clause 16.2 and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Level 1	801.40	21.09
Level 2	834.60	21.96
Level 3	867.30	22.82
Level 4	877.60	23.09
Level 5	907.30	23.88
Level 6	956.20	25.16
Level 7	973.40	25.62

Draft amended on 23 June 2020 to correct the column heading in item A.1 and the column headings and penalty rates in items A.13, A.15, A.16 and A.18.

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Level 8—pay point 1	1006.40	26.48
Level 8—pay point 2	1032.90	27.18
Level 8—pay point 3	1105.50	29.09
Level 9—pay point 1	1125.20	29.61
Level 9—pay point 2	1165.20	30.66
Level 9—pay point 3	1174.40	30.91

2. By deleting the table appearing in clause 17.2 and inserting the following:

	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Pay point 1 (UG 2 qualification)	920.60	24.23
Pay point 2 (3 year degree entry)	956.20	25.16
Pay point 3 (4 year degree entry)	998.40	26.27
Pay point 4 (Masters degree entry)	1032.90	27.18
Pay point 5 (PhD entry)	1125.20	29.61
Pay point 6	1165.20	30.66

3. By deleting the table appearing in clause 17.3 and inserting the following:

	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Pay point 1	1171.50	30.83
Pay point 2	1214.10	31.95
Pay point 3	1260.40	33.17
Pay point 4	1310.50	34.49

4. By deleting the table appearing in clause 17.4 and inserting the following:

	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Pay point 1	1367.40	35.98
Pay point 2	1405.70	36.99

	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Pay point 3	1436.00	37.79
Pay point 4	1499.70	39.47
Pay point 5	1555.10	40.92

5. By deleting the table appearing in clause 17.5 and inserting the following:

	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Pay point 1	1655.60	43.57
Pay point 2	1766.90	46.50
Pay point 3	1921.40	50.56
Pay point 4	2121.10	55.82

6. By deleting the year "2019" in clause 20.2 and inserting "2020".
7. By deleting the amounts "\$0.47" and "\$0.56" appearing in clause 22.2(a)(iii) and inserting "\$0.48" and "\$0.57" respectively.
8. By deleting the amount "\$0.47" appearing in clause 22.2(b)(i) and inserting "\$0.48".
9. By deleting the amount "\$2.54" appearing in clause 22.2(b)(ii) and inserting "\$2.58".
10. By deleting the amounts "\$1.03" and "\$11.94" appearing in clause 22.2(c) and inserting "\$1.05" and "\$12.14" respectively.
11. By deleting the amount "\$20.30" appearing in clause 22.2(d)(i) and inserting "\$20.65".
12. By deleting the amount "\$40.51" appearing in clause 22.2(d)(ii) and inserting "\$41.21".
13. By deleting the table appearing in clause C.1.1 and inserting the following:

	Ordinary hours	Between midnight Friday and midnight Sunday	Public holiday	Shiftwork¹
	% of minimum hourly rate			
	100%	150%	250%	115%
	\$	\$	\$	\$
Level 1	21.09	31.64	52.73	24.25
Level 2	21.96	32.94	54.90	25.25

	Ordinary hours	Between midnight Friday and midnight Sunday	Public holiday	Shiftwork¹
	% of minimum hourly rate			
	100%	150%	250%	115%
	\$	\$	\$	\$
Level 3	22.82	34.23	57.05	26.24
Level 4	23.09	34.64	57.73	26.55
Level 5	23.88	35.82	59.70	27.46
Level 6	25.16	37.74	62.90	28.93
Level 7	25.62	38.43	64.05	29.46
Level 8—pay point 1	26.48	39.72	66.20	30.45
Level 8—pay point 2	27.18	40.77	67.95	31.26
Level 8—pay point 3	29.09	43.64	72.73	33.45
Level 9—pay point 1	29.61	44.42	74.03	34.05
Level 9—pay point 2	30.66	45.99	76.65	35.26
Level 9—pay point 3	30.91	46.37	77.28	35.55

14. By deleting the table appearing in clause C.1.2 and inserting the following:

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Level 1	31.64	42.18	42.18	52.73
Level 2	32.94	43.92	43.92	54.90
Level 3	34.23	45.64	45.64	57.05
Level 4	34.64	46.18	46.18	57.73
Level 5	35.82	47.76	47.76	59.70
Level 6	37.74	50.32	50.32	62.90
Level 7	38.43	51.24	51.24	64.05
Level 8—pay point 1	39.72	52.96	52.96	66.20
Level 8—pay point 2	40.77	54.36	54.36	67.95
Level 8—pay point 3	43.64	58.18	58.18	72.73
Level 9—pay point 1	44.42	59.22	59.22	74.03
Level 9—pay point 2	45.99	61.32	61.32	76.65
Level 9—pay point 3	46.37	61.82	61.82	77.28

Draft amended on 23 June 2020 to correct the column heading in item A.1 and the column headings and penalty rates in items A.13, A.15, A.16 and A.18.

15. By deleting the table appearing in clause C.1.3 and inserting the following:

	Ordinary hours	Saturday or Sunday	Public holiday	Shiftwork¹
	% of minimum hourly rate			
	125%	175%	275%	140%
	\$	\$	\$	\$
Level 1	26.36	36.91	58.00	29.53
Level 2	27.45	38.43	60.39	30.74
Level 3	28.53	39.94	62.76	31.95
Level 4	28.86	40.41	63.50	32.33
Level 5	29.85	41.79	65.67	33.43
Level 6	31.45	44.03	69.19	35.22
Level 7	32.03	44.84	70.46	35.87
Level 8—pay point 1	33.10	46.34	72.82	37.07
Level 8—pay point 2	33.98	47.57	74.75	38.05
Level 8—pay point 3	36.36	50.91	80.00	40.73
Level 9—pay point 1	37.01	51.82	81.43	41.45
Level 9—pay point 2	38.33	53.66	84.32	42.92
Level 9—pay point 3	38.64	54.09	85.00	43.27

16. By deleting the table appearing in clause C.2.1 and inserting the following:

	Ordinary hours	Between midnight Friday and midnight Sunday	Public holiday	Shiftwork¹
	% of minimum hourly rate			
	100%	150%	250%	115%
	\$	\$	\$	\$
Health professional employees—level 1				
Pay point 1 (UG 2 qualification)	24.23	36.35	60.58	27.86
Pay point 2 (3 year degree entry)	25.16	37.74	62.90	28.93
Pay point 3 (4 year degree entry)	26.27	39.41	65.68	30.21
Pay point 4 (Masters degree entry)	27.18	40.77	67.95	31.26
Pay point 5 (PhD entry)	29.61	44.42	74.03	34.05
Pay point 6	30.66	45.99	76.65	35.26

Draft amended on 23 June 2020 to correct the column heading in item A.1 and the column headings and penalty rates in items A.13, A.15, A.16 and A.18.

	Ordinary hours	Between midnight Friday and midnight Sunday	Public holiday	Shiftwork ¹
	% of minimum hourly rate			
	100%	150%	250%	115%
	\$	\$	\$	\$
Health professional employees—level 2				
Pay point 1	30.83	46.25	77.08	35.45
Pay point 2	31.95	47.93	79.88	36.74
Pay point 3	33.17	49.76	82.93	38.15
Pay point 4	34.49	51.74	86.23	39.66
Health professional employees—level 3				
Pay point 1	35.98	53.97	89.95	41.38
Pay point 2	36.99	55.49	92.48	42.54
Pay point 3	37.79	56.69	94.48	43.46
Pay point 4	39.47	59.21	98.68	45.39
Pay point 5	40.92	61.38	102.30	47.06
Health professional employees—level 4				
Pay point 1	43.57	65.36	108.93	50.11
Pay point 2	46.50	69.75	116.25	53.48
Pay point 3	50.56	75.84	126.40	58.14
Pay point 4	55.82	83.73	139.55	64.19

17. By deleting the table appearing in clause C.2.2 and inserting the following:

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Health professional employees—level 1				
Pay point 1 (UG 2 qualification)	36.35	48.46	48.46	60.58
Pay point 2 (3 year degree entry)	37.74	50.32	50.32	62.90
Pay point 3 (4 year degree entry)	39.41	52.54	52.54	65.68
Pay point 4 (Masters degree entry)	40.77	54.36	54.36	67.95

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	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Pay point 5 (PhD entry)	44.42	59.22	59.22	74.03
Pay point 6	45.99	61.32	61.32	76.65
Health professional employees—level 2				
Pay point 1	46.25	61.66	61.66	77.08
Pay point 2	47.93	63.90	63.90	79.88
Pay point 3	49.76	66.34	66.34	82.93
Pay point 4	51.74	68.98	68.98	86.23
Health professional employees—level 3				
Pay point 1	53.97	71.96	71.96	89.95
Pay point 2	55.49	73.98	73.98	92.48
Pay point 3	56.69	75.58	75.58	94.48
Pay point 4	59.21	78.94	78.94	98.68
Pay point 5	61.38	81.84	81.84	102.30
Health professional employees—level 4				
Pay point 1	65.36	87.14	87.14	108.93
Pay point 2	69.75	93.00	93.00	116.25
Pay point 3	75.84	101.12	101.12	126.40
Pay point 4	83.73	111.64	111.64	139.55

18. By deleting the table appearing in clause C.2.3 and inserting the following:

	Ordinary hours	Saturday and Sunday	Public holiday	Shiftwork ¹
	% of minimum hourly rate			
	125%	175%	275%	140%
	\$	\$	\$	\$
Health professional employees—level 1				
Pay point 1 (UG 2 qualification)	30.29	42.40	66.63	33.92
Pay point 2 (3 year degree entry)	31.45	44.03	69.19	35.22
Pay point 3 (4 year degree entry)	32.84	45.97	72.24	36.78
Pay point 4 (Masters degree)	33.98	47.57	74.75	38.05

Draft amended on 23 June 2020 to correct the column heading in item A.1 and the column headings and penalty rates in items A.13, A.15, A.16 and A.18.

	Ordinary hours	Saturday and Sunday	Public holiday	Shiftwork¹
	% of minimum hourly rate			
	125%	175%	275%	140%
	\$	\$	\$	\$
entry)				
Pay point 5 (PhD entry)	37.01	51.82	81.43	41.45
Pay point 6	38.33	53.66	84.32	42.92
Health professional employees—level 2				
Pay point 1	38.54	53.95	84.78	43.16
Pay point 2	39.94	55.91	87.86	44.73
Pay point 3	41.46	58.05	91.22	46.44
Pay point 4	43.11	60.36	94.85	48.29
Health professional employees—level 3				
Pay point 1	44.98	62.97	98.95	50.37
Pay point 2	46.24	64.73	101.72	51.79
Pay point 3	47.24	66.13	103.92	52.91
Pay point 4	49.34	69.07	108.54	55.26
Pay point 5	51.15	71.61	112.53	57.29
Health professional employees—level 4				
Pay point 1	54.46	76.25	119.82	61.00
Pay point 2	58.13	81.38	127.88	65.10
Pay point 3	63.20	88.48	139.04	70.78
Pay point 4	69.78	97.69	153.51	78.15

19. By deleting the amount “\$939.80” appearing in clause D.1.1 and inserting “\$956.20”.

20. By deleting the table appearing in clause D.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Heat allowance—between 40°C and 46°C ¹	22.2(a)(iii)	0.05	0.48	per hour or part thereof
Heat allowance—exceeds 46°C ¹	22.2(a)(iii)	0.06	0.57	per hour or part thereof
Nauseous work allowance —per hour or part thereof	22.2(b)(i)	0.05	0.48	per hour or part thereof

Draft amended on 23 June 2020 to correct the column heading in item A.1 and the column headings and penalty rates in items A.13, A.15, A.16 and A.18.

Allowance	Clause	% of standard rate	\$	Payable
Nauseous work allowance — minimum per week	22.2(b)(ii)	0.27	2.58	per week
Occasional interpreting allowance—per occasion	22.2(c)	0.11	1.05	per occasion
Occasional interpreting allowance—maximum per week	22.2(c)	1.27	12.14	per week
On-call allowance, per 24 hour period or part thereof—Monday to Saturday	22.2(d)(i)	2.16	20.65	per 24 hour period
On-call allowance, per 24 hour period or part thereof—Sunday or public holiday	22.2(d)(ii)	4.31	41.21	per 24 hour period

B. This determination comes into operation on 1 July 2020. In accordance with s.286(5) 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 1 July 2020.

PRESIDENT