

FAIR WORK AUSTRALIA

Fair Work Act 2009

s.266 - industrial action related workplace determination

Western Health

and

Health Services Union (Victoria No. 3 Branch)

(BP2007/4095)

Health and welfare services

SENIOR DEPUTY PRESIDENT LACY

DEPUTY PRESIDENT IVES

COMMISSIONER LEWIN

1 TITLE

This Workplace Determination shall be known as the Health Services Union – Health Professionals – Western Health Workplace Determination 2009.

2	ARRANGEMENT	
1	TITLE	2
2	ARRANGEMENT	3
3	DEFINITIONS	5
4	PERIOD OF OPERATION	5
5	PERSONS BOUND	5
6	RELATIONSHIP BETWEEN DETERMINATION AND OTHER INSTRUMENTS	6
7	ANTI-DISCRIMINATION	6
8	TRANSMISSION OF BUSINESS	6
9	FLEXIBILITY	6
10	DISCUSSIONS REGARDING IDENTIFICATION OF NEW CLASSIFICATIONS	8
11	CONSULTATION REGARDING MAJOR WORKPLACE CHANGE	8
12	DISPUTE RESOLUTION	9
13	DISPUTE RESOLUTION TRAINING	9
14	PROCEDURE IN RELATION TO PERFORMANCE AND CONDUCT	10
15	TYPES OF EMPLOYMENT	10
16	ADVERTISING VACANCIES	12
17	TERMINATION OF EMPLOYMENT	12
18	CLASSIFICATION AND WAGES	13
19	NOTIFICATION OF CLASSIFICATION	14
20	CHIEF STRUCTURE	14
21	ALLOWANCES	15
22	PAYMENT OF WAGES	19
23	HOURS OF WORK	19
24	MEAL INTERVAL	20
25	REST PERIOD	20
26	DUTY ROSTER	20
27	SUPERANNUATION	20
28	OVERTIME	20
29	TEN HOUR BREAK	21
30	ON-CALL AND ROSTERED OVERTIME	22
31	SPECIAL RATES FOR SATURDAYS AND SUNDAYS	22
32	ADOs	22
33	DAYLIGHT SAVINGS	23

34	ANNUAL LEAVE	23
35	PERSONAL LEAVE	23
36	COMPASSIONATE LEAVE	28
37	MAKE-UP TIME	28
38	PARENTAL LEAVE	28
39	LONG SERVICE LEAVE	35
40	PUBLIC HOLIDAYS	39
41	EXAMINATION LEAVE	41
42	PROFESSIONAL DEVELOPMENT LEAVE	41
43	STUDY LEAVE	41
44	CONFERENCE/SEMINAR LEAVE	42
45	JURY SERVICE	42
46	BLOOD DONORS LEAVE	43
47	LEAVE TO ENGAGE IN EMERGENCY RELIEF ACTIVITIES	43
48	TRAINEE SUPERVISION	43
49	SALARY PACKAGING	43
50	AMENITIES	44
51	MENTAL HEALTH	44
52	DISCRETIONARY BACKFILL FOR CERTAIN ABSENCES	44
53	PREVENTION AND MANAGEMENT OF WORKPLACE BULLYING (EMPLOYEE TO EMPLOYEE)	45
54	ACCIDENT PAY	45
55	POSTING DETERMINATION	45

SCHEDULE 1 - Classification Structure

SCHEDULE 2 - Wage Rates

3 DEFINITIONS

In this workplace determination:

Act means *Fair Work Act 2009* (Cth), unless otherwise stated;

ADO means accrued day off;

Commission means Fair Work Australia;

Determination means the *Health Services Union – Health Professionals – Western Health Workplace Determination 2009* as made under Division 3 of Part 2-5 of the Act in accordance with clause 8 of Schedule 13 to the *Fair Work (Transitional Provisions and Consequential Amendments) Act 2009* (Cth).

Employee means a person employed by the Employer in any one of the following occupations: Physiotherapist, Occupational Therapist, Speech Pathologist, Medical Imaging Technologist (MIT), Podiatrist, Health Information Manager, Medical Photographer/Illustrator, Medical Librarian, Music Therapist, Nuclear Medicine Technologist (NMT), Radiation Therapy Technologist (RTT), Recreation Therapist, Cardiac Technologist, Exercise Physiologist, Orthoptist, Social Worker, Orthotist/Prosthetist, Medical Laboratory Technician, Medical Technician/Renal Dialysis Technician, Child Psychotherapist, Welfare Worker, Community Development Worker, Youth Worker, Technical Officer, Biomedical Technologist, Client Adviser/Rehabilitation Consultant, and Dental Technician.

Employer means Western Health.

Experience means experience in the Employee's occupation obtained within the last five years, excluding any unpaid leave provisions in the workplace determination (or any previous applicable instrument).

FFPPOA means the first full pay period on or after;

Health Super means the superannuation fund administered by Health Super Pty Ltd;

HESTA means Health Employees Superannuation Trust of Australia;

HSU means Health Services Union East Branch;

OHS Act means the *Occupational Health and Safety Act 2004* (Vic);

Parties except in **clause 12**, means the HSU and the Employer;

2004 Agreement means *Health Services Union of Australia - Health Professionals - Victorian Public Sector - Multiple Business Agreement 2004-2007*;

Union means the HSU.

4 PERIOD OF OPERATION

The Determination comes into operation on the day it is made and will nominally expire on 30 June 2011.

5 PERSONS BOUND

The Determination binds the Employer, the HSU and the Employees.

6 RELATIONSHIP BETWEEN DETERMINATION AND OTHER INSTRUMENTS

- 6.1 The Determination operates to replace and supersede all formal and informal agreements, including the 2004 Agreement, but excluding agreements made for the purpose of the OHS Act.
- 6.2 For the avoidance of doubt, the Determination operates to the exclusion of the *Health Professional Services – Public Sector – Victoria Award 2003*.

7 ANTI-DISCRIMINATION

- 7.1 It is the intention of the parties to achieve the principal object in section 3(e) of the Act through respecting and valuing the diversity of the workforce by helping to prevent and eliminate discrimination on the basis of race, colour, sex, sexual preference, age, physical or mental disability, marital status, family responsibilities, pregnancy, religion, political opinion, national extraction or social origin.
- 7.2 Accordingly, in fulfilling its obligations under the Determination, the Employer must make every endeavour to ensure that neither the Determination provisions nor their operation are directly or indirectly discriminatory in their effects.
- 7.3 Nothing in this clause is to be taken to affect:
- (a) any different treatment (or treatment having different effects) which is specifically exempted under Commonwealth anti-discrimination legislation;
 - (b) junior rates of pay;
 - (c) an Employee, the Employer or the Union, pursuing matters of discrimination in any State or federal jurisdiction, including by application to the Human Rights and Equal Opportunity Commission; and
 - (d) the exemptions in section 351(2) of the Act.

8 TRANSMISSION OF BUSINESS

- 8.1 Where the business of the Employer is, before or after the date of the Determination, transmitted from the Employer (in this clause called the Transmittor) to another employer (in this clause called the Transmtee) and an employee who at the time of such transmission was an Employee of the Transmittor in that business becomes an employee of the Transmtee:
- (a) the continuity of the employment of the Employee shall be deemed not to have been broken by reason of such transmission; and
 - (b) the period of employment which the Employee has had with the Transmittor or any prior transmittor shall be deemed to be service of the Employee with the Transmtee.
- 8.2 In this clause business includes trade, process, business or occupation and includes any part of any such business and transmission includes transfer, conveyance, assignment or succession whether by agreement or by operation of law and transmitted has a corresponding meaning.

9 FLEXIBILITY

- 9.1 The Employer and an individual Employee may agree to vary the application of certain terms of the Determination to meet the genuine individual needs of the Employer and

the individual Employee. The terms the Employer and the individual Employee may agree to vary the application of, are those concerning:

- (a) arrangements for when work is performed;
- (b) overtime rates;
- (c) penalty rates;
- (d) allowances; and
- (e) leave loading.

9.2 The Employer and the individual Employee must have genuinely made the agreement without coercion or duress.

9.3 The agreement between the Employer and the individual Employee must:

- (a) be confined to a variation in the application of one or more of the terms listed in **clause 9.1**; and
- (b) result in the Employee being better off overall than the Employee would have been if no individual flexibility agreement had been agreed to.

9.4 The agreement between the Employer and the individual Employee must also:

- (a) be in writing, name the parties to the agreement and be signed by the Employer and the individual Employee and, if the Employee is under 18 years of age, the Employee's parent or guardian;
- (b) state each term of the Determination that the Employer and the individual Employee have agreed to vary;
- (c) detail how the application of each term has been varied by agreement between the Employer and the individual Employee;
- (d) detail how the agreement results in the individual Employee being better off overall in relation to the individual Employee's terms and conditions of employment; and
- (e) state the date the agreement commences to operate.

9.5 The Employer must give the individual Employee a copy of the agreement and keep the agreement as a time and wages record.

9.6 Except as provided in **paragraph 9.4(a)**, the agreement must not require the approval or consent of a person other than the Employer and the individual Employee.

9.7 Where the Employer seeks to enter into an agreement, it must provide a written proposal to the Employee. Where the Employee's understanding of written English is limited, the Employer must take measures, including translation into an appropriate language, to ensure the Employee understands the proposal.

9.8 The agreement may be terminated:

- (a) by the Employer or the individual Employee giving four weeks' notice of termination, in writing, to the other party and the agreement ceasing to operate at the end of the notice period; or

- (b) at any time, by written agreement between the Employer and the individual Employee.

9.9 The right to make an agreement pursuant to this clause is in addition to, and is not intended to otherwise affect, any provision for an agreement between the Employer and an individual Employee contained in any other term of the Determination.

10 DISCUSSIONS REGARDING IDENTIFICATION OF NEW CLASSIFICATIONS

The Parties will, during the nominal life of the Determination, enter into discussions for the identification of applicable classifications for any of the following disciplines practised in the Victorian public health sector:

- Play Therapist;
- Diversional Therapist;
- Creative Arts Therapist;
- Sleep Technologist;
- Hyperbaric Technologist; and
- Health Promotions.

11 CONSULTATION REGARDING MAJOR WORKPLACE CHANGE

11.1 Employer to notify

11.1.1 Where the Employer has made a definite decision to introduce major changes in its programme, organisation, structure or technology that are likely to have significant effects on Employees, the Employer must notify the Employees who may be affected by the proposed changes and their representatives, if any, and the Union.

11.1.2 Significant effects include termination of employment; major changes in the composition, operation or size of the Employer's workforce or in the skills required; the elimination or diminution of job opportunities, promotion opportunities or job tenure; the alteration of hours of work; the need for retraining or transfer of Employees to other work or locations; and the restructuring of jobs. Provided that where the Determination makes provision for alteration of any of these matters an alteration is deemed not to have significant effect.

11.2 Employer to discuss change

11.2.1 The Employer must discuss with the Employees affected and their representatives, if any, the introduction of the changes referred to in **clause 11.1**, the effects the changes are likely to have on Employees and measures to avert or mitigate the adverse effects of such changes on Employees and must give prompt consideration to matters raised by the Employees and/or their representatives in relation to the changes.

11.2.2 The discussions must commence as early as practicable after a definite decision has been made by the Employer to make the changes referred to in **clause 11.1**.

11.2.3 For the purposes of such discussion, the Employer must provide in writing to the Employees concerned and their representatives, if any, all relevant information about the changes including the nature of the changes proposed, the expected effects of the changes on Employees and any other matters likely to affect Employees provided that the Employer is not required to disclose confidential information the disclosure of which would be contrary to the Employer's interests.

12 DISPUTE RESOLUTION

- 12.1 In the event of a dispute in relation to a matter arising under the Determination or in relation to the National Employment Standards, in the first instance the parties to the dispute will attempt to resolve the matter at the workplace by discussions between the Employee or Employees concerned and the relevant supervisor. If such discussions do not resolve the dispute, the parties to the dispute will endeavour to resolve the dispute in a timely manner by discussions between the Employee or Employees concerned and more senior levels of management as appropriate.
- 12.2 If a dispute in relation to a matter arising under the Determination is unable to be resolved at the workplace, and all appropriate steps under **clause 12.1** have been taken, a party to the dispute may refer the dispute to the Commission.
- 12.3 The parties to the dispute may agree on the process to be utilised by the Commission including mediation, conciliation and consent arbitration.
- 12.4 Where the matter in dispute remains unresolved the Commission may exercise any method of dispute resolution permitted by the Act it considers appropriate to ensure the settlement of the dispute.
- 12.5 An Employer or Employee may appoint another person, organisation or association to accompany and/or represent them in relation to this procedure.
- 12.6 While the dispute resolution procedure is being conducted work will continue in accordance with the Determination and the Act unless an Employee has a reasonable concern about an imminent risk to his or her health or safety. Subject to applicable occupational health and safety legislation, an Employee must not unreasonably fail to comply with a direction by the Employer to perform other available work, whether at the same or another workplace that is safe and appropriate for the Employee to perform.

13 DISPUTE RESOLUTION TRAINING

- 13.1 A local Union representative or other workplace representative shall be entitled to, and the Employer shall grant, leave of absence of up to a maximum of five days' paid leave per calendar year, to attend courses conducted by an accredited training provider and approved by the Employer. Leave of absence on full pay for such purposes in excess of five days and up to ten days may be granted in any one calendar year subject to the total leave being granted in that year and in the subsequent year not exceeding ten days. Such leave is granted on the following conditions:
- (a) the scope, content and level of the courses are directed to the enhancement of the operation of the Dispute Resolution Process;
 - (b) reasonable notice is given by the local Union representative or other workplace representative;
 - (c) the taking of leave is arranged having regard to the operational requirements of the Employer;
 - (d) the local Union representative or other workplace representative taking such leave shall be paid all ordinary time earnings in accordance with **Schedule 2 – Wage Rates** (pro-rated where relevant), plus allowances which are deemed pursuant to the Determination to be part of the pay for all purposes but excluding shift work and overtime allowances;
 - (e) leave of absence granted pursuant to this clause shall count as service for all purposes of the Determination;

- (f) expenses associated with attendance at training courses, for example, fares, accommodation and meal costs are not the responsibility of the Employer.

13.2 Nothing in the Determination authorises an Employee to receive leave to attend training (however described) provided by a trade union.

14 PROCEDURE IN RELATION TO PERFORMANCE AND CONDUCT

14.1 The purpose of this clause is to provide a process for managing an Employee's performance or conduct.

14.2 Where the Employer has concerns in relation to an Employee's performance or conduct, the management representative shall notify the Employee of the concern and reason(s) for it. Where appropriate, the matter will be dealt with by verbal counselling of the Employee as the first option.

14.3 Where disciplinary action is proposed in relation to an Employee's performance or conduct, the management representative shall notify the Employee of the proposed disciplinary action identifying the issue/s concerning the performance or conduct.

14.4 Disciplinary action may take the form of verbal or written warnings, or termination of employment, depending on the seriousness of the issue.

14.5 Any disciplinary action taken in respect of an Employee shall be recorded on the individual's personnel file provided that the record is removed if there is no further issue/s with the Employee's performance or conduct in the succeeding 12 months.

14.6 The Employee's chosen representative shall be present during any disciplinary action, if desired by either party.

15 TYPES OF EMPLOYMENT

15.1 Types of employment

15.1.1 Employees under the Determination may be employed in any one of the following categories:

- (a) full-time Employees;
- (b) regular part-time Employees;
- (c) fixed term or temporary Employees;
- (d) casual Employees; or
- (e) Employees with limited tenure.

15.1.2 At the time of engagement the Employer shall inform each Employee of the terms of their engagement, and in particular, whether they are to be full-time, regular part-time, fixed term or temporary Employees, casual Employees or Employees with limited tenure.

15.2 Full-time employment

Except as provided in **clause 23 – Hours of work**, an Employee who is required by the Employer to work full-time and is ready, willing and available to work the full number of hours as required by the Employer, shall be paid the full weekly wage as prescribed by the Determination irrespective of the number of hours worked not exceeding 38.

15.3 Regular part-time employment

- 15.3.1 The Employer may employ regular part-time Employees in any classification in the Determination.
- 15.3.2 A regular part-time Employee is a person who:
- (a) works less than full-time hours of 38 per week (or less than 76 hours in a fortnight) and;
 - (b) has reasonably predictable hours of work; and
 - (c) receives, on a pro rata basis, equivalent pay and conditions to those of full-time Employees who do the same kind of work.
- 15.3.3 At the time of engagement, the Employer and the regular part-time Employee will agree in writing on the following matters:
- (a) regular pattern of work, specifying at least the hours worked each day;
 - (b) which days of the week the Employee will work; and
 - (c) the actual starting and finishing times each day.
- 15.3.4 Any agreed variation to the regular pattern of work will be recorded in writing.
- 15.3.5 Regular part-time Employees shall be paid at an hourly rate equal to 1/38th of the weekly wage appropriate to the Employee's classification. Employees employed under this clause shall accrue paid leave entitlements on a pro rata basis.

15.4 Fixed term or temporary employment

- 15.4.1 The Employer may employ an Employee either:
- (a) as a fixed-term Employee who is employed for a specific period, or a specified purpose (other than that referred to in **paragraph 15.4.1(b)**), neither of which will exceed an initial period of 12 months' employment, provided that any such term may be extended for a further period of up to 12 months to complete the particular project, task or training for which the Employee was engaged; or
 - (b) as a replacement Employee replacing a person on parental leave in accordance with **clause 38** – Parental leave, for a period not exceeding twenty-four months; or
 - (c) as a temporary Employee who is employed on hours which may or may not be fixed for a period not exceeding three months.
- 15.4.2 If the period of engagement, or an extended engagement in accordance with **paragraph 15.4.1(a)**, exceeds that provided for in this clause or the Employee engaged pursuant to this clause is re-engaged within thirteen weeks (including the total period of accrued annual leave paid on termination), the Employee shall be deemed to have been originally employed under **clause 15.2** - Full-time employment, or **clause 15.3** - Regular part-time employment.
- 15.4.3 Employees engaged as either fixed term Employees, replacement Employees or temporary Employees pursuant to this clause will receive the rates of pay and conditions provided for under **clause 15.3**, regardless of the number of hours worked, with the exception of the period of notice which for Employees engaged as temporary Employees under this clause, shall be one week.

- 15.4.4 Fixed term employment can only be offered for true fixed term arrangements, including special projects, post graduate training, graduate year positions, maternity leave and long service leave relief.

15.5 Casual employment

- 15.5.1 A casual Employee is one who is engaged in relieving work or work of a casual nature and whose engagement is terminable by the Employer in accordance with the Employer's requirements, without the requirement of prior notice by either the Employer or the Employee, but does not include an Employee who could properly be classified under **clauses 15.2 - Full-time employment, 15.3 - Regular part-time employment or 15.4 - Fixed term or temporary employment.**
- 15.5.2 A casual Employee shall be paid for all work done on weekdays an amount equal to 1/38th of the weekly wage appropriate to the Employee's classification per hour plus 25% and for all work done on Saturday, Sundays and public holidays an amount equal to 1/38th of the weekly wage appropriate to the Employee's classification per hour plus 75%.
- 15.5.3 In addition a casual Employee shall be entitled to receive the appropriate uniform and other allowances contained in the Determination.
- 15.5.4 The provisions of **clause 17 – Termination of employment, clause 34 – Annual leave, clause 34.1 – Personal leave** except in so far as it expressly applies to casual Employees, and **clause 39 – Long service leave**, shall not apply in the case of a casual Employee.

15.6 Employment with limited tenure

- 15.6.1 By written agreement with an Employee, the Employer may employ a new graduate from any of the professions covered by the Determination (except that of medical imaging technology, nuclear medicine technology, radiation therapy technology) for a period of twelve months.
- 15.6.2 At the end of the twelve months, the employment will be terminated unless the Employee successfully applies for a new position with the Employer in which case they will no longer be employed pursuant to this clause. A new graduate is deemed to be a person who has successfully completed their academic studies in the twelve months prior to commencing limited tenure employment. All other conditions of the Determination shall apply.

16 ADVERTISING VACANCIES

Where a vacancy arises within an allied health staffing profile, the responsible manager will initiate action to advertise the vacant position internally and/or externally immediately after receiving notice of resignation or termination. The Employer shall advertise all vacancies that arise where the vacancy relates to a position that, but for the vacancy occurring would have been ongoing, as soon as practicable (ordinarily within eight working days).

17 TERMINATION OF EMPLOYMENT

- 17.1 In the event of termination of employment, four weeks' written notice shall be given by the Employee or the Employer, or four weeks' wages paid or forfeited as the case may be.

- 17.2 The period of notice of termination to be given by the Employer shall increase by one week if the Employee is over 45 years of age and has completed at least two years of continuous service with the Employer.
- 17.3 If an Employee does not give the period of written notice required by this clause, the Employer may deduct from an amount due to the Employee on the termination of the Employment, an amount equal to the remuneration that would otherwise have been payable to the Employee during the notice period.
- 17.4 The provisions of this clause shall apply except where the conduct of the Employee justifies instant dismissal. In such circumstances, wages shall be paid only up to the time of dismissal.
- 17.5 Where the system of work provides for the taking of ADOs and an Employee's employment is terminated:
- (a) if one or more ADOs have been granted in advance, or an ADO has been taken during the work cycle in which the Employee is terminated, the wages due to that Employee shall be reduced by the total of ADOs taken in advance, and/or the total unaccrued portion of the ADO granted in that work cycle as the case may be;
 - (b) if an Employee has not worked a complete twenty-day four-week or five-week cycle, he or she shall receive pro rata accrued entitlements for each day worked or regarded as having been worked (i.e. paid leave) in such cycle payable for the ADO.

18 CLASSIFICATION AND WAGES

- 18.1 The classification descriptors are set out in **Schedule 1 - Classifications**.
- 18.2 The weekly full time salaries applicable to each classification during the period that the Determination operates are set out in **Schedule 2 – Wage Rates**.
- 18.3 Progression through all classifications for which there is more than one wage point shall be by annual increments, having regard to the acquisition and utilisation of skills and knowledge through experience in the Employee's practice setting(s) over such period.
- 18.4 Advancement by an Employee through the Experience increments within UG 1 grades in the classification structure will occur upon the completion by the Employee of each 12 month period calculated from the Employee's commencement in a grade within the UG1 classifications, irrespective of whether a 12 month period (or any part) was served as a full-time or part-time Employee, provided that:
- (a) an Employee who holds a three year undergraduate qualification and is required to do a 12 month internship shall be entitled to be classified as or deemed to have been classified as a UG1, grade 1, second year of experience;
 - (b) an Employee who holds a four year undergraduate qualification will be classified as, or deemed to have been classified as, a UG 1, grade 1, second year of experience;
 - (c) an Employee who holds or is qualified to hold the degree of Bachelor of Science Honours, will be entitled to be classified as a UG1, grade 1, second year of experience after qualification;
 - (d) an Employee who holds or is qualified to hold the degree of Master of Science shall be entitled to be classified as a UG1, grade 1, third year of experience after qualification;

- (e) an Employee who holds or is qualified to hold the degree of Doctor of Philosophy shall be entitled to be classified as a UG1, grade 1, fifth year of experience after qualification.

18.5 Entry Level – New Graduates – Rural, Regional and Community Health Centres/Services

18.5.1 This **clause 18.5** applies to Employees employed in a Rural or Regional Health Service or in a Community Health Centre/Service.

18.5.2 An Employee who holds:

- (a) a four year undergraduate qualification; or
- (b) a three year undergraduate qualification and, either, holds an Honors degree, or is required to do a 12 month internship,

shall be classified as, or deemed to have been classified as, and paid at the rate of UG1 Grade 1 3rd year of experience after qualification.

18.5.3 Any employee classified as UG1 Grade 1 2nd year of experience shall be reclassified as, or be deemed to have been reclassified as, and have their rate of pay adjusted to that of UG1 Grade 1 3rd year of experience after qualification. Such employee will thereafter receive his or her subsequent incremental increase on the anniversary of his or her qualification.

18.6 An Employee appointed to a higher grade shall be paid at the rate within that grade immediately above their previous rate of pay.

19 NOTIFICATION OF CLASSIFICATION

19.1 The Employer shall notify each Employee in writing on commencement of their classification and terms of employment.

19.2 The Employer shall notify each Employee of any alteration to their classification in writing no later than the operative day of such alteration.

20 CHIEF STRUCTURE

20.1 For the purposes of classifying all Chief and Deputy Chief positions it will be necessary to divide the number of hours worked by relevant professionals (including interns) or total staff as the case may be, in that department by 38 with any fraction being taken to the next whole number. In addition when classifying Chief positions in Physiotherapy, Occupational Therapy, Speech Pathology, Medical Imaging Technology, Nuclear Medicine Technology or Radiation Therapy Technology, Podiatry, Medical Record Administration, Medical Photography/Illustration, Medical Library, Music Therapy, Research Technology, Recreation Therapy, Cardiac Technology, Orthoptics, Social Work and Prosthetics and Orthotics, a Chief position which is classified two grades or more below that of an allied Chief (that is either in the therapy stream or the radiation related stream) in the employ of the same employer, shall be reclassified to the next available Chief grade.

20.2 Chief Structures for amalgamated departments in amalgamated hospitals

20.2.1 Where hospital departments covered by this Determination amalgamate as a consequence of a hospital amalgamation the Senior Chief shall be remunerated according to the total numbers of staff in the amalgamated institution in accordance with the provisions of the Determination.

20.2.2 In addition, each campus will be entitled to a Chief position based on the staff numbers at the site.

20.2.3 No deputy chief positions will exist under this structure.

21 ALLOWANCES

21.1 Sole allowance

An Employee who is the only person employed in one of the below listed classifications, shall be paid, in addition to their appropriate rate, an allowance per week at the rate of 5% of the weekly wage of a UG1 grade 1, first year of Experience:

- Medical Imaging Technologist
- Radiation Therapy Technologist
- Nuclear Medicine Technologist
- Physiotherapist
- Occupational Therapist
- Speech Pathologist
- Photographer or Illustrator
- Orthoptist
- Podiatrist
- Orthotist/Prosthetist
- Child Psychotherapist
- Medical Librarian
- Medical Record Administrator
- Music Therapist
- Recreation Therapist
- Social Worker
- Cardiac Technologist

21.2 Higher qualifications allowance

21.2.1 An Employee who holds an additional post graduate qualification which is of direct relevance to his or her current position or functional work area, shall be paid an allowance of 7.5% of the UG1 grade 1, year 3 rate.

21.2.2 An Employee who holds a doctorate which is of direct relevance to his or her current position or functional work area shall be paid an allowance of 10% of the UG1 grade 1, year 3 rate.

21.2.3 An Employee who receives an allowance under **clause 21.2.2** above cannot also receive an allowance under **clause 21.2.1** above.

21.3 Higher duties allowance

An Employee who is authorised to assume the duties of another Employee on a higher classification under the Determination for a period of five or more consecutive working days shall be paid for the period for which he or she assumed such duties at not less than the minimum rate prescribed for the classification applying to the Employee so relieved.

21.4 On-call / Recall allowance

21.4.1 On-call Allowance

- (a) An on-call allowance of 2.5% of the rate for UG1 Grade 1, Year 2 shall be paid to an Employee in respect of any 12 hour period or part thereof during which the Employee is on-call during the period commencing from the time of finishing ordinary duty on Monday and the termination of ordinary duty on Friday.
- (b) The allowance shall be 5% of the rate for UG1, Grade 1, Year 2 in respect to any other 12 hour period or part thereof or any public holiday or part thereof.

21.4.2 Recall Allowance

If an Employee is recalled to duty during an off duty period where the work is not continuous with the Employee's next succeeding rostered period of ordinary duty, such Employee will be paid a minimum of three hours' pay at the applicable overtime rates.

21.4.3 Telephone recall (non CATT areas)

- (a) Where recall to duty can be managed without the Employee returning to the workplace (for example by telephone), **clause 21.4.2** will not apply and such Employee will be paid a minimum of one hour of overtime for such recall work.
- (b) For subsequent recalls beyond the first hour, the Employee will be paid a minimum of one hour of overtime, but multiple recalls within a discrete hour will not attract additional overtime.

21.4.4 Telephone recall (CATT only)

- (a) Employees engaged in on-call/recall for the provision of a crisis response (CATT type function) will be paid an allowance which is set out at **Schedule 2**, for each on-call period of 12 hours or part thereof.
- (b) The allowance includes payment of work performed of up to one hour's aggregate duration for each on-call period.
- (c) For work performed in excess of an aggregate of one hour during an on-call period, payment shall be made at the normal overtime rate paid at the Employee's substantive classification and increment level.
- (d) Telephone attendance is to be regarded as recall to duty.
- (e) Only one Employee per team each night will be rostered on-call and in receipt of the allowance. No other team member (other than a psychiatrist) will be required or requested to provide out of hours service for that particular night.
- (f) Employees are to receive an uninterrupted break of at least eight hours between the end of the recall and the next shift. If the eight hour break is not observed double time will be paid until such break is observed.
- (g) The maximum period of on-call for CATT is to be twelve hours, with existing arrangements below the 12 hours not to be disturbed.
- (h) The Parties acknowledge the unique nature of the on-call requirements for crisis response (CATT type functions) and that it is not comparable to any other health care arrangement or setting.

21.5 Shift work allowance

- 21.5.1 In addition to any other rates prescribed elsewhere in the Determination, an Employee whose rostered hours of ordinary duty finish between 6.00 p.m. and 8.00 a.m. or commence between 6.00 p.m. and 6.30 a.m. shall be paid an amount equal to 2.5% of the rate applicable to first year of experience after qualifications for that Employee per rostered period of duty.
- 21.5.2 Provided that in the case of an Employee working on any rostered hours of ordinary duty finishing on the day after commencing duty or commencing after midnight and before 5.00 a.m. he or she shall be paid for any such period of duty an amount equal to 4% of the rate applicable to the first year of experience for that Employee, and provided further that in the case of an Employee permanently working on any such rostered hours of ordinary duty he or she shall be paid for any such period of duty an amount equal to 5% of the rate applicable to the first year of experience for that Employee. **Permanently working** shall mean working for any period in excess of four consecutive weeks.
- 21.5.3 Provided further that in the case of an Employee who changes from working on one shift to working on another shift the time of commencement of which differs by four hours or more from the first he or she shall be paid an amount equal to 4% of the rate applicable to the first year of experience for that Employee on the occasion of each such change in addition to any amount payable under the preceding provisions of this clause.
- 21.5.4 The allowances payable pursuant to this clause shall be calculated to the nearest five cents, portions of a cent being disregarded.

21.6 Meal allowance

- 21.6.1 An Employee shall be paid a meal allowance of \$10.64 which will increase over the life of the Determination in accordance with **Schedule 2 – Wage Rates**:
- (a) when overtime in excess of one hour is worked after the usual time of ceasing work for the day; or
 - (b) when recalled to duty outside of usual working hours for a period in excess of two hours, and when the time of such recall coincides with or over-runs normal hospital meal time.
- 21.6.2 This clause shall not apply when a meal is supplied at the cost of the Employer.

21.7 Telephone allowance

Where the Employer requires an Employee to install and or maintain a telephone for the purposes of being on-call the Employer shall reimburse the installation costs and the subsequent six monthly rental charges on production of receipted accounts.

21.8 Sleepover allowance

- 21.8.1 Where the Employer requires an Employee to sleepover on the Employer's premises for a period outside that of the Employee's normal rostered hours of duty, the Employee shall be entitled to an amount of \$18.56 for Social Workers and Community Development Workers, \$44.71 for Youth Workers, \$49.92 for Welfare Workers and \$46.24 for all other Employees.
- 21.8.2 This payment shall be deemed to provide compensation for the sleepover and also to include compensation for all work necessarily undertaken by an Employee up to a total of one hour's duration. Any work necessarily performed by the Employee in excess of one hour during his or her sleepover shall attract the appropriate overtime payment as specified in **clause 28 - Overtime**.

21.9 Uniform allowance

- 21.9.1 Where the Employer requires an Employee to wear any special clothing or uniform, the Employer must reimburse the Employee for the cost of purchasing such special clothing or uniform. The provisions of this clause do not apply where the special clothing or uniform is paid for by the Employer.
- 21.9.2 Notwithstanding **clause 21.9.1**, the Employer may, by agreement with the Employee, pay a uniform allowance at the daily or weekly rate set out in **Schedule 2** (whichever is the lesser amount in total) when the Employee is expected to provide his or her own uniforms or coats. When such Employee's uniforms or coats are not laundered by or at the expense of the Employer, the Employee shall be paid a laundry allowance at the daily or weekly rate set out in **Schedule 2** (whichever is the lesser amount in total).

21.10 Damaged clothing allowance

- 21.10.1 Where an Employee, in the course of his or her employment, suffers any damage to or soiling of clothing or other personal effects, (excluding female hosiery), the Employer shall be liable for the replacement, repair or cleaning of such clothing or personal effects provided immediate notification is given of such damage or soiling.
- 21.10.2 This clause shall not apply in a case where the damage or soiling is occasioned by the negligence of the Employee.

21.11 Travelling allowance

- 21.11.1 Should an Employee be required to use his or her vehicle for transport from home to place of work and return outside of normal hours, the Employee is to receive such allowance corresponding with the mileage rates as determined from time to time by the Australian Taxation Office, currently as follows:

Engine capacity		Cents per kilometre
Ordinary car	Rotary engine car	
1600cc (1.6 litre) or less	800cc (0.8 litre) or less	58 cents
1601cc - 2600cc (1.601 litre - 2.6 litre)	801cc - 1300cc (0.801 litre - 1.3 litre)	69 cents
2601cc (2.601 litre) and over	1301cc (1.301 litre) and over	70 cents

- 21.11.2 Any Employee who is recalled to the Employer's premises for any purpose shall be provided with transport (i.e. taxi or hire car) for the outward and return journeys at the Employee's request, and the Employee shall not be responsible for the payment of such transport.
- 21.11.3 Where an Employee is required to travel during normal working hours on Employer business, the Employee shall be provided with transport and shall not be responsible for the payment of such transport.
- 21.11.4 Notwithstanding anything contained in **clause 21.11.3**, where the Employer does not provide transport and an Employee agrees to use his or her vehicle during normal working hours on Employer business, the Employee is to receive such an allowance corresponding with the per kilometre rates above.
- 21.11.5 Any approved fares incurred by an Employee in the performance of his or her duty shall be reimbursed by the Employer.

21.12 Supervisor Allowance

- 21.12.1 A Medical Technician appointed to be responsible for supervising the work of other Medical Technicians shall be paid at the rate of 7.5% of the rate of a Medical Technician at the fourth year of experience.
- 21.12.2 A Renal Dialysis Technician appointed to be responsible for supervising the work of other Renal Dialysis Technicians and/or in charge of a section or annexe of the service shall be paid at the rate of 7.5% of the rate of a Renal Dialysis Technician at the fourth year of experience.

22 PAYMENT OF WAGES

Wages shall be paid not later than Thursday following the end of the pay period. On or prior to the pay day the Employer shall state to each Employee in writing the amount of wages to which she or he is entitled, the amount of deductions therefrom, and the net amount being paid to him or her.

23 HOURS OF WORK

- 23.1 The hours for an ordinary week's work shall be 38, or an average of 38 per week in a two or four week period, or by mutual agreement in a five week period in the case of an employee working ten hour shifts, and shall be worked either:
- (a) subject to practicability, in 152 hours per four week period, to be worked as nineteen shifts each of eight hours; or
 - (b) by mutual agreement:
 - (i) in four days in shifts of not more than ten hours each; or
 - (ii) otherwise, provided that the length of any ordinary shift shall not exceed ten hours.
- 23.2 Subject to the roster provisions, 80 hours may be worked in any two consecutive weeks, but not more than 50 ordinary hours may be worked in any one of such weeks.
- 23.3 For all purposes the hourly rate is deemed to be the weekly rate prescribed by **clause 18 – Classification and Wages** divided by 38, provided that where the averaging system is used by full-time employees, an Employee's ordinary wage for ordinary hours is deemed to be the weekly rate prescribed in **clause 18 – Classification and Wages**, and shall be paid each week even though more or less than 38 ordinary hours are worked in that week.
- Note:** An Employee shall accrue a credit for each day in which he or she works ordinary hours in excess of the daily average of seven hours 36 minutes. The credit is carried forward so that in each cycle an accrued day off is paid.
- 23.4 All paid leave accrues the credit provided for by **clause 23.3**.
- 23.5 A paid leave day shall be identical to a worked day.
- 23.6 The deduction from leave credits shall be the same as the actual ordinary hours which would have been worked on that day.
- 23.7 An Employee who is absent from ordinary duty on unpaid leave shall accrue the appropriate credit without pay for the accrued day off.

24 MEAL INTERVAL

- 24.1 A meal interval of not more than 60 minutes shall be allowed during each rostered period of duty (Monday to Friday inclusive) to Employees other than those working shift duty which shall not be counted as time worked.
- 24.2 A meal interval of not more than 30 minutes per shift shall be allowed whenever possible for Employees rostered for shift duty and shall be counted as time worked whether or not the meal interval is taken.

25 REST PERIOD

At a time suitable to the Employer two rest periods, each of ten minutes shall be given to each Employee during each eight hour period of duty and shall be counted as time worked.

26 DUTY ROSTER

A roster setting out hours of duty, on-call requirements, meal times, commencing times, finishing times, weekend duty, night duty and other such duty where applicable and as prescribed by the Employer within the provisions of the Determination shall be kept posted in some readily accessible section of the building for viewing by persons thereat employed and subject to the Determination. The roster shall be posted at least three days prior to becoming effective. It shall only be altered on account of sickness or other pressing emergency.

27 SUPERANNUATION

- 27.1 The Employer will be a participating employer of HESTA and/or Health Super and will participate in accordance with the funds' trust deeds. Employees will be a member of either HESTA or Health Super.
- 27.2 For Employees who earn more than \$450.00 per month, the Employer will contribute to the fund of which an Employee is a member at the rate required to comply with the *Superannuation Guarantee (Administration) Act 1992* and the *Superannuation Guarantee Charge Act 1992* as amended from time to time.
- 27.3 The Employer will provide each Employee upon commencement of employment membership forms of HESTA or Health Super and will forward the complete membership form of the Employee's choice of fund to the relevant fund within 28 days. In the event that the Employee has not completed an application form within 28 days, the Employer will forward contributions and Employee details to Health Superfund.
- 27.4 Subject to the terms of the relevant trust deed, an Employee may make additional contributions to the fund chosen by the Employee and upon receiving written authorisation from the Employee, the Employer will deduct such contributions from an Employee's salary and will forward such contributions to the chosen fund.
- 27.5 The parties note that the Employer has other superannuation obligations and this clause does not purport to exhaustively describe those obligations. The Employer will comply with the requirements set out in this clause to the extent that they are consistent with law.

28 OVERTIME

- 28.1 The Employer may require an Employee to work reasonable overtime and such Employee shall work overtime in accordance with such requirement.

- 28.2 An Employee may refuse to work overtime in circumstances where the working of such overtime would result in the Employee working hours which are unreasonable having regard to:
- (a) any risk to Employee health and safety;
 - (b) the Employee's personal circumstances including any family responsibilities;
 - (c) the needs of the workplace or enterprise;
 - (d) the notice (if any) given by the Employer of the overtime and by the Employee of his or her intention to refuse it; and
 - (e) any other reasonable matter, including those specified in the Act.
- 28.3 Only overtime authorised by the Employer shall be paid for and the following rates of overtime shall apply:
- (a) in excess of ordinary hours of work on any one day - time and a half for the first two hours and double time thereafter;
 - (b) outside a spread of twelve hours from the commencement of the rostered period of duty - double time;
 - (c) outside a spread of ten hours from the commencement of work by an Employee rostered to work broken shifts - time and a half and outside a spread of twelve hours - double time;
 - (d) in the event of an Employee being recalled to duty for any period during an off duty period such Employee shall be paid from the time of receiving the recall until the time of returning to the place from which he or she was recalled with a minimum of three hours' payment for each recall, at the following rates:
 - (i) within a spread of 12 hours from the commencement of the last previous period of ordinary duty – time and a half;
 - (ii) outside a spread of 12 hours from the commencement of the last period of ordinary duty – double time;
 - (iii) by mutual agreement with the Employer an Employee shall be allowed to take time off in lieu of overtime.
- 28.4 An Employee may elect, with the consent of the Employer, to take time off in lieu of payment for overtime at a time or times agreed with the Employer, provided the time off in lieu is taken within four weeks of its accrual. Overtime taken as time off during ordinary time hours shall be taken at the ordinary time rate, that is, an hour for each hour worked. The Employer shall record time off in lieu arrangements, whether under this clause, or elsewhere in the Determination, in the time and wages book.
- 28.5 Notwithstanding anything contained in **clause 48 - Trainee supervision**, any trainee may, due to medical emergency, be required to work reasonable overtime or shift duty at the discretion of the Employer. Such overtime or shift duty shall be subject to the rates and/or allowances provided for elsewhere in the Determination.
- 29 TEN HOUR BREAK**
- 29.1 When overtime work, including recall work, is necessary it should be arranged so that Employees have at least ten consecutive hours off duty between all bodies of work.

- 29.2 An Employee who works so much overtime or recall between the cessation of the Employee's previous rostered ordinary hours and the commencement of the next succeeding rostered period of ordinary hours, that the Employee would not have at least ten consecutive hours off duty between the end of the overtime or recall and the commencement of the next rostered period of ordinary hours shall, subject to this clause, be released after completion of such overtime or recall worked until the Employee has had ten consecutive hours off duty without loss of pay for rostered ordinary hours occurring during such absence.
- 29.3 If, on the instructions of the Employer, an Employee resumes or continues work without having had ten successive hours off duty the Employee will be paid at the rate of double time until the Employee is released from duty for such rest period and the Employee will then be entitled to be absent until the Employee has had ten consecutive hours off duty without loss of pay for rostered hours occurring during such absence.
- 29.4 If an Employee resumes work of the Employee's own volition, overtime will be calculated in accordance with **clause 28 - Overtime**. An Employee who resumes work voluntarily will be entitled without loss of pay to attend to ablution and sustenance matters.

30 ON-CALL AND ROSTERED OVERTIME

- 30.1 An Employee who is rostered on-call or who performs rostered overtime on 10 or more weekends per annum will be entitled to an additional five days' annual leave. This entitlement is in addition to the Weekend Worker entitlement provided by **clause 34.10.1**, but both entitlements cannot be claimed for the same bodies of work.
- 30.2 **Clause 30.1** above does not apply to any weekend on which four hours or less is worked or on-call.
- 30.3 Leave loading does not apply to leave accrued under **clause 30.1** above.
- 30.4 A part-time Employee paid in accordance with **clause 15.3** will accrue paid leave entitlements under **clause 30.1** on a pro rata basis.

31 SPECIAL RATES FOR SATURDAYS AND SUNDAYS

- 31.1 All rostered time of ordinary duty performed on Saturday or Sunday shall be paid for at the rate of time and a half.
- 31.2 Where Saturday or Sunday duties are required to be carried out in excess of the week's work such duties are to be paid at the rate of double time.
- 31.3 Any recall to duty on a Saturday or Sunday shall be paid in accordance with **clause 28 – Overtime** or **clause 21.4 – On-call / Recall allowance**, as applicable.
- 31.4 By agreement with the Employer an Employee shall be allowed to take time off in lieu of overtime at the ordinary time rate as per clause 28.4 of this Determination.

32 ADOs

- 32.1 All full-time Employees covered by the Determination are entitled to an ADO.
- 32.2 An Employee who receives an ADO and who is transferred to a new position within the Employer's business will continue to receive an ADO unless otherwise agreed.
- 32.3 New Employees will be apprised of the relevant department's work arrangements and provisions regarding hours of work and entitlements to an ADO.
- 32.4 The Employer will not refuse new Employees the option of an ADO.

33 DAYLIGHT SAVINGS

Despite anything to the contrary in the Determination, if an Employee works on a shift during the daylight saving change over period, that Employee will be paid ordinary time or the applicable shift rate for the actual hours worked.

34 ANNUAL LEAVE

34.1 Period of leave

34.1.1 An Employee shall be entitled to 152 hours leave on ordinary pay per year of continuous service with the Employer.

34.1.2 Annual leave will accrue progressively during a year of continuous service, and be credited on a pro-rata basis.

34.2 Annual leave exclusive of public holidays

The annual leave prescribed in **clause 34.1** above shall be exclusive of any of the holidays prescribed by **clause 40 - Public holidays** and if any such holiday falls within an Employee's period of annual leave and is observed on a day which in the case of that Employee would have been an ordinary working day there shall be added to the period of annual leave time equivalent to the ordinary time which the Employee would have worked if such day had not been a holiday.

34.3 Leave to be taken

The annual leave provided for this clause shall be allowed and shall be taken and, except as provided by **clause 34.7** or **34.9.5** payment shall not be made or accepted in lieu of annual leave.

34.4 Time of taking leave

Annual leave shall be taken at a time determined by agreement between the Employer and the Employee. The Employer will not unreasonably refuse to authorise an Employee's request to take accrued leave, or revoke an authorisation already given.

34.5 Excessive leave

Notwithstanding **clause 34.3** above, the Employer may, upon the provision of 13 weeks' notice, direct the Employee to take up to one quarter of the Employee's accrued annual leave entitlement, provided that the Employee has in excess of 304 hours' annual leave accrued.

34.6 Leave allowed before due date

34.6.1 The Employer may allow an Employee to take annual leave before the right thereto has accrued.

34.6.2 To the extent that an Employee remains in annual leave debt upon termination, such amount (including any leave loading paid) may be deducted from any amounts otherwise payable to the Employee upon termination of the employment.

34.7 Proportionate leave

34.7.1 Where the employment of any Employee is terminated at the end of a period of employment of less than twelve months the Employer shall forthwith pay to the Employee, in addition to all other amounts due to him, and an amount equal to 4/48ths of his or her ordinary pay for that period thereafter.

34.7.2 Payment for pro rata leave for a part-time Employee on termination shall be based on the average number of ordinary hours per week over the period for which a payment is due.

34.8 Shiftworker Definition for NES purposes

For the purposes of the National Employment Standards (NES) a **shiftworker** is an Employee who works for more than four ordinary hours on 10 or more weekends during the year in which their annual leave accrues.

34.9 Weekend Worker Definition

For the purposes of this clause, **weekend worker** means any Employee who in any one year of employment works a portion of his or her ordinary hours on a weekend.

34.10 Additional Week's Annual Leave

34.10.1 An Employee who is a **weekend worker** who works for more than four ordinary hours on 10 or more weekends is entitled to an additional week's annual leave on the same terms and conditions.

34.10.2 The provisions of this clause have the same effect and gives an Employee an entitlement to annual leave that is the same as the entitlement of the Employee under the National Employment Standards relating to shiftworkers under section 87(1)(b)(ii) of the FW Act.

34.10.3 An Employee's entitlement to annual leave under this clause operates in parallel with the Employee's NES entitlement, but not so as to give the Employee a double benefit.

34.10.4 A **weekend worker** whose employment is terminated at the end of a period of employment which is less than one year computed from the date of commencement of the employment, or the date upon which the Employee last became entitled to annual leave from the Employer, shall be paid in addition to any other amounts due to the Employee, an amount equal to 1/48th of his or her ordinary pay in respect of that period of employment.

34.10.5 The entitlement in **clause 34.10.1** is additional to the On-Call and Rostered Overtime entitlement provided by **clause 30.1**, but both entitlements cannot be claimed for the same bodies of work.

34.11 Annual leave loading

34.11.1 An Employee entitled to annual leave (including proportionate leave) shall be paid an annual leave loading of 17.5% of the ordinary weekly rate of pay for the classification at which the Employee is employed at the commencement of their annual leave, up to a maximum annual base salary of \$56,435, adjusted in accordance with **34.11.2**.

34.11.2 The cap on the leave loading of 17.5% payable to an Employee on the first four weeks of annual leave per year will be adjusted by movements in the salary rates for Employees classified at UG1 Grade 3, Year 1.

34.12 Sickness during annual leave

Where an Employee becomes sick or injured whilst on annual leave for a period of not less than five days on which he or she would otherwise have worked, and immediately forwards to the Employer a certificate of a registered health practitioner, then the number of days not less than five specified in this certificate shall be deducted from any sick leave entitlement standing to the Employee's credit, and shall be re-credited to his or her annual leave entitlement.

34.13 Flexible annual leave arrangements

- 34.13.1 Employees may apply for and be granted 48/52 employment arrangements subject to agreement with the Employer. Agreement will not be unreasonably withheld. Approvals rest with the Employer who may legitimately take into account operational needs and work requirements.
- 34.13.2 These 48/52 arrangements are defined as meaning a situation where an Employee takes an additional 4 weeks leave per annum in addition to all other leave entitlements but is paid 48/52 of the weekly base rate prescribed by the Determination for each week during which their employment is subject to these arrangements.
- 34.13.3 Accrual of sick leave and long service leave will be unaffected by these arrangements.
- 34.13.4 Where an Employee applies for leave pursuant to this clause the Employer shall respond to such applications within four weeks. The approval of 48/52 arrangements for individual Employees will be subject to annual application and approval by the Employer.

35 PERSONAL LEAVE

35.1 The term **immediate family** includes:

- spouse (including a former spouse, a de facto spouse and a former de facto spouse (including same sex couples)) of the Employee. A de facto spouse means a person who lives with the Employee as his or her husband or wife on a genuine domestic basis although not legally married to the Employee; and
- child or an adult child (including an adopted child, a step child or an ex-nuptial child), parent, grandparent, grandchild or sibling of the Employee or spouse of the Employee.

35.2 Amount of paid personal leave

- 35.2.1 Personal leave is available to an Employee, in accordance with the terms of this clause, when they are absent:
- due to personal illness or injury (**Sick Leave**); or
 - for the purposes of providing care or support to an immediate family or household member who requires such care or support due to:
 - (i) a personal illness or injury of the member; or
 - (ii) an unexpected emergency affecting the member (**Carers Leave**).
- 35.2.2 An Employee, other than a casual Employee, is entitled to the following amount of paid personal leave, which accrues, pro rata, progressively during a year of continuous service with the Employer:
- (a) up to seven hours 36 minutes for each month of service in the first year of service;
 - (b) up to 106 hours 24 minutes each year in the second, third and fourth year of service;
 - (c) thereafter, 159 hours 36 minutes in each year.

35.3 Personal leave for personal injury or sickness

- 35.3.1 An Employee is entitled to use the full amount of their personal leave entitlement including accrued leave for the purposes of Sick Leave, subject to the conditions set out in this clause.
- 35.3.2 Provided that such illness or injury and the relevant duration is certified by a registered health practitioner or, is evidenced by the production of a statutory declaration signed by the Employee. Such certificate or statutory declaration is tendered to the Employer within 48 hours of the commencement of such absence or as soon as is otherwise reasonably practicable.
- 35.3.3 An Employee may be absent for one day on Sick Leave without furnishing evidence of such sickness on not more than three occasions in any one year.
- 35.3.4 An Employee shall, at least two hours before his or her time rostered to commence duty on the first day of absence, or otherwise as soon as reasonably practicable, inform the Employer of his or her inability to attend for duty because of a personal illness or injury and the estimated duration of the absence. Employees rostered for duty prior to 10.00 a.m. on the first day of such absence shall not be required to give such notice before 8.00 a.m.

35.4 Cumulative personal leave

- 35.4.1 An Employee is entitled to use accumulated personal leave for personal injury or sickness if the Employee has already used the current year's personal leave entitlement as personal leave for personal injury or sickness.
- 35.4.2 Personal leave entitlements which are untaken at the completion of the year shall accumulate.
- 35.4.3 Accumulated personal leave, including that accrued to the date of the Determination, shall be transferable within the field of employment in any hospital, benevolent home, community health centre, Society or Association registered under the *Health Services Act 1988* (or the former *Hospitals and Charities Act 1958*) or the Cancer Institute (constituted under the *Cancer Act 1958*). Provided that an Employee shall, within two weeks of commencing employment, make a written declaration or produce a written statement acceptable to the employer as to what personal leave has been taken during the period of his or her previous employment.
- 35.4.4 An Employee who contracts an infectious disease in the course of his or her duties and who is entitled to receive workers compensation shall have any difference between workers compensation and his or her ordinary salary made up by the Employer up to but not exceeding three months. An Employee who contracts an infectious disease in the course of his or her duties and having same certified to by the Medical Superintendent or by a Medical Practitioner approved by the Employer (and who is not entitled to receive workers compensation) shall receive full pay during the necessary period off duty up to but not exceeding three months. Sick pay granted under this clause shall not be debited against any personal leave which the Employee may have become entitled to under the preceding clauses.
- 35.4.5 For the purpose of this clause a working day shall be one of seven hours 36 minutes.

35.5 Personal leave to care for an immediate family or household member

- 35.5.1 An Employee is entitled to use up to ten days per annum of their personal leave, including accrued leave, as Carers Leave. Leave may be taken for part of a single day.

- 35.5.2 By agreement between the Employer and an individual Employee, the Employee may access an additional amount of their accrued personal leave as Carers Leave, beyond the limit set out in **clause 35.5.1** above. In such circumstances the Employer and the Employee shall agree upon the additional amount that may be accessed.
- 35.5.3 The entitlement to use personal leave is subject to the Employee being responsible for the care or support of the person concerned.
- 35.5.4 When taking Carers Leave to care or support a member of their immediate family or household who is sick or injured, the Employee must, if required by the Employer, establish by production of a medical certificate or statutory declaration, the illness or injury of the person concerned during the relevant period and that the illness is such as to require care by another.
- 35.5.5 When taking Carers Leave to care or support a member of their immediate family or household due to an unexpected emergency, the Employee must, if required by the Employer, establish by production of documentation acceptable to the Employer or statutory declaration, the nature of the emergency and that such emergency resulted in the person concerned requiring care by the Employee.
- 35.5.6 In normal circumstances an Employee must not take Carers Leave under this clause where another person has taken leave to care for the same person.

35.6 Employee must give notice

The Employee must, where reasonably practicable, give the Employer notice that the Employee requires leave to provide care or support to a member of the Employee's immediate family, or a member of the Employee's household, and the estimated duration of the leave, prior to the period of absence. If it is not reasonably practicable for the Employee to give prior notice of the absence, the Employee must otherwise notify the Employer as soon as reasonably practicable.

35.7 Unpaid Personal Leave

Where an Employee has exhausted all paid Carers Leave entitlements, the Employee is entitled to take unpaid personal leave to care for or support members of his or her immediate family or household who are sick or injured and require care and support or who require care or support due to an unexpected emergency. The Employer and the Employee shall agree on the period. In the absence of agreement, the Employee is entitled to take up to two days of unpaid leave per occasion, provided the above notification and evidentiary requirements are met.

35.8 Casual Employment: Caring responsibilities

- 35.8.1 Subject to the evidentiary and notice requirements that apply to Carers Leave, or bereavement leave, as the case may be, casual Employees are entitled to not be available to attend work, or to leave work:
- (a) if they need to care for members of their immediate family or household who are sick or injured and require care and support, or who require care or support due to an unexpected emergency, or the birth of a child of a member of the Employee's immediate family; or
 - (b) upon the death in Australia of an immediate family or household member.
- 35.8.2 The Employer and the Employee shall agree on the period for which the Employee will be entitled to not be available to attend work. In the absence of agreement, the Employee is entitled to not be available to attend work for up to 48 hours (i.e. two days)

per occasion. The casual Employee is not entitled to any payment for the period of non-attendance.

- 35.8.3 The Employer must not fail to re-engage a casual Employee because the Employee accessed the entitlements provided for in this clause. The rights of the Employer to engage or not to engage a casual Employee are otherwise not affected.

36 COMPASSIONATE LEAVE

- 36.1 The provisions of this clause apply to all Employees other than Employees employed in casual employment. The entitlements of Employees employed in casual employment are set out in **clause 35.8**.
- 36.2 An Employee is entitled to four days' paid leave, on each occasion if a member of the Employee's immediate family or household:
- (a) contracts or develops a personal injury or illness that poses a serious threat to their life; or
 - (b) dies.
- 36.3 In the above circumstances, an Employee is additionally entitled to take unpaid leave of up to four days on each such occasion. An Employee may take additional unpaid compassionate leave by agreement with the Employer.
- 36.4 Proof of the injury, illness or death must be provided to the satisfaction of the Employer, if requested.

37 MAKE-UP TIME

- 37.1 Notwithstanding provisions elsewhere in the Determination an Employee may elect, with the consent of the Employer, to work make-up time under which the Employee takes time off during ordinary hours, and works those hours at a later time, during the spread of ordinary hours provided in the Determination.
- 37.2 An Employee on shift work may elect, with the consent of the Employer, to work make-up time under which the Employee takes time off ordinary hours and works those hours at a later time, at the shift work rate which would have been applicable to the hours taken off.

38 PARENTAL LEAVE

- 38.1 The provisions of this clause do not apply to Employees employed in casual employment other than Eligible casual Employees.
- 38.2 Subject to the terms of this clause, Employees are entitled to maternity, paternity and adoption leave and to work part-time in connection with the birth or adoption of a child.

38.3 Definitions

For the purposes of this clause:

Eligible casual Employee means an Employee employed by the Employer in casual employment on a regular and systematic basis for a sequence of periods of employment during a period of at least 12 months and who has, but for the pregnancy or the decision to adopt, a reasonable expectation of continuing engagement by the Employer on a regular and systematic basis.

Child means a child of the Employee under school age or a child under school age who is placed with the Employee for the purposes of adoption, other than a child or step-child of the Employee or of the spouse of the Employee or a child who has previously lived continuously with the Employee for a period of six months or more.

Spouse includes a de facto or former spouse, except in relation to **clause 38.10 – Adoption Leave**, where **spouse** does not include a former spouse.

38.4 Basic entitlement

38.4.1 After twelve months' continuous service, parents are entitled to a combined total of 52 weeks' unpaid parental leave (including special maternity leave) on a shared basis in relation to the birth or adoption of their child. For females, maternity leave may be taken and for males, paternity leave may be taken. Adoption leave may be taken in the case of adoption.

38.4.2 Subject to the provisions of 'special maternity leave' and the 'right to request' part time work parental leave is to be available to only one parent at a time in a single unbroken period (**long parental leave**), except that both parents may simultaneously take:

- (a) for maternity and paternity leave, an unbroken period of up to one week at the time of the birth of the child;
- (b) for adoption leave, an unbroken period of up to three weeks at the time of the placement of the child (each, **short parental leave**).

38.5 Paid Parental Leave

(a) This subclause applies to Employees other than Employees employed in casual employment.

(b) Subject to the notification, evidentiary and other requirements set out below:

- (i) From the date of this Determination:
 - (A) an Employee will be entitled to 10 weeks' paid leave, paid at the Employee's ordinary time rate of pay, or 20 weeks' leave on half pay, paid at the Employee's ordinary time rate of pay, upon commencement of maternity leave;
 - (B) an Employee who will be the primary care giver of an adopted child who commences adoption leave will be entitled to the payment of 10 weeks' paid leave or 20 weeks' leave on half pay from the date that the child is placed with the Employee.
- (ii) Previous service within the public health sector is to be regarded for the purposes of accessing the entitlement to paid maternity leave or adoption leave for an Employee with less than 12 months' service with an Employer.
- (iii) An Employee, whose spouse or de facto spouse (including same sex couples) is giving birth or will be the primary care giver of an adopted child, is entitled to payment of one week's salary upon the commencement of parental leave.

38.6 Prenatal leave

If an Employee is required to attend pre-natal appointments or parenting classes and such appointments or classes are only available or can only be attended during the ordinary rostered shift of an Employee, then on production of satisfactory evidence of attendance at such appointment or class, the Employee may access his or her Carer's Leave credit under the Determination. The Employee must give the Employer prior notice of the Employee's intention to take such leave.

38.7 Maternity leave

38.7.1 An Employee must provide notice to the Employer in advance of the expected date of commencement of maternity leave. The notice requirements are:

- (a) of the expected date of confinement (including a certificate from a registered medical practitioner stating that the Employee is pregnant) - at least ten weeks;
- (b) of the date on which the Employee proposes to commence maternity leave and the period of leave to be taken - at least four weeks.

38.7.2 When the Employee gives notice under **clause 38.7.1** the Employee must also provide a statutory declaration stating particulars of any period of paternity (or like authorised) leave sought or taken by her spouse and that for the period of maternity leave she will not engage in any conduct inconsistent with her contract of employment.

38.7.3 An Employee will not be in breach of this clause if failure to give the stipulated notice is occasioned by confinement occurring earlier than the presumed date or other compelling circumstances.

38.7.4 Subject to the limits on duration of parental leave set out in this Determination and unless agreed otherwise between the Employer and Employee, an Employee may commence parental leave at any time within six weeks immediately prior to the expected date of birth.

38.7.5 Where an Employee continues to work within the six week period immediately prior to the expected date of birth, or where the Employee elects to return to work within six weeks after the birth of the child, the Employer may require the Employee to provide a medical certificate stating that she is fit to work on her normal duties and/or whether resumption of normal duties is inadvisable.

38.8 Special maternity leave

38.8.1 Where the pregnancy of an Employee not then on maternity leave terminates within 28 weeks before the expected date of birth, other than by the birth of a living child, then the Employee may take unpaid special maternity leave of such periods as a registered medical practitioner certifies as necessary.

38.8.2 Where an Employee is suffering from an illness not related to the direct consequences of the confinement, an Employee may take any paid sick leave to which she is entitled in lieu of, or in addition to, special maternity leave.

38.8.3 Where an Employee not then on maternity leave suffers an illness related to her pregnancy, she may take any paid sick leave to which she is then entitled and such further unpaid special maternity leave as a registered medical practitioner certifies as necessary before her return to work. The aggregate of paid sick leave, special maternity leave and parental leave, including parental leave taken by a spouse, may not exceed 52 weeks or longer as agreed under **clause 38.12**.

38.8.4 Where special maternity leave is granted, during the period of leave an Employee may return to work at any time, as agreed between the Employer and the Employee, provided that time does not exceed four weeks from the recommencement date desired by the Employee.

38.9 Paternity leave

38.9.1 Short Parental Leave (paternity)

An Employee will apply in writing for short parental leave as soon as reasonably practicable on or after the first day of the period of leave, stating the first and last days of the period. In addition, an Employee will provide the Employer at least ten weeks' notice of the proposed period of paternity leave, with a certificate from a registered medical practitioner which names his spouse, states that she is pregnant and the expected dates of confinement, or states the date on which the birth took place.

38.9.2 Long Parental Leave (paternity)

- (a) Where an Employee proposes to take long parental leave, he will apply in writing to the Employer no later than 10 weeks before the first day of the intended paternity leave, stating the first and last days of the period.
- (b) The application must be accompanied by a statutory declaration made by the Employee stating:
 - (i) the Employee will take that period of paternity leave to become the primary care-giver of a child;
 - (ii) particulars of any period of maternity (or like authorised) leave sought or taken by his spouse; and
 - (iii) that for the period of parental leave he will not engage in any conduct inconsistent with his contract of employment.

38.9.3 An Employee will not be in breach of this **clause 38.9** if the failure to give the required period of notice is because of the birth occurring earlier than expected, the death of the mother of the child, or other compelling circumstances. Application in such circumstances must be made as soon as reasonably practicable.

38.10 Adoption leave

38.10.1 An Employee must give written notice to the Employer of the Employee's intention to apply for adoption leave as soon as reasonably practicable after receiving notice (a **placement approval notice**) of the approval of the placement of a child with the Employee.

38.10.2 An Employee must give written notice to the Employer of the day when the placement of a child with the Employee is expected to start as soon as reasonably practicable after receiving notice (a **placement notice**) of the expected day.

38.10.3 An Employee must give written notice to the Employer of the first and last days of the periods of short and/or long parental leave the Employee intends to apply for because of the placement:

- (a) if the Employee receives a placement notice within the period of 8 weeks after receiving the placement approval notice—before the end of that 8 week period; or

- (b) if the Employee receives a placement notice after the end of the period of 8 weeks after receiving the placement approval notice—as soon as reasonably practicable after receiving the placement notice.

38.10.4 If a child who is to be adopted by an Employee is a relative of the Employee, and the Employee decides to take the child into custody pending the authorisation of the placement of the child with the Employee, the Employee must:

- (a) give notice to the Employer as soon as reasonably practicable after the decision is made; and
- (b) give the notices required by **clause 38.10.1**, **38.10.2** and **38.10.3** in accordance therewith.

relative of an Employee means a grandchild, nephew, niece or sibling of the Employee or of the Employee's spouse.

38.10.5 If the Employee cannot comply with one or more of the above notification requirements because of the day when the placement is expected to start, commencement of employment after the date of receipt of a placement notice and/or placement approval notice, or any other compelling reason, notice shall be given to the Employer as soon as reasonably practicable before the first day of adoption leave taken by the Employee.

38.10.6 Short parental leave (adoption)

An Employee will apply in writing for short parental leave no later than 14 days before the proposed day of placement of the child, or as soon as reasonably practicable where the Employee cannot comply with this requirement because of the day when the placement is expected to start or any other compelling reason.

38.10.7 Long Parental Leave (adoption)

- (a) Where an Employee proposes to take long parental leave in respect of adoption, the Employee will apply in writing to the Employer no later than 10 weeks before the first day of the intended parental leave, stating the first and last days of the period.
- (b) Where the Employee cannot comply with the above notification requirement because of the day when the placement is expected to start or any other compelling reason, the Employee shall apply for long parental leave as soon as reasonably practicable before the first day of the proposed leave.

38.10.8 Additional documents

- (a) Before commencing adoption leave, an Employee will provide the Employer with a statutory declaration stating:
 - (i) whether the Employee is taking short parental leave, long parental leave, or both;
 - (ii) for any period of long parental leave, that the Employee is seeking such leave to become the primary care-giver of the child;
 - (iii) particulars of adoption (or like authorised) leave sought or taken by the Employee;
 - (iv) particulars of any period of adoption (or like authorised) leave sought or taken by the Employee's spouse;

- (v) that the child is a 'child' as defined above; and
 - (vi) that for the period of adoption leave, the Employee will not engage in any conduct inconsistent with their contract of employment.
- (b) The Employer may require an Employee to provide confirmation from the adoption agency of the placement.

38.10.9 Where Placement does not Proceed or Continue

- (a) Where the placement of the child for adoption with an Employee does not proceed or continue, the Employee will notify the Employer immediately.
- (b) Where the Employee had, at the time, started a period of adoption leave in relation to the placement, the Employee's entitlement to adoption leave is not affected, except by written notice under **paragraph (c)** below.
- (c) The Employer may give the Employee written notice that, from a stated day no earlier than four weeks after the day the notice is given, any untaken long adoption leave is cancelled with effect from that day.
- (d) Where the Employee wishes to return to work due to a placement not proceeding or continuing, the Employer will nominate a time not exceeding four weeks from receipt of notification for the Employee's return to work.

38.10.10 Leave for Interviews and Examinations

An Employee seeking to adopt a child is entitled to take unpaid leave for the purpose of attending any compulsory interviews or examinations as are necessary as part of the adoption procedure. The Employee and the Employer should agree on the length of the unpaid leave. Where agreement cannot be reached, the Employee is entitled to take up to two days' unpaid leave. Where paid leave is available to the Employee, the Employer may require the Employee to take such leave instead.

38.11 Variation of period of parental leave

Where an Employee takes leave under **clause 38.4** or **38.12.1(b)**, unless otherwise agreed between the Employer and Employee, an Employee may apply to the Employer to change the period of parental leave on one occasion. Any such change to be notified as soon as possible but no less than four weeks prior to the commencement of the changed arrangements. Nothing in this clause detracts from the basic entitlement in **clause 38.4** or **38.12.1(b)**.

38.12 Right to request

38.12.1 An Employee entitled to parental leave pursuant to the provisions of **clause 38** may request the Employer to allow the Employee:

- (a) to extend the period of short parental leave up to a maximum of eight weeks;
- (b) to extend the period of unpaid parental leave provided for in **clause 38.4** by a further continuous period of leave not exceeding 12 months;
- (c) to return from a period of parental leave on a part-time basis until the child reaches school age;

to assist the Employee in reconciling work and parental responsibilities.

38.12.2 The Employer shall consider the request having regard to the Employee's circumstances and, provided the request is genuinely based on the Employee's parental responsibilities, may only refuse the request on reasonable grounds related to the effect on the workplace or the Employer's business. Such grounds might include cost, lack of adequate replacement staff, loss of efficiency and the impact on customer service.

38.12.3 Employee's request and the Employer's decision to be in writing

The Employee's request and the Employer's decision made under **clause 38.12.1(b)** and **38.12.1(c)** must be recorded in writing.

38.12.4 Request to return to work part-time

Where an Employee wishes to make a request under **clause 38.12.1(c)**, such a request must be made as soon as possible but no less than seven weeks prior to the date upon which the Employee is due to return to work from parental leave.

38.13 Parental leave and other entitlements

An Employee may in lieu of or in conjunction with parental leave, access any annual leave or long service leave entitlements which they have accrued, subject to the total amount of leave not exceeding 52 weeks or longer as agreed under **clause 38.12**.

38.14 Transfer to a safe job

38.14.1 Where an Employee is pregnant and, in the opinion of a registered medical practitioner, illness or risks arising out of the pregnancy or hazards connected with the work assigned to the Employee make it inadvisable for the Employee to continue at her present work, the Employee will, if the Employer thinks it is reasonably practicable, be transferred to a safe job, with no other change to the Employee's terms and conditions of employment.

38.14.2 If the transfer to a safe job is not reasonably practicable, the Employee may elect, or the Employer may require the Employee, to take paid leave for such period as is certified necessary by a registered medical practitioner or the end of the pregnancy, by live birth or otherwise (whichever is the earlier). This entitlement to paid leave is in addition to any other leave entitlement the Employee may have.

38.15 Returning to work after a period of parental leave

38.15.1 An Employee will notify of their intention to return to work after a period of long parental leave at least four weeks prior to the expiration of the leave.

38.16 An Employee will be entitled to return:

- (a) unless **paragraph (b) or (c)** applies, to the position which they held immediately before proceeding on parental leave;
- (b) if the Employee was promoted or voluntarily transferred to a new position (other than to a safe job pursuant to **clause 38.14** during the parental leave period) - to the new position;
- (c) if **paragraph (b)** does not apply, and the Employee began working part-time because of the pregnancy of the Employee, or his spouse, to the position held immediately before starting to work part-time.

38.16.2 **Clause 38.16** is not to result in the Employee being returned to the safe job to which the Employee was transferred under **clause 38.14**. In such circumstances, the Employee will be entitled to return to the position held immediately before the transfer.

38.16.3 Where the relevant former position (per **clause 38.16** above) no longer exists but there are other positions available for which the Employee is qualified and is capable of performing, the Employee will be entitled to a position as nearly comparable in status and pay to that of their former position.

38.16.4 The Employer must not fail to re-engage an Employee because:

- (a) the Employee or Employee's spouse is pregnant; or
- (b) the Employee is or has been immediately absent on parental leave.

38.16.5 The rights of the Employer in relation to engagement and re-engagement of casual Employees are not affected, other than in accordance with this clause.

38.17 Replacement Employees

38.17.1 A replacement Employee is an Employee specifically engaged or temporarily promoted or transferred, as a result of an Employee proceeding on parental leave.

38.17.2 Before the Employer engages a replacement Employee the Employer must inform that person of the temporary nature of the employment and of the rights of the Employee who is being replaced.

38.18 Communication during Parental leave

38.18.1 Where an Employee is on parental leave and a definite decision has been made to introduce significant change at the workplace, the Employer shall take reasonable steps to:

- (a) make information available in relation to any significant effect the change will have on the status or responsibility level of the position the Employee held before commencing parental leave; and
- (b) provide an opportunity for the Employee to discuss any significant effect the change will have on the status or responsibility level of the position the Employee held before commencing parental leave.

38.18.2 The Employee shall take reasonable steps to inform the Employer about any significant matter that will affect the Employee's decision regarding the duration of parental leave to be taken, whether the Employee intends to return to work and whether the Employee intends to request to return to work on a part-time basis.

38.18.3 The Employee shall also notify the Employer of changes of address or other contact details which might affect the Employer's capacity to comply with **clause 38.18**.

39 LONG SERVICE LEAVE

39.1 Entitlement

39.1.1 An Employee shall be entitled to long service leave with pay, in respect of continuous service with one and the same employer, or service with Institutions or Statutory Bodies (as defined below), in accordance with the provisions of this clause.

39.1.2 Subject to the following, the amount of such entitlement shall be:

- (a) on the completion by the Employee of fifteen years' continuous service - six months' long service leave and thereafter an additional two months' long service leave on the completion of each additional five years' service;

- (b) in addition, in the case of an Employee who has completed more than fifteen years' service and whose employment is terminated otherwise than by death of the Employee, an amount of long service leave equal to one-thirtieth of the period of his or her service since the last accrual of entitlement to long service leave under **paragraph (a)**; and
- (c) in the case of an Employee who has completed at least ten years' service, but less than fifteen years' service and whose employment is terminated for any cause other than serious and wilful misconduct, such amount of long service leave as equals one-thirtieth of the period of service.

39.1.3 For the purpose of determining the entitlement under any provisions of this clause in respect of a period of employment beginning before 31 December 1964, and ending after the said date, so much of that service as was completed before the said date shall be reduced by one-quarter.

39.2 Service entitling to leave

39.2.1 Subject to this clause, the service of an Employee of an Institution or Statutory Body shall include service for which long service leave or payment in lieu has not been received in one or more Institutions including Statutory Bodies directly associated with such Institution or Institutions for the periods required by **clause 39.1.2**.

39.2.2 When calculating the aggregate of service entitling to leave, any period of employment with any one of the said Institutions or Statutory Bodies of less than six months' duration shall be disregarded.

39.2.3 For the purposes of this clause service shall be deemed to be continuous notwithstanding:

- (a) the taking of any annual leave or long service leave;
- (b) any absence from work of not more than fourteen days in any year on account of illness or injury or if applicable such longer period as provided in **clause 34.1 - Personal leave**;
- (c) any interruption or ending of the employment by the Employer if such interruption or ending is made with the intention of avoiding obligations in respect of long service leave or annual leave;
- (d) any absence on account of injury arising out of or in the course of the employment of the Employee for a period during which payment is made under **clause 54 - Accident pay**; and
- (e) any leave of absence of the Employee where the absence is authorised in advance in writing by the Employer to be counted as service.

39.2.4 In calculating the period of continuous service, any interruption or absence due to circumstances below shall not break the continuity of service of an Employee but shall not be counted as part of the period of service unless it is so authorised in writing by the Employer:

- (a) any interruption arising directly or indirectly from an industrial dispute;
- (b) any period of absence from employment between one Institution or Statutory Body or another provided it is less than the allowable period of absence from employment.

Provided that the allowable period of absence shall be five weeks in addition to the total period of paid annual and/or sick leave which the Employee actually receives on termination or for which he or she is paid in lieu;

- (c) the dismissal of an Employee if the Employee is re-employed within a period not exceeding two months from the date of such dismissal;
- (d) any absence from work of a female Employee for a period not exceeding twelve months or longer as agreed under **clause 38.12** in respect of any pregnancy or adoption.
- (e) any other absence of an Employee by leave of the Employer, or on account of injury arising out of or in the course of his or her employment not covered by **clause 39.2.4(d)**.

39.2.5 The onus of proving a sufficient aggregate of service to support a claim for any long service leave entitlement shall at all times rest upon the Employee concerned. A certificate in the following form shall constitute acceptable proof:

CERTIFICATE OF SERVICE
[Name of Institution] [date]
This is to certify that [Name of Employee] has been employed by this institution/society/board for a period of [years/months/etc.] from [date] to [date].
Specify hereunder full details of paid or unpaid leave or absences including periods represented by payment made in lieu of leave on termination.
.....
.....
Specify hereunder full details of long service leave granted during service or on termination:
.....
.....
Signed.....[Stamp of Institution]

39.2.6 The Employer shall keep or cause to be kept a long service leave record for each Employee, containing particulars of service, leave taken and payments made.

39.3 Payments in lieu of long service leave on the death of an Employee

Where an Employee who has completed at least ten years' service dies while still in the employ of the Employer, the Employer shall pay to such Employee's personal representative a sum equal to the pay of such an Employee for one-thirtieth of the period of the Employee's continuous service in respect of which leave has not been allowed or payment made immediately prior to the death of the Employee.

39.4 Payment for period of leave

39.4.1 Payment to an Employee in respect of long service leave shall be made in one of the following ways:

- (a) in full in advance when the Employee commences his or her leave; or
- (b) at the same time as payment would have been made if the Employee had remained on duty, in which case payment shall, if the Employee in writing so requires, be made by cheque posted to a specified address; or
- (c) in any other way agreed between the Employer and the Employee.

39.4.2 Where the employment of an Employee is for any reason terminated before he or she takes any long service leave to which he or she is entitled or where any long service leave accrues to an Employee pursuant to **clause 39.1.2(b)** Employee shall, subject to the provisions of **clause 39.4.3(c)** be entitled to pay in respect of such leave as at the date of termination of employment.

39.4.3 Where any long service leave accrues to an Employee pursuant to **clause 39.1.2(c)** the Employee shall be entitled to pay in respect of such leave as at the date of termination of employment.

Provided that in the case of an Employee who accrues long service leave entitlement pursuant to **clause 39.1.2(c)** and who intends to be re-employed by another Institution or Statutory Body:

(a) such an Employee may in writing request payment in respect of such leave to be deferred until the expiry of the Employee's allowable period of absence from employment, as provided in **clause 39.2.4(b)**; and

(b) except where the Employee gives the Employer notice in writing that the Employee has been employed by another Institution or Statutory Body, the Employer shall make payment in respect of such leave at the expiry of the Employee's allowable period of absence from employment; and

(c) where the Employee gives the Employer notice in writing that the Employee has been employed by another Institution or Statutory Body, the Employer is no longer required to make payment to the Employee in respect of such leave.

39.4.4 Where an increase occurs in the ordinary time rate of pay during any period of long service leave taken by the Employee, the Employee shall be entitled to receive payment of the amount of any increase in pay at the completion of such leave.

39.5 Taking of leave

39.5.1 When an Employee becomes entitled to long service leave such leave shall be granted by the Employer within six months from the date of the entitlement, but the taking of such leave may be postponed to such date as is agreed between the Employer and an Employee, or in default of agreement as is determined by the Commission, provided that no such determination shall require such leave to commence before the expiry of six months from the date of such determination.

39.5.2 Any long service leave shall be inclusive of any public holiday occurring during the period when the leave is taken.

39.5.3 If the Employer and an Employee so agree:

(a) the first six months long service leave to which an Employee becomes entitled under the Determination may be taken in two or three separate periods; and

(b) any subsequent period of long service leave to which the Employee becomes entitled may be taken in two separate periods provided that the period referred to in paragraph (a) shall be taken in one period.

39.5.4 The Employer may by agreement with an Employee grant long service leave to the Employee before the entitlement to that leave has accrued, provided that such leave shall not be granted before the Employee has completed ten years' service.

39.5.5 Where the employment of an Employee who has taken long service leave in advance is subsequently terminated for serious and wilful misconduct before entitlement to long service leave has accrued, the Employer may, from whatever remuneration is payable to

the worker upon termination, deduct and withhold an amount equivalent to the amount paid to the Employee in respect of the leave in advance.

39.6 Payment Variations

39.6.1 If an Employee becomes entitled to a period of long service leave and makes a request to take the Employee's long service leave entitlement or any part of that entitlement at:

- (a) double the quantum of leave on half pay; or
- (b) half the quantum of leave on double pay,

the Employer should whenever it is practical, permit the Employee to do so.

39.6.2 If the granting of the request under paragraph **clause 39.6.1** results in an additional cost to the Employer, then it is not practical to grant an Employee's request.

39.7 Definitions

For the purpose of this clause the following definitions apply:

Institution shall mean any health service, hospital or benevolent home, community health centre, Society or Association created by or registered under the *Health Services Act 1988* (or the former *Hospital and Charities Act 1958*) or the Cancer Institute (constituted under the *Cancer Act 1958*).

Month shall mean a calendar month.

Pay means remuneration for an Employee's normal weekly hours of work calculated at the Employee's ordinary time rate of pay provided in **Schedule 2**, at the time the leave is taken or (if the Employee dies before the completion of leave so taken) as at the time of his or her death, and shall include the amount of any increase to the Employee's ordinary time rate of pay which occurred during the period of leave as from the date such increase operates.

Statutory body means the Hospital and Charities Commission (Vic), the Health Commission of Victoria and/or the Victorian Nursing Council and successors thereto.

40 PUBLIC HOLIDAYS

40.1 Entitlement

40.1.1 An Employee shall be entitled to holidays on the following days:

- (a) New Year's Day, Good Friday, Easter Saturday, Easter Monday, Christmas Day and Boxing Day; and
- (b) the following days, as prescribed in the relevant States, Territories and localities: Australia Day, Anzac Day, Queen's Birthday, Eight Hour Day or Labour Day; and
- (c) Melbourne Cup Day or in lieu of Melbourne Cup Day, some other day as determined in a particular locality.

40.2 Holidays in lieu

40.2.1 When Christmas Day is a Saturday or a Sunday, a holiday in lieu thereof shall be observed on 27 December.

40.2.2 When Boxing Day is a Saturday or a Sunday, a holiday in lieu thereof shall be observed on 28 December.

40.2.3 When New Year's Day or Australia Day is a Saturday or a Sunday, a holiday in lieu thereof shall be observed on the next Monday.

40.3 Additional days

Where public holidays are declared or prescribed on days other than those set out in **clauses 40.1** and **40.2** above in Victoria or a locality thereof, those days shall, as applicable, constitute additional holidays for the purpose of the Determination.

40.4 Substitution of public holidays by agreement

40.4.1 The Employer and the Employees may agree to substitute another day for any prescribed in this clause. For this purpose, the consent of the majority of affected Employees shall constitute agreement.

40.4.2 An agreement pursuant to **clause 40.4.1** shall be recorded in writing and be available to every affected Employee.

40.4.3 Employees rostered to work on public holidays and who fail to do so shall not be entitled to holiday pay for the said holiday.

40.4.4 If an Employee works on any of such holidays or such holiday occurs on his or her rostered day off he or she shall be paid at the ordinary time rate of pay for the time so worked, in addition to which he or she shall be entitled to receive:

- (a) within four weeks following the date on which such holiday occurred;
 - (i) one and a half extra day's pay;
 - (ii) one and a half days off in lieu thereof of which at least seven days' notice shall be given;
 - (iii) one and a half days shall be added to his or her annual leave;
- (b) in the case of an Employee not qualifying for annual leave and where neither of the provisions of **paragraph (a)** have been applied the one and a half days' pay shall be added to the payment in lieu of annual leave; and
- (c) one and a half times the ordinary time rate of pay for any work done in excess of eight hours.

40.4.5 In respect of Easter Saturday, an Employee who ordinarily works Monday to Friday only and who does not work on Easter Saturday, shall be entitled to one day's pay in respect of Easter Saturday or where there is mutual consent, within four weeks following the date on which such holiday occurred the Employee may take one day off in lieu or have one day added to their annual leave.

40.4.6 Notwithstanding the earlier provisions of this clause a Weekend Worker (as defined in **clause 34.9**) who works on any of the holidays set out in **clause 40.1** shall be entitled (in lieu of any entitlement under **clause 40.2**) to one and a half extra days' pay on the first pay day following the end of the pay period during which the holiday falls.

40.4.7 If, at the end of the yearly period in respect of which his or her annual leave accrues such Weekend Worker does not become entitled to additional leave under **clause 34.10.1** he or she shall, at the option of the Employer, be entitled to one and a

half extra days' pay or one and a half extra days' annual leave for each such holiday on which he or she was rostered off.

40.4.8 Where an Employee's accrued day off falls on any such public holiday, a substitute day shall be determined by the Employer to be taken in lieu thereof, such day to be within the same four week cycle where practical.

40.4.9 Notwithstanding the provisions of **clause 40.2**, with the exception of Easter Saturday, an Employee who is ordinarily not required to work on a Sunday or Saturday shall not be entitled to any benefit for any public holidays which may fall on or are observed on a Saturday or a Sunday unless he or she is required to work on any such public holiday.

41 EXAMINATION LEAVE

41.1 Qualified Employees shall be granted leave with full pay in order to attend examinations necessary to obtain higher qualifications relevant to classifications in this Determination as approved from time to time by the respective ethical bodies representing the individual Employee.

41.2 The amount of leave to be granted shall be such as to allow the Employee to proceed to the place of examination and, in addition, to allow one clear working day other than a Saturday or a Sunday for pre-examination study if this is so desired.

41.3 Any leave granted under the provisions of this clause shall be exempt from and, in addition, to the provisions of **clause 34 -Annual leave**.

42 PROFESSIONAL DEVELOPMENT LEAVE

42.1 A full-time Employee is entitled to five days' paid professional development leave per year, in addition to other prescribed leave entitlements.

42.2 To access the benefits of this provision it is the responsibility of the Employee to make an application for this leave.

42.3 The leave is cumulative over two calendar years.

42.4 An application for this leave, nominating the preferred date(s) will be made in writing to the Manager providing a brief description of the nature of the professional development activity to be undertaken. The application may be utilised for, but not limited to, research, home study, attendance at seminars and conferences and shall be granted without conditions such as a compulsory requirement to report on the seminar or conference.

42.5 The application must be made at least six weeks prior to the requested date(s) and shall be approved by the Manager unless there are exceptional circumstances that exist that justify non-approval. The applicant will be notified in writing if the leave is approved or not within seven (7) days of the request being made. If leave is not granted the reasons will be included in the notification to the applicant.

43 STUDY LEAVE

43.1 Paid study leave will be available to all Employees employed in full-time and part-time employment at the Employer's discretion.

43.2 Paid study leave may be taken as agreed between the Employer and an Employee by, for example, 4 hours per week, 8 hours per fortnight or blocks of 38 hours at a residential school.

- 43.3 Employees employed in part-time employment will be entitled to paid study leave on a pro-rata basis according to the proportion of full-time hours worked by the Employee in a week.
- 43.4 An Employee wishing to take study leave in accordance with this clause must apply in writing to the Employer as early as possible prior to the proposed leave date. The Employee's request should include:
- (a) details of the course and institution in which the Employee is enrolled or proposes to enrol; and
 - (b) details of the relevance of the course to the Employee's employment.
- 43.5 The Employer will notify the Employee of whether her or his request for study leave has been approved within 7 days of the application being made.
- 43.6 Leave pursuant to this clause does not accumulate from year to year.

44 CONFERENCE/SEMINAR LEAVE

- 44.1 All Employees employed in full-time and part-time employment are entitled to two days' paid study/conference/seminar leave per annum. The two days' paid study/conference/seminar leave will be based on the individual Employee's usual shift length.
- 44.2 Leave pursuant to this clause does not accumulate from year to year.
- 44.3 Study/conference/seminar leave may be taken:
- (a) to attend a health related conference or seminar; or
 - (b) for undertaking study.
- 44.4 An Employee seeking leave in accordance with this clause can be requested to provide details of the conference/seminar name, venue and date/time. An Employee is not required to report back in any way or provide in-services following conference/seminar attendance.
- 44.5 Where possible the leave should be requested in writing 6 weeks in advance of the proposed leave date.
- 44.6 The approval of leave will not be unreasonably withheld provided the leave is for a health related conference/seminar or for undertaking study.
- 44.7 The Employer must, wherever possible, notify the Employee whether leave will be granted within 7 days of the application being made.

45 JURY SERVICE

- 45.1 An Employee required to attend for jury service during his or her ordinary working hours shall be reimbursed by the Employer an amount equal to the difference between the amount paid in respect of his or her attendance for such jury service and the amount of ordinary wage the Employee would have received in respect of the ordinary time they would have worked had they not been on jury service.
- 45.2 An Employee shall notify the Employer as soon as possible of the date upon which they are required to attend for jury service. Further the Employee shall give the Employer proof of his or her attendance at the court, the duration of such attendance and the amount received in respect of such jury service.

46 BLOOD DONORS LEAVE

The Employer will release Employees upon request to donate blood where a collection unit is on site or by arrangement at the local level.

47 LEAVE TO ENGAGE IN EMERGENCY RELIEF ACTIVITIES

47.1 An Employee who is a member of a voluntary emergency relief organisation including, but not limited to, the Country Fire Authority, Red Cross, State Emergency Service and St John Ambulance is entitled to be absent from his or her place of employment for a period if the Employee's absence is reasonable in all the circumstances and the period consists of one or more of the following:

- (a) time when the Employee engages in the activity;
- (b) reasonable travelling time associated with the activity;
- (c) reasonable rest time immediately following the activity.

47.2 An Employee who wants an absence from her or his employment to be covered by this clause must, as soon as practicable:

- (a) give her or his Employer notice of the absence;
- (b) advise the Employer of the period, or expected period of the absence.

47.3 An Employee who has given the Employer notice of an absence must give the Employer evidence that would satisfy a reasonable person that the absence is because the Employee has been or will be engaging in an eligible community service activity.

48 TRAINEE SUPERVISION

Trainees, with the exception of those in their final year of training shall not be required to work at any time without supervision of a qualified person of the discipline concerned within the area of the establishment where the Trainee is working.

49 SALARY PACKAGING

Employees covered by the Determination will have access to salary packaging arrangements as follows:

- (a) By agreement with the Employee, the current rate of pay specified in **Schedule 2**, may be salary packaged in accordance with the Employer's policy on salary packaging.
- (b) The Employee shall compensate the Employer from his or her rate of pay for any FBT incurred as a consequence of any salary packaging arrangement the Employee has entered into. Where the Employee chooses not to pay any of the costs associated with their salary packaging, the Employer may cease the Employee's salary packaging arrangements.
- (c) The parties agree that in the event that salary packaging ceases to be an advantage to the Employee (including as a result of subsequent changes to FBT legislation) the Employee may elect to convert the amount packaged to salary. Any costs associated with the conversion to salary shall be borne by the Employee and the Employer shall not be liable to make up any benefit lost as a consequence of an Employee's decision to convert to salary.

- (d) The Employee shall be responsible for all costs associated with the administration of their salary packaging arrangements, provided that such costs shall be confined to reasonable commercial charges as levied directly by the external salary packaging provider and/or in-house payroll service (as applicable), as varied from time to time.
- (e) The Parties recommend to Employees who are considering salary packaging that they seek independent financial advice. The Employer shall not be held responsible in any way for the cost or outcome of any such advice and furthermore, the parties agree that the Employee shall pay for any costs associated with salary packaging.
- (f) Superannuation contributions paid by the Employer into an approved Fund will be calculated on the rates of pay for the applicable classification as specified in **Schedule 2**.

50 AMENITIES

50.1 Breastfeeding

The Employer is to provide private and comfortable areas at each worksite for Employees who are breast feeding, upon their request, to enable them to express breast milk or feed children while at work.

50.2 Facilities

For the purposes of facilitating involvement in the avoidance and resolution of disputes between Employees and the Employer as provided for in **clause 12** of the Determination and improving occupational health and safety, the Employer is to provide Union delegates and other Employee representatives with access to facilities such as telephones, computers, email, notice boards and meeting rooms, in a manner that does not adversely affect service delivery and work requirements.

51 MENTAL HEALTH

51.1 Scope

This clause only applies to Employees engaged by the Employer in the provision of Department of Human Services (howsoever called) funded psychiatric and/or mental health programs.

51.2 Supervision

Professional clinical supervision, as opposed to management supervision, is to be offered to Employees in each discipline of no more than 2 hours per month. The supervision will be provided by a person of the clinician's choice, from either within the organisation or from an external source, as determined by agreement between the Employee, the proposed supervisor and the Employer.

52 DISCRETIONARY BACKFILL FOR CERTAIN ABSENCES

52.1 Annual Leave

If an Employee is absent on annual leave for a period of 10 days or more and the services provided by the relevant work area would be seriously jeopardised by the absence of the Employee, the Employer should seriously consider providing 100% leave cover for that period.

52.2 ADO's, conference and study leave

An Employer will use its discretion to provide backfill for Conference Leave, Study Leave and ADOs.

52.3 Consultation

For the purposes of this clause, the Employer will consult with the Head/Chief of the allied health department or facility, community health centre or mental health team.

53 PREVENTION AND MANAGEMENT OF WORKPLACE BULLYING (EMPLOYEE TO EMPLOYEE)

53.1 The parties to the Determination are committed to the prevention of workplace bullying.

53.2 The Employer, by 1 January 2010, will develop, implement and maintain policies and procedures to proactively prevent and manage workplace bullying in accordance with the recommendations of the WorkSafe Guidance Note on the Prevention of Bullying and Violence at Work 2003 (as amended from time to time).

54 ACCIDENT PAY

54.1 Subject to this clause, where an Employee is receiving a weekly payment of compensation in respect of an incapacity under the *Accident Compensation Act 1985*, the Employee will receive accident make-up pay equal to the ordinary time earnings they would ordinarily receive, less the amount of weekly compensation.

54.2 Accident make up pay shall only be payable to an eligible Employee whilst that Employee remains in the employment of the Employer.

54.3 An Employer is not liable to pay accident make up pay:

- (a) in relation to an incapacity which occurred during the first two weeks of the employment unless such incapacity continues beyond the first two weeks of employment in which case the maximum period of payment of accident make up pay will apply only to the period of incapacity after the first two weeks;
- (b) in relation to any injury, during the first five normal working days of incapacity. However, an Employee who contracts an infectious disease in the course of duty and is entitled to receive workers' compensation therefore shall receive accident pay from the first day of incapacity;
- (c) for any period that weekly payments under the Act cease;
- (d) whilst the Employee is on any other paid leave provided for in this Determination;
- (e) unless the Employee has given notice in writing to the Employer of an injury as soon as practicable after the occurrence of the injury;
- (f) upon the death of the Employee.

54.4 The maximum period or aggregate periods of accident make up pay for which the Employer is liable under this clause is 39 weeks for any one injury.

55 POSTING DETERMINATION

A copy of the Determination will be posted up by the Employer in a conspicuous place accessible to all Employees.

SCHEDULE 1 - CLASSIFICATION STRUCTURE

1 Classification definitions - UG1 definitions (alphabetical order)

1.1 Cardiac technology

(a) Cardiac Technologist Grade 1 (Qualified)

An Employee employed as such who holds an appropriate Bachelor of Science Degree, Bachelor of Applied Science Degree or equivalent.

(b) Cardiac Technologist Grade 2

A Cardiac Technologist who is required to undertake additional responsibilities for example:

- (i) teaching Cardiac Technology students and supervising Cardiology staff; or
- (ii) being required to perform work which requires special knowledge or depth of experience, in for example, echocardiography, electrophysiology, cardiac catheterisation, holtermonitor interpretation.

(c) Cardiac Technologist Grade 3

A Cardiac Technologist with at least 7 years' post graduate experience, possessing extensive knowledge in one or more specific branches of the profession, with a proven record in teaching and/or research, and working in an area that requires high levels of specialised knowledge and performance.

Parameters for this position would include some of the following: consultative role, lecturing in their clinical speciality, teaching undergraduate and/or post graduate students and providing education to staff from other disciplines.

1.2 Exercise Physiologist

(a) Exercise Physiologist Grade 1 (qualified)

An Employee employed as such who holds an appropriate Bachelor of Science Degree, Bachelor of Applied Science Degree, Bachelor of Exercise and Sports Science Degree or equivalent.

(b) Exercise Physiologist Grade 2

An Exercise Physiologist with additional responsibilities, for example:

- (i) supervision of exercise physiology/human movement students; or
- (ii) teaching and / or supervision of staff; or
- (iii) employed on work which requires special knowledge or depth of experience.

1.3 Health Information Management

(a) Health Information Manager Grade 1 (Qualified)

An Employee employed as such who has passed examinations qualifying him/her for admission as a full graduate of the Health Information Management Association of Australia.

(b) Health Information Manager Grade 2

A Health Information Manager who is required to undertake additional responsibilities, for example:

- (i) responsibility for clinical trial/data management at recognised trials including national and international trials; or
- (ii) being required to take charge of a department where no other Health Information Manager is employed; or
- (iii) being required to perform work which requires special knowledge and depth of experience; or
- (iv) holding an equivalent position at a smaller establishment, such as a day hospital/centre, nursing home or community health centre.

(c) Health Information Manager Grade 3

A Health Information Manager with at least 7 years post graduate experience, possessing extensive knowledge in one or more specific branches of the profession, with a proven record in teaching and/or research, and working in an area that requires high levels of specialised knowledge and performance. Areas of specialty may include casemix analysis and clinical costing, specialised information technology software development and/or application, provision and/or supervision of services across a number of different (geographically or by service type) facilities, coordination of a Clinical Trials service and/or Quality Assurance project work.

Parameters for this position may include some of the following: consultative role, specialised project work, lecturing in their clinical speciality, teaching undergraduate and/or post graduate students, and providing supervision and education to other Health Information Managers and staff from other disciplines.

1.4 Health Information Manager Chief Positions

(a) Chief HIM Grade 1

An Employee in charge of 1-5 full time health information managers and/or other Employees totalling at least 6 in number.

(b) Chief HIM Grade 2

An Employee in charge of 6-14 full time health information managers and/or other Employees totalling at least 15 in number.

- (c) Chief HIM Grade 3
An Employee in charge of 15-24 full time health information managers and/or other Employees totalling at least 26 in number.
- (d) Chief HIM Grade 4
An Employee in charge of 25-39 full time health information managers and/or other Employees totalling at least 28 in number.
- (e) Chief HIM Grade 5
An Employee in charge of 40 and over full time health information managers and/or other Employees totalling at least 46 in number.

1.5 Library

- (a) Medical Librarian
An Employee employed as such who is eligible for professional membership of the Library Association of Australia and who has obtained either a Registration Certificate of the Library Association of Australia; a Royal Melbourne Institute of Technology or College of Advanced Education degree or diploma in Librarianship; a Graduate Diploma in Librarianship; or the equivalent recognised by the Library Association of Australia.
- (b) Medical Librarian Grade 2
A Medical Librarian who is required to undertake additional responsibilities or complexities, for example:
 - (i) a Librarian in a teaching hospital with university clinical Departments on site; or
 - (ii) a Librarian, who is required to apply specialised knowledge, and to be in charge of one or more of the following areas:
 - (A) computerised information retrieval; or
 - (B) inter library loans; or
 - (C) another such area recognised by the Employer.

1.6 Medical Imaging Technology

- (a) Medical Imaging Technology Intern
An Employee employed in a centre accredited by the Australian Institute of Radiography, who has obtained a Bachelor of Applied Science (Medical Radiations) or its equivalent and is in the process of attaining a Statement of Accreditation from the Australian Institute of Radiography.
- (b) Medical Imaging Technologist Grade 1 (Qualified)
An Employee who has obtained a Bachelor of Applied Science (Medical Radiations) or its equivalent and who is eligible to hold a Statement of Accreditation of the Australian Institute of Radiography.

SCHEDULE 1

(c) Medical Imaging Technologist Grade 2

A Medical Imaging Technologist who is required to undertake additional responsibilities and/or who has additional experience who demonstrates a degree of competence and ability to work independently and without supervision which reflects a level of continuing education and/or practical expertise. Parameters for this position would include one or more of the following:

- (i) a Medical Imaging Technologist who is required to supervise other Medical Imaging Staff and teach Medical Imaging students; or
- (ii) a Medical Imaging Technologist who is required to supervise a section of the department; or
- (iii) a Medical Imaging Technologist who can demonstrate extensive knowledge, experience and competence in any of the specialist modalities or areas of additional responsibilities such as ultrasound, computed tomography, digital subtraction angiography, cardiac angiography, mammography, magnetic resonance imaging, clinical teaching or quality assurance activities; or
- (iv) a Medical Technologist who has 12 months' clinical experience in ultrasound and who has successfully completed at least half of the postgraduate qualification in ultrasound.

(d) Medical Imaging Technologist Grade 3, or Tutor (department of less than 25)

A Medical Imaging Technologist, with at least 7 years' post graduate experience, possessing extensive knowledge in one or more specific branches of the profession, with a proven record in teaching and/or research, and working in an area that requires high levels of specialised knowledge and performance.

Parameters for this position would include some of the following: consultative role, lecturing or publication in their clinical speciality, teaching undergraduate and/or post graduate students and providing education to staff from other disciplines.

(e) Medical Imaging Technologist Grade 4

A Medical Imaging Technologist in a large or multi-campus department, with at least 10 years' postgraduate experience, who is required to undertake significant educational, administrative and managerial responsibilities, and is at a supervisory level, either in one or more specific branches of the profession which require extensive specialised knowledge and performance, or over multiple diagnostic units in the same modality. Other responsibilities would include management of the department's clinical teaching or research program, quality assurance program or imaging specific computer systems.

(f) Medical Imaging Technologist Grade 4, Tutor (department of 25 or more)

A Medical Imaging Technologist in a large or multi-campus department, with at least 10 years' postgraduate experience, who is required to undertake significant educational, administrative and managerial responsibilities, and is at a supervisory level, either in one or more specific branches of the

SCHEDULE 1

profession which require extensive specialised knowledge and performance, or over multiple diagnostic units in the same modality. Other responsibilities would include management of the department's clinical teaching or research program, quality assurance program or imaging specific computer systems.

(g) **Deputy Chief Medical Imaging Technologist**

A qualified Medical Imaging Technologist who is required to assist and to deputise for the Chief Medical Imaging Technologist:

- (i) Grade 1 - Where the Chief is classified at Grade 2
- (ii) Grade 2- Where the Chief is classified at Grade 3
- (iii) Grade 3 – Where the Chief is classified at Grade 4
- (iv) Grade 4 – Where the Chief is classified at Grade 5

1.7 Music Therapy

(a) **Music Therapist Grade 1 (Qualified)**

An Employee employed as such with a tertiary degree or an equivalent qualification in the field of music therapy or such course recognised by the Australian Music Therapy Association as being equivalent.

(b) **Music Therapist Grade 2**

A Music Therapist who is required to undertake additional responsibilities, for example:

- (i) teaching Music Therapy students;
- (ii) being required to take charge of a Music Therapy section of the therapy department; or
- (iii) holding an equivalent position at a smaller establishment, such as a day hospital/centre, nursing home or community health centre.

1.8 Nuclear Medicine Technology

(a) **Nuclear Medicine Technology Intern**

An Employee employed in a centre accredited by the Australian and New Zealand Society of Nuclear Medicine, who has obtained a Bachelor of Applied Science in Medical Radiations (Nuclear Medicine Technology) or its equivalent and is in the process of attaining a Statement of Accreditation from the Australian and New Zealand Society of Nuclear Medicine.

(b) **Nuclear Medicine Technologist (Qualified)**

An Employee who has obtained a Bachelor of Applied Science in Medical Radiations (Nuclear Medicine Technology) or its equivalent and who is eligible for Accreditation by the Australian and New Zealand Society of Nuclear Medicine.

(c) Nuclear Medicine Technologist Grade 2

A Nuclear Medicine Technologist who is required to undertake additional responsibilities which requires special knowledge or depth of experience.

(d) Nuclear Medicine Technologist Grade 3

A Nuclear Medicine Technologist with at least 7 years' post graduate experience, possessing extensive knowledge in one or more specific branches of the profession, with a proven record in teaching and/or research, and working in an area that requires high levels of specialised knowledge and performance.

Parameters for this position would include some of the following: consultative role, lecturing or publication in their clinical speciality, teaching undergraduate and/or post graduate students and providing education to staff from other disciplines.

(e) Nuclear Medicine Technologist Grade 4

A Nuclear Medicine Technologist in an amalgamated or multi-campus department, with at least 10 years' postgraduate experience, who is required to perform significant educational, administrative and managerial responsibilities and is at a supervisory level in one or more specific branches of the profession which requires extensive specialised knowledge and performance. Other responsibilities would include management of the department's clinical teaching or research program, quality assurance program or imaging specific computer systems.

1.9 Occupational Therapy

(a) Occupational Therapist Grade 1 (Qualified)

An Employee employed as such who holds a Bachelor of Applied Science (Occupational Therapy) or equivalent or who is a graduate of an Occupational Therapy Training Centre recognised by both or either of the Australian Association of Occupational Therapists Victoria and the World Federation of Occupational Therapists.

(b) Occupational Therapist Grade 2

An Occupational Therapist who is required to undertake additional responsibilities, for example:

- (i) teaching Occupational Therapy students; or
- (ii) is required to take charge of a section of the Occupational Therapy Department; or
- (iii) holds an equivalent position at a smaller establishment, such as a day hospital/centre, nursing home or community health centre.

1.10 Orthoptics

(a) Orthoptist Grade 1 (Qualified)

SCHEDULE 1

An Employee employed as such holding a qualification recognised by the Orthoptic Board of Australia.

(b) Orthoptist Grade 2

An Orthoptist who is required to undertake additional responsibilities, for example:

- (i) teaching Orthoptic students; or
- (ii) perform work which requires special knowledge and depth of experience; or
- (iii) is required to take charge of a section of the Orthoptic Department.

1.11 Orthotics/Prosthetics

(a) Orthotist/Prosthetist Grade 1 (Qualified)

An Employee who holds the Diploma in Applied Science (Prosthetics and Orthotics) or its equivalent recognised (including those qualifications previously recognised) by the Australian Orthotic and Prosthetic Association.

(b) Orthotist/Prosthetist Grade 2

An Orthotist/Prosthetist who is required to undertake additional responsibilities, for example:

- (i) teaching Orthotist/Prosthetics students; or
- (ii) required to perform work which requires special knowledge and depth of experience in any one or more of the following: scoliosis, cerebral palsy, spinal cord injuries, plastic surgery, or is part of an amputee clinical team; or
- (iii) is required to supervise a section of the Orthotic/Prosthetic Department.

(c) Chief

An Employee immediately responsible to the Medical Director for the organisation of the department.

(d) Grade 1

An Employee in charge of 1 to 3 full-time professionals.

(e) Grade 2

An Employee in charge of 4 to 8 full-time professionals.

(f) Grade 3

An Employee in charge of 9 to 14 full-time professionals.

1.12 Photography or Illustration

(a) Medical Photographer or Illustrator

An Employee employed as such possessing a Diploma or Degree in Photography or Art or equivalent as recognised by the Australian Institute of Medical and Biological Illustration.

(b) Medical Photographer/Illustrator Grade 2

A Medical Photographer/Illustrator who is required to undertake additional responsibilities, for example:

- (i) teaching and supervising staff; or
- (ii) perform work which requires special knowledge or depth of experience.

1.13 Physiotherapy

(a) Physiotherapist Grade 1 (Qualified)

An Employee employed as such holding a Degree or Diploma approved by the Physiotherapy Registration Board of Victoria for registration.

(b) Physiotherapist Grade 2

A Physiotherapist who is required to undertake additional responsibilities, for example:

- (i) teaching Physiotherapy students; or
- (ii) perform work which requires special knowledge and depth of experience in any one or more of the following: neurosurgery, surgical thoracic, plastic surgery, cerebral palsy, traumatic spinal cord lesions; or
- (iii) is required to take charge of a section of the Physiotherapy Department; or
- (iv) holds an equivalent position at a smaller establishment, such as a day hospital/centre, nursing home or community health centre.

1.14 Podiatry

(a) Podiatrist Grade 1 (Qualified)

An Employee employed as such holding a Degree or Diploma approved by the Podiatrists Registration Board of Victoria for registration.

(b) Podiatrist Grade 2

A Podiatrist is required to undertake additional responsibilities, for example:

- (i) teaching Podiatry students; or
- (ii) perform work which requires special knowledge or depth of experience in any one or more of the following: diabetes mellitus peripheral vascular disease, cerebro-vascular accident, arthroses, orthotic/prosthetic therapy, nail surgery and local anaesthesia; or

- (iii) is required to take charge of a Section or Annexe of the Podiatry Department .
- (iv) holds an equivalent position at a smaller establishment, such as a day hospital/centre, nursing home or community health centre.

1.15 Radiation Therapy Technology

(a) Intern

A person employed in a centre accredited by the Australian Institute of Radiography, who has obtained a Bachelor of Applied Science (Radiation Therapy) or its equivalent and is in the process of attaining a Statement of Accreditation for the Australian Institute of Radiography.

(b) Radiation Therapy Technologist Grade 1 (Qualified)

An Employee who has obtained a Bachelor of Applied Science (Radiation Therapy) or its equivalent and who is eligible to hold a Statement of Accreditation of the Australian Institute of Radiography and is engaged in therapeutic duties.

(c) Radiation Therapy Technologist Grade 2

A qualified radiation therapy technologist who is required to undertake additional responsibilities such as a major tutoring role or a role requiring specialised knowledge in computer technology, simulation or brachytherapy.

(d) Radiation Therapy Technologist Grade 2(a)

Second in charge of Treatment Unit - A qualified radiation therapy technologist who is required to undertake responsibility additional to that of the grade 1 radiation therapy technologist.

(e) Radiation Therapy Technologist Grade 2(b)

In charge of a Treatment Unit - A qualified radiation therapy technologist who is required to take charge of a Treatment Unit (MVT, DXRT, SXRT), peripheral unit, or planning sub-unit.

(f) Radiation Therapy Technologist Grade 2(c)

- (i) required to take charge of a departmental unit– A qualified radiation therapy technologist who is required to take charge of a treatment, planning or peripheral unit; or
- (ii) Major Administrative role - A qualified radiation therapy technologist who is required to undertake significant administrative or educational responsibilities.

(g) Radiation Therapy Technologist Grade 3

Major Administrative role – A qualified radiation therapy technologist who is required to undertake significant administrative or educational responsibilities.

SCHEDULE 1

(h) Grade 4 Assistant Radiation Therapy Manager Level 1

A state registered radiation therapist who is required to efficiently and effectively lead, manage and provide direction to a Section or substantial operational area of the radiation therapy service.

(i) Grade 4 Assistant Radiation Therapy Manager Level 2

A state registered radiation therapist who is required to efficiently and effectively lead, manage and provide direction to a Section or substantial operational area in a large multi campus radiotherapy service, or a satellite centre of the radiation therapy service.

(j) Grade 5 Deputy Radiation Therapy Manager Level 1

A state registered radiation therapist who is required to provide management assistance and operational support to the Radiation Therapy Manager in ensuring the efficient and effective development and delivery of a high quality radiation therapy service.

(k) Grade 6 Radiation Therapy Manager Level 1

A state registered radiation therapist who is responsible for the effective and efficient management, operation, development and delivery of a high quality radiation therapy service.

1.16 Recreation Therapy

(a) Recreation Therapist Grade 1 (Qualified)

An Employee employed as such with a degree or equivalent in Recreation or Physical Education or equivalent.

(b) Recreation Therapist Grade 2

A Recreation Therapist required to undertake additional responsibilities, for example:

- (i) teaching Recreation Therapy students; or
- (ii) required to take charge of a recreation therapy section of the therapy department; or
- (iii) holds an equivalent position at a smaller establishment, such as a day hospital/centre, nursing home or community health centre.

1.17 Social Work

(a) Social Worker Grade 1 (Qualified)

An Employee employed as such whose qualifications make him or her eligible for membership of the Australian Association of Social Workers and who is formally employed as a Social Worker.

(b) Social Worker Grade 2

A Social Worker who is required to undertake additional responsibilities, for example:

- (i) teaching Social Work students; or
- (ii) is required to perform work which requires special knowledge and depth of experience in any one or more of the following:
 - (A) individual and family and/or group practice; or
 - (B) program development and management; or
 - (C) research evaluation;
- (iii) is required to take charge of a section of the Social Work Department.

1.18 Speech Pathology

(a) Speech Pathologist Grade 1 (Qualified)

An Employee employed as such holding a Bachelor of Applied Science in Speech Pathology or an equivalent qualification as recognised by Speech Pathology Australia.

(b) Speech Pathologist Grade 2

A Speech Pathologist who is required to undertake additional responsibilities, for example:

- (i) supervising Speech Pathology students; or
- (ii) is required to take charge of a section of the Speech Pathology Department; or
- (iii) holds an equivalent position at a smaller establishment, such as a day hospital/centre, nursing home or community health centre.

1.19 General Definitions

(a) Senior Clinician (Grade 3)

A Physiotherapist, Occupational Therapist, Speech Pathologist, Social Worker, Podiatrist, Prosthetist and Orthotist, Orthoptist, Medical Photographer and/or Illustrator, Medical Librarian, Music Therapist, Exercise Physiologist and Recreation Therapist with at least 7 years' experience, possessing specific knowledge in a branch of the profession and working in an area that requires high levels of specialist knowledge as recognised by the Employer.

A Senior Clinician, Grade 3, may also be required to undertake administrative work and/or manage/supervise staff.

Parameters of this position would include some of the following: consultative role, lecturing in their clinical speciality, teaching under graduates and/or post-graduate students and providing education to staff from other disciplines.

In addition to other descriptors, a Grade 3, Senior Clinician, however characterised in a community health or similar setting can manage multidisciplinary and/or discipline specific health professional staff and/or other staff.

SCHEDULE 1

(b) Grade 4 Allied Health

A Physiotherapist, Cardiac Technologist, Health Information Manager, Occupational Therapist, Speech Pathologist or Social Worker with at least 10 years' postgraduate experience, who holds significant educational, administrative and managerial responsibilities as designated by the Employer and is at a supervisory level in one or more of the specific branches of the discipline which require extensive specialised knowledge and performance. Other responsibilities would include management of the department's clinical teaching, research program or quality assurance programme. This role may manage/supervise staff within a program and may report to a Chief/Director/Manager of Allied Health or similar, however characterised, as required by the organisation.

An Employer is not obliged to employ to the Grade 4 Allied Health classification unless the work described by this classification is required by the Employer to be undertaken by the Employee.

(c) Allied Health Grade 4/Clinical Educator (Department of 25 or more)

A Physiotherapist, Cardiac Technologist, Health Information Manager, Occupational Therapist, Speech Pathologist or Social Worker in a large or multi-campus department with at least 10 years' postgraduate experience, who is required to undertake significant educational, administrative and managerial responsibilities and is at a supervisory level in one or more of the specific branches of the discipline which require extensive specialised knowledge and performance. Other responsibilities would include management of the department's clinical teaching, research program or quality assurance programme. An Employer is not obliged to employ to the Grade 4 Allied Health/ Clinical Educator classification unless the work described by this classification is required by the Employer to be undertaken by the Employee.

(d) All other Deputy Chief Positions

An Employee qualified in the profession and required to assist and to deputise for the Chief where the Chief is classified at Grade 2 or higher.

(e) All Other Chief Positions

An Employee who is required to undertake responsibility for the organisation of the department and the supervision of staff and /or to manage a service wide program and who has responsibility for budgets, management of staff, clinical and service outcomes in the program, provision of professional leadership and guidance of staff.

An Employee classified in a Chief position may be responsible for a program across a number of sites, or be responsible for a multi disciplinary health professional structure across a number of sites or a large department / program for a single professional stream.

Full time professional in the Chief and Deputy classifications is the effective full time (i.e. divide the number of hours regularly worked by the health professionals that report to the Chief /Deputy and divide by 38 to derive the effective full time).

SCHEDULE 1

- (f) Chief Grade 1
An Employee in charge of 1-5 full-time professionals and/or other employees totalling at least 6 in number.
- (g) Chief Grade 2
An Employee in charge of 6-14 full-time professionals and/or other employees totalling at least 15 in number.
- (h) Chief Grade 3
An Employee in charge of 15-24 full-time professionals and/or other employees totalling at least 26 in number.
- (i) Chief Grade 4
An Employee in charge of 25-39 full-time professionals and/or other employees totalling at least 28 in number.
- (j) Chief Grade 5
An Employee in charge of 40 and over full-time professionals and/or other employees totalling at least 46 in number.

2 Classification definitions - UG3 definitions

2.1 Medical Laboratory Technology

- (a) Medical Laboratory Technician Trainee
An Employee engaged in studies leading to the below qualification.
- (b) Qualified Medical Laboratory Technician (Grade 1)
An Employee employed as such who holds a Certificate or Associate Diploma of Applied Science (Medical Laboratory) or equivalent.
- (c) Medical Laboratory Technician Grade 2
A Medical Laboratory Technician who is required to undertake additional responsibilities, for example:
 - (i) employed on work which requires special knowledge or depth of experience; or
 - (ii) has a teaching role.

2.2 Renal Dialysis Technology

- (a) Renal Dialysis Technician (Grade 1)
An Employee who is engaged as such in a renal dialysis unit.

3 Classification definitions - Other definitions

3.1 Child Psychotherapy

An Employee employed as such with a relevant tertiary qualification and eligible for membership of the Victorian Child Psychotherapists Association Inc.

- (a) Level 1 - Child Psychotherapist
 - (i) Holds a basic bachelor degree in Occupational Therapy, Psychology or Social work and has at least two years post graduate clinical experience in a child mental health setting as a pre-requisite for acceptance into Psychotherapy training.
 - (ii) Is undertaking a recognised post-graduate study as a Psychotherapist.
 - (iii) Provides a clinical service under supervision. Provided further that an Employee classified at level 1 shall have his or her years of service recognised one, two or three years in advance if the Employee holds an Honours, Masters or Doctorate respectively.
- (b) Level 2 - Qualified Child Psychotherapist
 - (i) Has completed a post-graduate course of study in Psychotherapy.
 - (ii) Provides a clinical service.
- (c) Level 3 - Senior Child Psychotherapist
 - (i) An Employee who is required to :
 - (A) provide a specialist clinical service;
 - (B) teach and supervise employees on a recognised Psychotherapy training program;
 - (C) provide a Psychotherapy component to the Child and Family Psychiatry Department's Continuing Education Program;
 - (D) accept responsibility for a clinical consultation service to professional staff within and external to the hospital.
- (d) Level 4 - Principal Child Psychotherapist
 - (i) Holds a basic bachelor degree in an appropriate field.
 - (ii) Has at least 5 - 6 years' clinical experience since completing a post-graduate course in Psychotherapy.
 - (iii) Is expected to ensure and maintain the provision of a high professional standard of specialised psychotherapy service delivery.
 - (iv) Is responsible and accountable for the administration of a psychotherapy unit within an organisation.
 - (v) Is responsible for formulating and implementing policies for the psychotherapy discipline in consultation with the Professor/Director of the Department of Child and Family Psychiatry.

- (vi) Is responsible for the clinical supervision of qualified psychotherapy staff.
- (vii) Holds major training responsibilities in one or more of the Psychotherapy Training Schools.
- (viii) Is responsible for initiating and conducting relevant research.

3.2 Welfare Work

Welfare Work within Social and Community Service includes:

- information collection and provision related to benefits and services and community resources available to clients;
- assistance in the resolution of specified problems;
- supportive counselling to clients without complex personal problems;
- direct service provision and care for people in residential settings, day and occasional care settings;
- referral and liaison to other professionals and agencies;
- community work including the organising of community facilities to meet gaps in services or developing community interest and action in providing for social welfare needs.

(a) Qualified Welfare Worker

- (i) An Employee working in the field of social and community service who is qualified from a tertiary institution after two years' study (one year if admission age is 21 years or over) including major studies in welfare work.
- (ii) Provided that an Employee covered by this classification may, by way of practical experience in welfare work or related areas of employment, be recognised by notice in writing by his or her Employer as coming within the scope of this definition.

(b) Unqualified Welfare Worker

- (i) An Employee employed in Welfare Work who is not a qualified Welfare Worker.
- (ii) An unqualified welfare worker with less than twelve months' experience working without direct supervision by a qualified Welfare Worker or Social Worker, and including a person employed under this clause working as a sole Welfare Worker, shall commence at the rate of unqualified Welfare Worker year 5.
- (iii) An unqualified Welfare Worker, who is a sole welfare worker or performs his or her duties without direct supervision, and has a minimum of twelve months' experience, shall commence at unqualified Welfare Worker year 6. However, by mutual agreement between the employer and employee this condition may be waived.

SCHEDULE 1

(c) Welfare Worker Class I

- (i) All qualified Welfare Workers, who are required to perform their duties under supervision.
- (ii) A sole Welfare Worker with less than twelve months' experience shall be paid during his/her first twelve months at the rate of Welfare Worker class I, year 4.

(d) Welfare Worker Class II

All qualified Welfare Workers, who are required to undertake some administrative responsibility, including:

- (i) a Welfare Worker who is required to take charge of an agency or department, with a staff of up to 3 workers covered by the Determination, or with a staff of at least one worker covered by the Determination and other employees, totalling at least 6 in number, who are employed as part of the permanent establishment on a regular monthly contract of employment of at least the normal full-time ordinary hours of such agency or department;
- (ii) a sole Welfare Worker who shall have a minimum of twelve months' experience (although this condition may be waived by mutual agreement between the Employer and Employee);
- (iii) a Welfare Worker who is required to be responsible for a major activity or group of activities within an Agency or department; or
- (iv) a Welfare Worker appointed as a Deputy to a Welfare Worker Class III.

(e) Welfare Worker Class III

All qualified Welfare Workers who are required to:

- (i) take charge of an Agency or Department with a staff of more than 3 and up to 7 workers, covered by the Determination, or with a staff of at least two workers covered by the Determination, plus other employees totalling 12 in number, who are employed as part of the permanent establishment on a regular monthly contract of employment of at least the normal full-time ordinary hours of such Agency or Department;
- (ii) a Welfare Worker who acts as a Deputy to a Welfare Worker Class IV;
- (iii) a Welfare Worker in a position which requires special skill and experience and where the responsibilities are mutually agreed by the Employer and Employee to be equal to those of a Welfare Worker appointed under (i) hereof.

(f) Welfare Worker Class IV

All qualified Welfare Workers who are required to undertake senior administrative responsibilities including:

- (i) a Welfare Worker in charge of an Agency or Department with a staff of 8 or more Employees, covered by the Determination, or with a staff of at least 6 Employees covered by the Determination, plus other

SCHEDULE 1

employees totalling at least 13 in number who are employed as part of the permanent establishment on a regular monthly contract of employment of at least the normal full-time ordinary hours of such Agency or Department;

- (ii) any Welfare Worker employed in a position the responsibilities of which are mutually agreed by the Employer and the Employee to be equal to those of a Welfare Worker employed under (i) hereof.
- (g) Provided that where an employee under 19.4 is reclassified by his or her existing employer from class I to class II or class II to class III, the following shall apply:
- (i) A Welfare Worker (qualified) class I, year 7 and thereafter appointed to class II shall be paid at the class II, year 4 and thereafter rate;
 - (ii) A Welfare Worker (qualified) class I, year 6 appointed to class II shall be paid at the class III, year 3 rate;
 - (iii) A Welfare Worker (qualified) class I, year 5 appointed to class II shall be paid at the class II, 2nd year rate;
 - (iv) A Welfare Worker (qualified) class II, year 4 and thereafter appointed to class III shall be paid at the class III, year 2 rate.
- (h) For the purposes of 3.2, yearly increments are based on years of full-time practical experience or service or part-time equivalent service in the performance of welfare work.

3.3 Community Development Work

Community means a group defined in geographical, cultural, economic, social, demographic, special interest, and/or political terms and is deemed to include those based on gender, race, ethnicity, disability, workplace, residence or age and may be self defined;

Community Development Work means working with a community to address issues, needs and problems for that community through facilitating collective solutions, by the use of one or more of the following:

- research and analysis of community issues, needs or problems;
- development and maintenance of community resources;
- community organisation;
- development, maintenance and evaluation of community programs;
- community policy development, interpretation and implementation;
- community planning;
- representation, advocacy, negotiation and mediation within and between communities, agencies, institutions and government;
- development and maintenance of networks;

SCHEDULE 1

- liaison with community groups, other workers and professional, agencies and government;
- development and transfer of skills and knowledge in community organisation, community education, advocacy, resource development, cultural awareness and other relevant areas, within the community;
- public and community education and public relations;
- preparation and distribution of written, audio-visual and other material as required;
- administrative tasks associated with the maintenance of 'community' projects including preparation of submissions, reports of financial documentation;
- assisting individual members of a community in relation to other professionals, institutions, community agencies, government and other bodies;
- community campaign development and organisation, but excluding the predominant use of direct service delivery to clients, individual casework and counselling.

Community Development Worker

Any person (however titled) carrying out Community Development Work in:

- (i) community or neighbourhood houses and learning centres;
- (ii) community housing or tenant's rights services or projects;
- (iii) equal opportunity or affirmative action projects;
- (iv) women's service or projects;
- (v) disabilities rights projects and services for people with disabilities;
- (vi) community financial counselling services, community legal services, social justice services or projects, community health and occupational health and safety projects;
- (vii) self-help groups or projects;
- (viii) environmental action groups or projects;
- (ix) community information projects or services;
- (x) community arts, writing, theatre or other cultural projects;
- (xi) international aid agencies or projects; or
- (xii) any agency, group, project or service including the following:
 - (A) aboriginal community workers, including Aboriginal Health Liaison Officers;

SCHEDULE 1

- (B) ethnic community workers (however titled), including Ethnic health workers; or
- (C) community education officers.

(a) Qualified Community Development Worker

- (xiii) An Employee engaged in Community Development Work who holds a post-secondary qualification in Community Work, Community Education Multicultural or Ethnic Studies, Aboriginal Studies, Urban Studies, Community or Welfare Administration (all however titled) or a related and relevant post secondary qualification from a post-secondary educational institution.
- (xiv) For the purposes of this **clause 3.3**, post-secondary qualifications in Social Work, Welfare Work and Youth Work (however titled) are recognised as relevant qualifications.
- (xv) An Employee may, through practical experience and skills in Community Development Work, or related areas of employment, be recognised by notice in writing by the Employer as coming within the scope of this definition.
- (xvi) An Indigenous Community Worker who has participated in relevant short courses of training in the practical skills of community development work is deemed to be a Qualified Community Development Worker when engaged in Community Development Work with or within his or her 'Indigenous Community'.

(b) Unqualified Community Development Worker

An Employee engaged in Community Development Work who is not a Qualified Community Development Worker.

(c) Indigenous Community Development Worker

An Employee who has:

- (i) direct life experience in and as a member of a particular 'community' (as defined) from which the Employee is drawn and in which she or he is working;
- (ii) knowledge, skills and experience of the culture in which she or he belongs;
- (iii) fluency in the community language/s (where relevant).

An 'Indigenous Community Development Worker' includes an Aboriginal worker working with an Aboriginal Community, an Ethnic Worker working with the relevant Ethnic Community and a Self-Help Worker employed to work with the Self-Help community from which she or he came.

(d) Community Development Worker Class I

- (i) All persons who are performing Community Development Work under the direct supervision of more experienced community development

SCHEDULE 1

workers who must be based in the same workplace as the persons being supervised.

- (ii) An unqualified Community Development Worker (as defined), with less than twelve months' experience who is being supervised by a qualified Community Development Worker (as defined), shall commence at the rate of class I, year 1.
 - (iii) An unqualified Community Development Worker with less than twelve month's experience who is being supervised by an unqualified Community Development Worker shall commence at the rate of class I, year 3.
 - (iv) A qualified Community Development Worker with less than twelve months' experience who is being supervised by a more experienced qualified Community Development Worker shall commence at the rate of class I, year 2, unless the supervised worker is a qualified Social Worker or holds a post-graduate qualification in Community Development Work (as defined) in which case the worker will commence at the rate of class I, year 4.
 - (v) A Community Development Worker under direct supervision who has administrative responsibilities shall commence at not less than class I, year 3, notwithstanding any of the above commencement rates.
- (e) Community Development Worker Class II
- (i) An Employee who is performing Community Development Work and who is not working under the direct supervision of a more experienced community development worker and includes a sole community development worker employed in a workplace or one who has unsupervised administrative responsibilities.
 - (ii) A qualified Community Development Worker cannot be supervised by a less experienced unqualified or qualified community development worker and must be paid as class II Community Development Worker at the appropriate qualification level (as defined).
 - (iii) An unqualified Community Development Worker working without direct supervision shall commence at class II(a), year 1.
 - (iv) A qualified Welfare Worker (as defined) performing community development work without direct supervision shall commence at not less than class II(a), year 3.
 - (v) An Indigenous Community Development Worker (as defined) working without direct supervision shall commence at not less than class II(a), year 3. If an Indigenous Community Development Worker does possess a qualification (as defined) she or he shall commence at a level not less than that defined for the qualification possessed.
 - (vi) A qualified Youth Worker (as defined) performing community development work without direct supervision shall commence at not less than class II(a), year 5.

SCHEDULE 1

- (vii) A sole Community Development Worker employed in a workplace or a community development worker performing outreach community development work shall commence at not less than class II(a), year 5.
 - (viii) The commencing rate for a Financial Counsellor performing Community Development Work shall be not less than class II(a), year 5.
 - (ix) The commencing rate for a Tenant Worker performing Community Development Work shall be not less than class II(a), year 5.
 - (x) A Community Development Worker who is performing social research shall commence at not less than class II(a), year 7 unless the worker possesses a social work qualification or a post-graduate qualification in community development work or a qualification in social or behavioural sciences, in which case the worker shall commence at no less than the level defined for these qualifications.
 - (xi) A Community Development Worker working without direct supervision who possesses a qualification in community development work other than a post-graduate qualification shall commence at not less than class II(a), year 7.
 - (xii) A Community Development Worker with a tertiary qualification in the social and behavioural sciences shall commence at not less than class II(a), year 7.
 - (xiii) A qualified Social Worker or Community Development Worker holding a post-graduate qualification in community development work performing community development work shall be employed at the classification class II(b).
 - (xiv) A Community Development Worker engaged in policy development or policy advice shall commence at not less than class II(b), year 1.
 - (xv) A Community Development Worker engaged in community education or community training programs shall commence at not less than class II(b), year 1.
 - (xvi) A qualified Social Worker shall commence at not less than class II(b), year 1.
 - (xvii) A qualified Community Development Worker with a post-graduate qualification shall commence at not less than class II(b), year 2.
- (f) Community Development Worker Class III

All persons performing Community Development Work who are required to provide direct supervision of other community development workers, administrative or support workers. A community development worker employed in a position which requires special skill and experience and where the responsibilities are mutually agreed by the Employer and Employee to be equal to those of a Community Development Worker Class III may be employed as such.

- (g) For the purposes of 3.3, yearly increments are based on years of full-time practical experience or service or part-time equivalent in the performance of community development work.

3.4 Youth Worker

Youth work means working with or for young people towards their personal and social development during their transition from childhood to adulthood, by use of one or more of the following functions, and shall include:

- collection and distribution of materials and information pursuant to their development and need;
- assistance in the resolution of specific problems;
- provision of activities and facility management for leisure time;
- liaison with and referral to other professionals and agencies;
- supportive counselling to young people with personal problems or those confronting crisis; and
- coordination of activities or facilities for the development of independent living skills.

(a) Qualified youth worker

- (i) An employee engaged in youth work (as defined) who holds a Diploma in Youth Studies (however titled) or a related tertiary qualification which requires at least three years study at a university or college of advanced education with a major in the group dynamics and behavioural studies area.
- (ii) Provided that an employee may, by way of practical experience in youth work or related areas of employment, be recognised by notice in writing by his or her employer as coming within the scope of this definition.

3.5 Biomedical Technology

(a) Biomedical Technologist

An Employee with Diploma Qualifications or their equivalent who is principally involved in duties including construction, maintenance, inspections, acceptance tests and quality tests on Biomedical Equipment and who is required to provide other hospital staff with advice concerning suitability, reliability and correct use of Biomedical equipment.

(b) Biomedical Technologist Radiation

An Employee with diploma qualifications or equivalent who is principally involved in duties including the construction, maintenance, tests, inspections, acceptance tests and quality tests on Biomedical Radiation equipment and who is required to provide other hospital staff with advice concerning suitability, reliability and correct usage of Biomedical Radiation equipment.

3.6 Client Adviser/Rehabilitation Consultant

(a) Grade 1 Client Adviser/Rehabilitation Consultant

An Employee employed as a Client Adviser/Rehabilitation Consultant who possesses an appropriate degree in the health welfare or vocational fields.

(b) Grade 2 Client Adviser/Rehabilitation Consultant

A qualified Client Adviser/Rehabilitation Consultant who is required to undertake additional responsibilities, eg. is required to perform work which requires special knowledge or depth of experience in the rehabilitation area; is required to supervise Qualified and other Rehabilitation Consultant staff and teach Rehabilitation Consultant students.

(c) Grade 3 Senior Clinician or Senior Client Adviser/Rehabilitation Consultant

A Senior Clinician is a qualified Client Adviser/Rehabilitation Consultant with at least 7 years' experience, possessing specific knowledge in a branch of the profession and working in an area that requires high levels of specialist knowledge as recognised by the employer. Parameters of this position would include some of the following: consultative role, lecturing in their clinical specialty, teaching under-graduates and/or post-graduate students and providing education to staff from other disciplines.

A Senior Client Adviser/Rehabilitation Consultant is a qualified Client Adviser/Rehabilitation Consultant who has at least 7 years' experience and/or experience in the rehabilitation process as recognised by the employer and who is required to undertake additional responsibility in regards to administration and supervision of staff and/or management.

(d) Grade 4 Principal Client Adviser/Rehabilitation Consultant

A Principal Client Adviser/Rehabilitation Consultant has responsibility for the overall rehabilitation process and/or service delivery.

3.7 Dental Technician

(a) Apprentice Dental Technician

An Employee who is in the process of completing an accredited trade certificate course to become a licensed Dental Technician.

(b) Dental Technician Level I

An Employee who has successfully completed a trade certificate course and is a licensed Dental Technician.

(c) Dental Technician Level II

An Employee who is a licensed Dental Technician and is the Technician in Charge and is either; a Dental Technician responsible for the production and quality of work of a specialist unit of the Dental Laboratory Service of the Royal Dental Hospital of Melbourne; or is responsible for the administration and efficient functioning of Dental Technician Services in an establishment other than the Royal Dental Hospital of Melbourne.

SCHEDULE 1

(d) Foreman Dental Technician

An Employee who is a Licensed Dental Technician and is the Foreman Technician and is either; responsible to the Dental Laboratory Manager for the production and quality of work of a major section of the Dental Laboratory Service at the Royal Dental Hospital of Melbourne; or is responsible for the administration and efficient functioning of Dental Technician Services at an establishment other than at the Royal Dental Hospital of Melbourne.

(e) Dental Laboratory Manager

An Employee who is a Licensed Dental Technician and is the Dental Laboratory Manager, responsible to the Director of Dental Services for the administration and efficient functioning of the Dental Technician Services of the Royal Dental Hospital of Melbourne.

(f) Dental Prosthetist

- (i) An Employee who is responsible to the Head of General Practice Dentistry for the clinical stages of patients and any consequent instruction of Dental Technicians in the laboratory stages of treatment.
- (ii) A Dental Prosthetist appointed on or after 1 January 1995 must have successfully completed an Associate Diploma in Dental Technology.

SCHEDULE 2

CLASSIFICATION	Current Rate	FFPP on or after 21/11/2008	FFPP on or after 21/11/2009	FFPP on or after 6/11/2010
	(effective 1 Oct 06)	1.0525	1.0325	1.0325
Medical Imaging Technologists				
INTERN MED IMAG TECH	\$ 625.60	\$ 658.40	\$ 679.80	\$ 701.90
MED IMAG TECH GR1 Y1	\$ 782.00	\$ 823.10	\$ 849.90	\$ 877.50
MED IMAG TECH GR1 Y2	\$ 839.40	\$ 883.50	\$ 912.20	\$ 941.80
MED IMAG TECH GR1 Y3	\$ 888.40	\$ 935.00	\$ 965.40	\$ 996.80
MED IMAG TECH GR1 Y4	\$ 950.30	\$ 1,000.20	\$ 1,032.70	\$ 1,066.30
MED IMAG TECH GR1 Y5	\$ 997.10	\$ 1,049.40	\$ 1,083.50	\$ 1,118.70
MED IMAG TECH GR1 Y6	\$ 1,048.10	\$ 1,103.10	\$ 1,139.00	\$ 1,176.00
MED IMAG TECH GR1 Y7	\$ 1,077.30	\$ 1,133.90	\$ 1,170.80	\$ 1,208.90
MED IMAG TECH GR2 Y1	\$ 1,048.10	\$ 1,103.10	\$ 1,139.00	\$ 1,176.00
MED IMAG TECH GR2 Y2	\$ 1,107.70	\$ 1,165.90	\$ 1,203.80	\$ 1,242.90
MED IMAG TECH GR2 Y3	\$ 1,163.90	\$ 1,225.00	\$ 1,264.80	\$ 1,305.90
MED IMAG TECH GR2 Y4	\$ 1,239.00	\$ 1,304.00	\$ 1,346.40	\$ 1,390.20
MED IMAG TECH GR3 Y1	\$ 1,288.20	\$ 1,355.80	\$ 1,399.90	\$ 1,445.40
MED IMAG TECH GR3 Y2	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
MED IMAG TECH GR3 Y3	\$ 1,369.10	\$ 1,441.00	\$ 1,487.80	\$ 1,536.20
MED IMAG TECH GR3 Y4	\$ 1,444.80	\$ 1,520.70	\$ 1,570.10	\$ 1,621.10
MED IMAG TECH GR4	\$ 1,627.80	\$ 1,713.30	\$ 1,769.00	\$ 1,826.50
TUTOR M I T YEAR 1	\$ 1,288.20	\$ 1,355.80	\$ 1,399.90	\$ 1,445.40
TUTOR M I T YEAR 2	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
TUTOR M I T YEAR 3	\$ 1,369.10	\$ 1,441.00	\$ 1,487.80	\$ 1,536.20
TUTOR M I T YEAR 4	\$ 1,444.80	\$ 1,520.70	\$ 1,570.10	\$ 1,621.10
TUTOR MIT GR4	\$ 1,627.80	\$ 1,713.30	\$ 1,769.00	\$ 1,826.50
DEP CHF M I T GR1 Y1	\$ 1,288.20	\$ 1,355.80	\$ 1,399.90	\$ 1,445.40
DEP CHF M I T GR1 Y2	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
DEP CHF M I T GR1 Y3	\$ 1,369.10	\$ 1,441.00	\$ 1,487.80	\$ 1,536.20
DEP CHF M I T GR2 Y1	\$ 1,444.80	\$ 1,520.70	\$ 1,570.10	\$ 1,621.10
DEP CHF M I T GR2 Y2	\$ 1,510.20	\$ 1,589.50	\$ 1,641.20	\$ 1,694.50
DEP CHF M I T GR3	\$ 1,627.80	\$ 1,713.30	\$ 1,769.00	\$ 1,826.50
DEP CHF MIT GR 4	\$ 1,757.70	\$ 1,850.00	\$ 1,910.10	\$ 1,972.20
CHIEF M I T GR1 YR1	\$ 1,288.20	\$ 1,355.80	\$ 1,399.90	\$ 1,445.40
CHIEF M I T GR1 YR2	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
CHIEF M I T GR1 YR3	\$ 1,369.10	\$ 1,441.00	\$ 1,487.80	\$ 1,536.20
CHIEF M I T GR2 YR1	\$ 1,444.80	\$ 1,520.70	\$ 1,570.10	\$ 1,621.10
CHIEF M I T GR2 YR2	\$ 1,510.20	\$ 1,589.50	\$ 1,641.20	\$ 1,694.50
CHIEF M I T GR3	\$ 1,627.80	\$ 1,713.30	\$ 1,769.00	\$ 1,826.50
CHIEF M I T GR4	\$ 1,757.70	\$ 1,850.00	\$ 1,910.10	\$ 1,972.20
CHIEF M I T GR5	\$ 1,939.20	\$ 2,041.00	\$ 2,107.30	\$ 2,175.80
Welfare Workers				
UNQLF WELFARE WKR Y1	\$ 566.40	\$ 596.10	\$ 615.50	\$ 635.50
UNQLF WELFARE WKR Y2	\$ 602.60	\$ 634.20	\$ 654.80	\$ 676.10

CLASSIFICATION	Current Rate	FFPP on or after 21/11/2008	FFPP on or after 21/11/2009	FFPP on or after 6/11/2010
	(effective 1 Oct 06)	1.0525	1.0325	1.0325
UNQLF WELFARE WKR Y3	\$ 617.70	\$ 650.10	\$ 671.20	\$ 693.00
UNQLF WELFARE WKR Y4	\$ 644.20	\$ 678.00	\$ 700.00	\$ 722.80

CLASSIFICATION	Current Rate	FFPP on or after 21/11/2008	FFPP on or after 21/11/2009	FFPP on or after 6/11/2010
	(effective 1 Oct 06)	1.0525	1.0325	1.0325
UNQLF WELFARE WKR Y5	\$ 664.60	\$ 699.50	\$ 722.20	\$ 745.70
UNQLF WELFARE WKR Y6	\$ 693.80	\$ 730.20	\$ 753.90	\$ 778.40
UNQLF WELFARE WKR Y7	\$ 716.30	\$ 753.90	\$ 778.40	\$ 803.70
WELFARE WKR CL 1 YR1	\$ 666.30	\$ 701.30	\$ 724.10	\$ 747.60
WELFARE WKR CL 1 YR2	\$ 708.90	\$ 746.10	\$ 770.30	\$ 795.30
WELFARE WKR CL 1 YR3	\$ 726.90	\$ 765.10	\$ 790.00	\$ 815.70
WELFARE WKR CL 1 YR4	\$ 757.90	\$ 797.70	\$ 823.60	\$ 850.40
WELFARE WKR CL 1 YR5	\$ 782.00	\$ 823.10	\$ 849.90	\$ 877.50
WELFARE WKR CL 1 YR6	\$ 816.20	\$ 859.10	\$ 887.00	\$ 915.80
WELFARE WKR CL 1 YR7	\$ 842.80	\$ 887.00	\$ 915.80	\$ 945.60
WELFARE WKR CL 2 YR1	\$ 782.00	\$ 823.10	\$ 849.90	\$ 877.50
WELFARE WKR CL 2 YR2	\$ 816.20	\$ 859.10	\$ 887.00	\$ 915.80
WELFARE WKR CL 2 YR3	\$ 842.00	\$ 886.20	\$ 915.00	\$ 944.70
WELFARE WKR CL 2 YR4	\$ 875.80	\$ 921.80	\$ 951.80	\$ 982.70
WELFARE WKR CL 3 YR1	\$ 875.80	\$ 921.80	\$ 951.80	\$ 982.70
WELFARE WKR CL 3 YR2	\$ 909.60	\$ 957.40	\$ 988.50	\$ 1,020.60
WELFARE WKR CL 3 YR3	\$ 937.80	\$ 987.00	\$ 1,019.10	\$ 1,052.20
WELFARE WKR CL 4 YR1	\$ 964.60	\$ 1,015.20	\$ 1,048.20	\$ 1,082.30
WELFARE WKR CL 4 YR2	\$ 995.50	\$ 1,047.80	\$ 1,081.90	\$ 1,117.10
WELFARE WKR CL 4 YR3	\$ 1,024.30	\$ 1,078.10	\$ 1,113.10	\$ 1,149.30
Youth Workers				
YOUTH WKR CL 1 YR1	\$ 706.28	\$ 743.36	\$ 767.52	\$ 792.46
YOUTH WKR CL 1 YR2	\$ 751.43	\$ 790.88	\$ 816.58	\$ 843.12
YOUTH WKR CL 1 YR3	\$ 770.51	\$ 810.96	\$ 837.32	\$ 864.53
YOUTH WKR CL 1 YR4	\$ 803.37	\$ 845.55	\$ 873.03	\$ 901.40
YOUTH WKR CL 1 YR5	\$ 828.92	\$ 872.44	\$ 900.79	\$ 930.07
YOUTH WKR CL 1 YR6	\$ 865.17	\$ 910.59	\$ 940.19	\$ 970.74
YOUTH WKR CL 1 YR7	\$ 901.80	\$ 949.14	\$ 979.99	\$ 1,011.84
YOUTH WKR CL 2 YR1	\$ 828.92	\$ 872.44	\$ 900.79	\$ 930.07
YOUTH WKR CL 2 YR2	\$ 865.17	\$ 910.59	\$ 940.19	\$ 970.74
YOUTH WKR CL 2 YR3	\$ 900.94	\$ 948.24	\$ 979.06	\$ 1,010.88
YOUTH WKR CL 2 YR4	\$ 937.11	\$ 986.31	\$ 1,018.36	\$ 1,051.46
YOUTH WKR CL 3 YR1	\$ 937.11	\$ 986.31	\$ 1,018.36	\$ 1,051.46
YOUTH WKR CL 3 YR2	\$ 973.27	\$ 1,024.37	\$ 1,057.66	\$ 1,092.03
YOUTH WKR CL 3 YR3	\$ 1,003.45	\$ 1,056.13	\$ 1,090.46	\$ 1,125.90
YOUTH WKR CL 4 YR1	\$ 1,032.12	\$ 1,086.31	\$ 1,121.61	\$ 1,158.06
YOUTH WKR CL 4 YR2	\$ 1,065.19	\$ 1,121.11	\$ 1,157.55	\$ 1,195.17
YOUTH WKR CL 4 YR3	\$ 1,096.00	\$ 1,153.54	\$ 1,191.03	\$ 1,229.74
Community Development Workers				
COMM DEV WKR CL1 YR1	\$ 733.60	\$ 772.10	\$ 797.20	\$ 823.10
COMM DEV WKR CL1 YR2	\$ 767.60	\$ 807.90	\$ 834.20	\$ 861.30
COMM DEV WKR CL1 YR3	\$ 801.70	\$ 843.80	\$ 871.20	\$ 899.50
COMM DEV WKR CL1 YR4	\$ 835.80	\$ 879.70	\$ 908.30	\$ 937.80
COMM DEV WKR CL2A Y1	\$ 797.60	\$ 839.50	\$ 866.80	\$ 895.00

CLASSIFICATION	Current Rate	FFPP on or after 21/11/2008	FFPP on or after 21/11/2009	FFPP on or after 6/11/2010
	(effective 1 Oct 06)	1.0525	1.0325	1.0325
COMM DEV WKR CL2A Y2	\$ 801.70	\$ 843.80	\$ 871.20	\$ 899.50
COMM DEV WKR CL2A Y3	\$ 835.80	\$ 879.70	\$ 908.30	\$ 937.80

CLASSIFICATION	Current Rate	FFPP on or after 21/11/2008	FFPP on or after 21/11/2009	FFPP on or after 6/11/2010
	(effective 1 Oct 06)	1.0525	1.0325	1.0325
COMM DEV WKR CL2A Y4	\$ 870.30	\$ 916.00	\$ 945.80	\$ 976.50
COMM DEV WKR CL2A Y5	\$ 907.80	\$ 955.50	\$ 986.60	\$ 1,018.70
COMM DEV WKR CL2A Y6	\$ 944.10	\$ 993.70	\$ 1,026.00	\$ 1,059.30
COMM DEV WKR CL2A Y7	\$ 959.60	\$ 1,010.00	\$ 1,042.80	\$ 1,076.70
COMM DEV WKR CL2A Y8	\$ 1,014.90	\$ 1,068.20	\$ 1,102.90	\$ 1,138.70
COMM DEV WKR CL2A Y9	\$ 1,050.90	\$ 1,106.10	\$ 1,142.00	\$ 1,179.10
COMM DEV WKR CL2A Y10	\$ 1,087.00	\$ 1,144.10	\$ 1,181.30	\$ 1,219.70
COMM DEV WKR CL2B Y1	\$ 1,014.90	\$ 1,068.20	\$ 1,102.90	\$ 1,138.70
COMM DEV WKR CL2B Y2	\$ 1,050.90	\$ 1,106.10	\$ 1,142.00	\$ 1,179.10
COMM DEV WKR CL2B Y3	\$ 1,087.00	\$ 1,144.10	\$ 1,181.30	\$ 1,219.70
COMM DEV WKR CL2B Y4	\$ 1,123.50	\$ 1,182.50	\$ 1,220.90	\$ 1,260.60
COMM DEV WKR CL2B Y5	\$ 1,157.50	\$ 1,218.30	\$ 1,257.90	\$ 1,298.80
COMM DEV WKR CL2B Y6	\$ 1,193.90	\$ 1,256.60	\$ 1,297.40	\$ 1,339.60
COMM DEV WKR CL3 YR1	\$ 1,123.50	\$ 1,182.50	\$ 1,220.90	\$ 1,260.60
COMM DEV WKR CL3 YR2	\$ 1,157.50	\$ 1,218.30	\$ 1,257.90	\$ 1,298.80
COMM DEV WKR CL3 YR3	\$ 1,193.90	\$ 1,256.60	\$ 1,297.40	\$ 1,339.60
Radiation Therapists				
INTERN RAD THERAPIST	\$ 625.60	\$ 658.40	\$ 679.80	\$ 701.90
RAD THERAPIST GR1 Y1	\$ 782.00	\$ 823.10	\$ 849.90	\$ 877.50
RAD THERAPIST GR1 Y2	\$ 839.40	\$ 883.50	\$ 912.20	\$ 941.80
RAD THERAPIST GR1 Y3	\$ 888.40	\$ 935.00	\$ 965.40	\$ 996.80
RAD THERAPIST GR1 Y4	\$ 950.30	\$ 1,000.20	\$ 1,032.70	\$ 1,066.30
RAD THERAPIST GR1 Y5	\$ 997.20	\$ 1,049.60	\$ 1,083.70	\$ 1,118.90
RAD THERAPIST GR1 Y6	\$ 1,048.10	\$ 1,103.10	\$ 1,139.00	\$ 1,176.00
RAD THERAPIST GR1 Y7	\$ 1,077.30	\$ 1,133.90	\$ 1,170.80	\$ 1,208.90
RAD THERAPIST GR2 Y1	\$ 1,048.10	\$ 1,103.10	\$ 1,139.00	\$ 1,176.00
RAD THERAPIST GR2 Y2	\$ 1,107.70	\$ 1,165.90	\$ 1,203.80	\$ 1,242.90
RAD THERAPIST GR2 Y3	\$ 1,163.90	\$ 1,225.00	\$ 1,264.80	\$ 1,305.90
RAD THERAPIST GR2 Y4	\$ 1,239.00	\$ 1,304.00	\$ 1,346.40	\$ 1,390.20
RAD THERAPIST G2A/B Y1	\$ 1,288.30	\$ 1,355.90	\$ 1,400.00	\$ 1,445.50
RAD THERAPIST G2A/B Y2	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
RAD THERAPIST G2A/B Y3	\$ 1,369.20	\$ 1,441.10	\$ 1,487.90	\$ 1,536.30
RAD THERAPIST G2A/B Y4	\$ 1,444.80	\$ 1,520.70	\$ 1,570.10	\$ 1,621.10
RAD THERAPIST GR 2C/3 Y1	\$ 1,510.20	\$ 1,589.50	\$ 1,641.20	\$ 1,694.50
RAD THERAPIST GR 2C/3 Y2	\$ 1,757.70	\$ 1,850.00	\$ 1,910.10	\$ 1,972.20
ASSIST.R T MGR GRADE 4 LEVEL 1#	\$ 1,893.90	\$ 1,993.30	\$ 2,058.10	\$ 2,125.00
ASSIST.R T MGR GRADE 4 LEVEL 2	\$ 1,939.30	\$ 2,041.10	\$ 2,107.40	\$ 2,175.90
DEPUTY R T MGR GRADE 5 LEVEL 1	\$ 2,056.10	\$ 2,164.00	\$ 2,234.30	\$ 2,306.90
DEPUTY R T MGR GRADE 5 LEVEL 2*	\$ 2,172.90	\$ 2,287.00	\$ 2,361.30	\$ 2,438.00
R T MGR GRADE 6 LEVEL 1	\$ 2,325.10	\$ 2,447.20	\$ 2,526.70	\$ 2,608.80
R T MGR GRADE 6 LEVEL 2*	\$ 2,477.10	\$ 2,607.10	\$ 2,691.80	\$ 2,779.30
* Peter MacCallum only				
# Peter MacCallum can not use this classn.				
Nuclear Medicine Technologists				

CLASSIFICATION	Current Rate	FFPP on or after 21/11/2008	FFPP on or after 21/11/2009	FFPP on or after 6/11/2010
	(effective 1 Oct 06)	1.0525	1.0325	1.0325
INTERN NUC MED TECH	\$ 625.60	\$ 658.40	\$ 679.80	\$ 701.90
NUC MED TECH GR 1 Y1	\$ 782.00	\$ 823.10	\$ 849.90	\$ 877.50

CLASSIFICATION	Current Rate	FFPP on or after 21/11/2008	FFPP on or after 21/11/2009	FFPP on or after 6/11/2010
	(effective 1 Oct 06)	1.0525	1.0325	1.0325
NUC MED TECH GR 1 Y2	\$ 839.40	\$ 883.50	\$ 912.20	\$ 941.80
NUC MED TECH GR 1 Y3	\$ 888.40	\$ 935.00	\$ 965.40	\$ 996.80
NUC MED TECH GR 1 Y4	\$ 950.30	\$ 1,000.20	\$ 1,032.70	\$ 1,066.30
NUC MED TECH GR 1 Y5	\$ 997.10	\$ 1,049.40	\$ 1,083.50	\$ 1,118.70
NUC MED TECH GR 1 Y6	\$ 1,048.10	\$ 1,103.10	\$ 1,139.00	\$ 1,176.00
NUC MED TECH GR 1 Y7	\$ 1,077.30	\$ 1,133.90	\$ 1,170.80	\$ 1,208.90
NUC MED TECH GR 2 Y1	\$ 1,048.10	\$ 1,103.10	\$ 1,139.00	\$ 1,176.00
NUC MED TECH GR 2 Y2	\$ 1,107.70	\$ 1,165.90	\$ 1,203.80	\$ 1,242.90
NUC MED TECH GR 2 Y3	\$ 1,163.90	\$ 1,225.00	\$ 1,264.80	\$ 1,305.90
NUC MED TECH GR 2 Y4	\$ 1,239.00	\$ 1,304.00	\$ 1,346.40	\$ 1,390.20
NUC MED TECH GR 3 Y1	\$ 1,288.20	\$ 1,355.80	\$ 1,399.90	\$ 1,445.40
NUC MED TECH GR 3 Y2	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
NUC MED TECH GR 3 Y3	\$ 1,369.10	\$ 1,441.00	\$ 1,487.80	\$ 1,536.20
NUC MED TECH GR 3 Y4	\$ 1,444.80	\$ 1,520.70	\$ 1,570.10	\$ 1,621.10
NUC MED TECH GR4	\$ 1,627.80	\$ 1,713.30	\$ 1,769.00	\$ 1,826.50
DEP CHF N M T GR1 Y1	\$ 1,288.20	\$ 1,355.80	\$ 1,399.90	\$ 1,445.40
DEP CHF N M T GR1 Y2	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
DEP CHF N M T GR2 Y1	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
DEP CHF N M T GR2 Y2	\$ 1,369.10	\$ 1,441.00	\$ 1,487.80	\$ 1,536.20
DEP CHF N M T GR2 Y3	\$ 1,444.80	\$ 1,520.70	\$ 1,570.10	\$ 1,621.10
CHIEF N M T GR 1 YR1	\$ 1,288.20	\$ 1,355.80	\$ 1,399.90	\$ 1,445.40
CHIEF N M T GR 1 YR2	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
CHIEF N M T GR 1 YR3	\$ 1,369.10	\$ 1,441.00	\$ 1,487.80	\$ 1,536.20
CHIEF N M T GR 2 YR1	\$ 1,444.80	\$ 1,520.70	\$ 1,570.10	\$ 1,621.10
CHIEF N M T GR 2 YR2	\$ 1,510.20	\$ 1,589.50	\$ 1,641.20	\$ 1,694.50
CHIEF N M T GR 3	\$ 1,627.80	\$ 1,713.30	\$ 1,769.00	\$ 1,826.50
CHIEF N M T GR 4	\$ 1,757.70	\$ 1,850.00	\$ 1,910.10	\$ 1,972.20
CHIEF N M T GR 5	\$ 1,939.20	\$ 2,041.00	\$ 2,107.30	\$ 2,175.80
Medical Laboratory Technicians & Renal Dialysis Technicians				
TRNE MED LAB TECH Y1	\$ 375.80	\$ 395.50	\$ 408.40	\$ 421.70
TRNE MED LAB TECH Y2	\$ 451.00	\$ 474.70	\$ 490.10	\$ 506.00
TRNE MED LAB TECH Y3	\$ 563.80	\$ 593.40	\$ 612.70	\$ 632.60
TRNE MED LAB TECH Y4	\$ 676.50	\$ 712.00	\$ 735.10	\$ 759.00
ADT TRN MED LAB TECH	\$ 601.30	\$ 632.90	\$ 653.40	\$ 674.70
MED LAB TECH GR1 YR1	\$ 683.90	\$ 719.80	\$ 743.20	\$ 767.40
MED LAB TECH GR1 YR2	\$ 717.80	\$ 755.50	\$ 780.10	\$ 805.50
MED LAB TECH GR1 YR3	\$ 751.60	\$ 791.10	\$ 816.80	\$ 843.30
MED LEB TECH GR1 YR4	\$ 779.00	\$ 819.90	\$ 846.50	\$ 874.00
MED LAB TECH GR1 YR5	\$ 806.30	\$ 848.60	\$ 876.20	\$ 904.70
MED LAB TECH GR1 YR6	\$ 833.70	\$ 877.50	\$ 906.00	\$ 935.40
MED LAB TECH GR1 YR7	\$ 861.00	\$ 906.20	\$ 935.70	\$ 966.10
MED LAB TECH GR1 YR8	\$ 888.40	\$ 935.00	\$ 965.40	\$ 996.80
MED LAB TECH GR2 YR1	\$ 888.40	\$ 935.00	\$ 965.40	\$ 996.80
MED LAB TECH GR2 YR2	\$ 924.90	\$ 973.50	\$ 1,005.10	\$ 1,037.80
MED LAB TECH GR2 YR3	\$ 961.30	\$ 1,011.80	\$ 1,044.70	\$ 1,078.70

CLASSIFICATION	Current Rate	FFPP on or after 21/11/2008	FFPP on or after 21/11/2009	FFPP on or after 6/11/2010
	(effective 1 Oct 06)	1.0525	1.0325	1.0325
MED LAB TECH GR2 YR4	\$ 995.80	\$ 1,048.10	\$ 1,082.20	\$ 1,117.40

CLASSIFICATION	Current Rate	FFPP on or after 21/11/2008	FFPP on or after 21/11/2009	FFPP on or after 6/11/2010
	(effective 1 Oct 06)	1.0525	1.0325	1.0325
MED TECH/REN DLYS YR 1	\$ 683.90	\$ 719.80	\$ 743.20	\$ 767.40
MED TECH /REN DLYS YR 2	\$ 717.80	\$ 755.50	\$ 780.10	\$ 805.50
MED TECH/REN DLYS YR 3	\$731.20	\$ 769.59	\$ 794.60	\$ 820.42
MED TECH /REN DLYS YR 4	\$744.60	\$ 783.69	\$ 809.16	\$ 835.46
MED TECH /REN DLYS YR 5	\$ 767.40	\$ 807.69	\$ 833.94	\$ 861.04
MED TECH/REN DLYS YR 6	\$ 787.20	\$ 828.53	\$ 855.46	\$ 883.26
RENAL DLYS GR2 YR1*	\$ 888.40	\$ 935.00	\$ 965.40	\$ 996.80
RENAL DLYS GR2 YR2*	\$ 924.90	\$ 973.50	\$ 1,005.10	\$ 1,037.80
RENAL DLYS GR2 YR3*	\$ 961.30	\$ 1,011.80	\$ 1,044.70	\$ 1,078.70
RENAL DLYS GR2 YR4*	\$ 995.80	\$ 1,048.10	\$ 1,082.20	\$ 1,117.40
<i>* Melbourne Health only</i>				
Physiotherapists				
PHYSIO GR 1 YR 1	\$ 782.00	\$ 823.10	\$ 849.90	\$ 877.50
PHYSIO GR 1 YR 2	\$ 839.40	\$ 883.50	\$ 912.20	\$ 941.80
PHYSIO GR 1 YR 3	\$ 888.40	\$ 935.00	\$ 965.40	\$ 996.80
PHYSIO GR 1 YR 4	\$ 950.30	\$ 1,000.20	\$ 1,032.70	\$ 1,066.30
PHYSIO GR 1 YR 5	\$ 997.10	\$ 1,049.40	\$ 1,083.50	\$ 1,118.70
PHYSIO GR 1 YR 6	\$ 1,048.10	\$ 1,103.10	\$ 1,139.00	\$ 1,176.00
PHYSIO GR 1 YR 7	\$ 1,077.30	\$ 1,133.90	\$ 1,170.80	\$ 1,208.90
PHYSIO GR 2 YR 1	\$ 1,048.10	\$ 1,103.10	\$ 1,139.00	\$ 1,176.00
PHYSIO GR 2 YR 2	\$ 1,107.70	\$ 1,165.90	\$ 1,203.80	\$ 1,242.90
PHYSIO GR 2 YR 3	\$ 1,163.90	\$ 1,225.00	\$ 1,264.80	\$ 1,305.90
PHYSIO GR 2 YR 4	\$ 1,239.00	\$ 1,304.00	\$ 1,346.40	\$ 1,390.20
SNR CLIN PHYSIO YR 1	\$ 1,288.20	\$ 1,355.80	\$ 1,399.90	\$ 1,445.40
SNR CLIN PHYSIO YR 2	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
SNR CLIN PHYSIO YR 3	\$ 1,369.10	\$ 1,441.00	\$ 1,487.80	\$ 1,536.20
SNR CLIN PHYSIO YR 4	\$ 1,444.80	\$ 1,520.70	\$ 1,570.10	\$ 1,621.10
PHYSIO GR 4/CLINICAL EDUCATOR	\$ 1,627.80	\$ 1,713.30	\$ 1,769.00	\$ 1,826.50
DEP CHIEF PHYSIO YR1	\$ 1,288.20	\$ 1,355.80	\$ 1,399.90	\$ 1,445.40
DEP CHIEF PHYSIO YR2	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
DEP CHIEF PHYSIO YR3	\$ 1,369.10	\$ 1,441.00	\$ 1,487.80	\$ 1,536.20
CHIEF PHYSIO GR1 YR1	\$ 1,288.20	\$ 1,355.80	\$ 1,399.90	\$ 1,445.40
CHIEF PHYSIO GR1 YR2	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
CHIEF PHYSIO GR1 YR3	\$ 1,369.10	\$ 1,441.00	\$ 1,487.80	\$ 1,536.20
CHIEF PHYSIO GR2 YR1	\$ 1,444.80	\$ 1,520.70	\$ 1,570.10	\$ 1,621.10
CHIEF PHYSIO GR2 YR2	\$ 1,510.20	\$ 1,589.50	\$ 1,641.20	\$ 1,694.50
CHIEF PHYSIO GRADE 3	\$ 1,627.80	\$ 1,713.30	\$ 1,769.00	\$ 1,826.50
CHIEF PHYSIO GRADE 4	\$ 1,757.70	\$ 1,850.00	\$ 1,910.10	\$ 1,972.20
CHIEF PHYSIO GR5	\$ 1,939.20	\$ 2,041.00	\$ 2,107.30	\$ 2,175.80
Occupational Therapists				
OCC THER GR 1 YR 1	\$ 782.00	\$ 823.10	\$ 849.90	\$ 877.50

CLASSIFICATION	Current Rate	FFPP on or after 21/11/2008	FFPP on or after 21/11/2009	FFPP on or after 6/11/2010
	(effective 1 Oct 06)	1.0525	1.0325	1.0325
OCC THER GR 1 YR 2	\$ 839.40	\$ 883.50	\$ 912.20	\$ 941.80
OCC THER GR 1 YR 3	\$ 888.40	\$ 935.00	\$ 965.40	\$ 996.80

CLASSIFICATION	Current Rate	FFPP on or after 21/11/2008	FFPP on or after 21/11/2009	FFPP on or after 6/11/2010
	(effective 1 Oct 06)	1.0525	1.0325	1.0325
OCC THER GR 1 YR 4	\$ 950.30	\$ 1,000.20	\$ 1,032.70	\$ 1,066.30
OCC THER GR 1 YR 5	\$ 997.10	\$ 1,049.40	\$ 1,083.50	\$ 1,118.70
OCC THER GR 1 YR 6	\$ 1,048.10	\$ 1,103.10	\$ 1,139.00	\$ 1,176.00
OCC THER GR 1 YR 7	\$ 1,077.30	\$ 1,133.90	\$ 1,170.80	\$ 1,208.90
OCC THER GR 2 YR 1	\$ 1,048.10	\$ 1,103.10	\$ 1,139.00	\$ 1,176.00
OCC THER GR 2 YR 2	\$ 1,107.70	\$ 1,165.90	\$ 1,203.80	\$ 1,242.90
OCC THER GR 2 YR 3	\$ 1,163.90	\$ 1,225.00	\$ 1,264.80	\$ 1,305.90
OCC THER GR 2 YR 4	\$ 1,239.00	\$ 1,304.00	\$ 1,346.40	\$ 1,390.20
SNR CLIN OCC THER Y1	\$ 1,288.20	\$ 1,355.80	\$ 1,399.90	\$ 1,445.40
SNR CLIN OCC THER Y2	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
SNR CLIN OCC THER Y3	\$ 1,369.10	\$ 1,441.00	\$ 1,487.80	\$ 1,536.20
SNR CLIN OCC THER Y4	\$ 1,444.80	\$ 1,520.70	\$ 1,570.10	\$ 1,621.10
OCC THER GR 4/CLINICAL EDUCATOR	\$ 1,627.80	\$ 1,713.30	\$ 1,769.00	\$ 1,826.50
DEP CHF OCC THER YR1	\$ 1,288.20	\$ 1,355.80	\$ 1,399.90	\$ 1,445.40
DEP CHF OCC THER YR2	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
DEP CHF OCC THER YR3	\$ 1,369.10	\$ 1,441.00	\$ 1,487.80	\$ 1,536.20
CHF OCC THER GR1 YR1	\$ 1,288.20	\$ 1,355.80	\$ 1,399.90	\$ 1,445.40
CHF OCC THER GR1 YR2	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
CHF OCC THER GR1 YR3	\$ 1,369.10	\$ 1,441.00	\$ 1,487.80	\$ 1,536.20
CHF OCC THER GR2 YR1	\$ 1,444.80	\$ 1,520.70	\$ 1,570.10	\$ 1,621.10
CHF OCC THER GR2 YR2	\$ 1,510.20	\$ 1,589.50	\$ 1,641.20	\$ 1,694.50
CHF OCC THER GRADE 3	\$ 1,627.80	\$ 1,713.30	\$ 1,769.00	\$ 1,826.50
CHF OCC THER GRADE 4	\$ 1,757.70	\$ 1,850.00	\$ 1,910.10	\$ 1,972.20
CHIEF OCC THER GR5	\$ 1,939.20	\$ 2,041.00	\$ 2,107.30	\$ 2,175.80
Speech Pathologists				
SPEECH PATH GR 1 YR1	\$ 782.00	\$ 823.10	\$ 849.90	\$ 877.50
SPEECH PATH GR 1 YR2	\$ 839.40	\$ 883.50	\$ 912.20	\$ 941.80
SPEECH PATH GR 1 YR3	\$ 888.40	\$ 935.00	\$ 965.40	\$ 996.80
SPEECH PATH GR 1 YR4	\$ 950.30	\$ 1,000.20	\$ 1,032.70	\$ 1,066.30
SPEECH PATH GR 1 YR5	\$ 997.10	\$ 1,049.40	\$ 1,083.50	\$ 1,118.70
SPEECH PATH GR 1 YR6	\$ 1,048.10	\$ 1,103.10	\$ 1,139.00	\$ 1,176.00
SPEECH PATH GR 1 YR7	\$ 1,077.30	\$ 1,133.90	\$ 1,170.80	\$ 1,208.90
SPEECH PATH GR 2 YR1	\$ 1,048.10	\$ 1,103.10	\$ 1,139.00	\$ 1,176.00
SPEECH PATH GR 2 YR2	\$ 1,107.70	\$ 1,165.90	\$ 1,203.80	\$ 1,242.90
SPEECH PATH GR 2 YR3	\$ 1,163.90	\$ 1,225.00	\$ 1,264.80	\$ 1,305.90
SPEECH PATH GR 2 YR4	\$ 1,239.00	\$ 1,304.00	\$ 1,346.40	\$ 1,390.20
SNR CLIN SPEECH P Y1	\$ 1,288.20	\$ 1,355.80	\$ 1,399.90	\$ 1,445.40
SNR CLIN SPEECH P Y2	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
SNR CLIN SPEECH P Y3	\$ 1,369.10	\$ 1,441.00	\$ 1,487.80	\$ 1,536.20
SNR CLIN SPEECH P Y4	\$ 1,444.80	\$ 1,520.70	\$ 1,570.10	\$ 1,621.10
SPEECH PATH GR 4/CLIN EDUCATOR	\$ 1,627.80	\$ 1,713.30	\$ 1,769.00	\$ 1,826.50
DEP CHF SPEECH P YR1	\$ 1,288.20	\$ 1,355.80	\$ 1,399.90	\$ 1,445.40

CLASSIFICATION	Current Rate	FFPP on or after 21/11/2008	FFPP on or after 21/11/2009	FFPP on or after 6/11/2010
	(effective 1 Oct 06)	1.0525	1.0325	1.0325
DEP CHF SPEECH P YR2	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
DEP CHF SPEECH P YR3	\$ 1,369.10	\$ 1,441.00	\$ 1,487.80	\$ 1,536.20

CLASSIFICATION	Current Rate	FFPP on or after 21/11/2008	FFPP on or after 21/11/2009	FFPP on or after 6/11/2010
	(effective 1 Oct 06)	1.0525	1.0325	1.0325
CHF SPEECH P GR1 YR1	\$ 1,288.20	\$ 1,355.80	\$ 1,399.90	\$ 1,445.40
CHF SPEECH P GR1 YR2	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
CHF SPEECH P GR1 YR3	\$ 1,369.10	\$ 1,441.00	\$ 1,487.80	\$ 1,536.20
CHF SPEECH P GR2 YR1	\$ 1,444.80	\$ 1,520.70	\$ 1,570.10	\$ 1,621.10
CHF SPEECH P GR2 YR2	\$ 1,510.20	\$ 1,589.50	\$ 1,641.20	\$ 1,694.50
CHF SPEECH PATH GR 3	\$ 1,627.80	\$ 1,713.30	\$ 1,769.00	\$ 1,826.50
CHF SPEECH PATH GR 4	\$ 1,757.70	\$ 1,850.00	\$ 1,910.10	\$ 1,972.20
CHF SPEECH PATH GR 5	\$ 1,939.20	\$ 2,041.00	\$ 2,107.30	\$ 2,175.80
Music Therapists				
MUSIC THER GR 1 YR 1	\$ 782.00	\$ 823.10	\$ 849.90	\$ 877.50
MUSIC THER GR 1 YR 2	\$ 839.40	\$ 883.50	\$ 912.20	\$ 941.80
MUSIC THER GR 1 YR 3	\$ 888.40	\$ 935.00	\$ 965.40	\$ 996.80
MUSIC THER GR 1 YR 4	\$ 950.30	\$ 1,000.20	\$ 1,032.70	\$ 1,066.30
MUSIC THER GR 1 YR 5	\$ 997.10	\$ 1,049.40	\$ 1,083.50	\$ 1,118.70
MUSIC THER GR 1 YR 6	\$ 1,048.10	\$ 1,103.10	\$ 1,139.00	\$ 1,176.00
MUSIC THER GR 1 YR 7	\$ 1,077.30	\$ 1,133.90	\$ 1,170.80	\$ 1,208.90
MUSIC THER GR 2 YR 1	\$ 1,048.10	\$ 1,103.10	\$ 1,139.00	\$ 1,176.00
MUSIC THER GR 2 YR 2	\$ 1,107.70	\$ 1,165.90	\$ 1,203.80	\$ 1,242.90
MUSIC THER GR 2 YR 3	\$ 1,163.90	\$ 1,225.00	\$ 1,264.80	\$ 1,305.90
MUSIC THER GR 2 YR 4	\$ 1,239.00	\$ 1,304.00	\$ 1,346.40	\$ 1,390.20
MUSIC THER GR3 YR1	\$ 1,288.20	\$ 1,355.80	\$ 1,399.90	\$ 1,445.40
MUSIC THER GR3 YR2	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
MUSIC THER GR3 YR3	\$ 1,369.10	\$ 1,441.00	\$ 1,487.80	\$ 1,536.20
MUSIC THER GR3 YR4	\$ 1,444.80	\$ 1,520.70	\$ 1,570.10	\$ 1,621.10
DEP CHF MUSIC THER YR 1	\$ 1,288.20	\$ 1,355.80	\$ 1,399.90	\$ 1,445.40
DEP CHF MUSIC THER YR 2	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
DEP CHF MUSIC THER YR 3	\$ 1,369.10	\$ 1,441.00	\$ 1,487.80	\$ 1,536.20
CHF MUSIC THER GR1 YR 1	\$ 1,444.80	\$ 1,520.70	\$ 1,570.10	\$ 1,621.10
CHF MUSIC THER GR 1 YR 2	\$ 1,510.20	\$ 1,589.50	\$ 1,641.20	\$ 1,694.50
CHF MUSIC THER GR 1 YR 3	\$ 1,288.20	\$ 1,355.80	\$ 1,399.90	\$ 1,445.40
CHF MUSIC THER GR 2 YR 1	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
CHF MUSIC THER GR 2 YR 2	\$ 1,369.10	\$ 1,441.00	\$ 1,487.80	\$ 1,536.20
CHF MUSIC THER GR 3	\$ 1,627.80	\$ 1,713.30	\$ 1,769.00	\$ 1,826.50
CHF MUSIC THER GR 4	\$ 1,757.70	\$ 1,850.00	\$ 1,910.10	\$ 1,972.20
CHF MUSIC THER GR 5	\$ 1,939.20	\$ 2,041.00	\$ 2,107.30	\$ 2,175.80
Medical Librarians				
MED LIBRARIAN GR1 Y1	\$ 782.00	\$ 823.10	\$ 849.90	\$ 877.50
MED LIBRARIAN GR1 Y2	\$ 839.40	\$ 883.50	\$ 912.20	\$ 941.80
MED LIBRARIAN GR1 Y3	\$ 888.40	\$ 935.00	\$ 965.40	\$ 996.80
MED LIBRARIAN GR1 Y4	\$ 950.30	\$ 1,000.20	\$ 1,032.70	\$ 1,066.30
MED LIBRARIAN GR1 Y5	\$ 997.10	\$ 1,049.40	\$ 1,083.50	\$ 1,118.70
MED LIBRARIAN GR1 Y6	\$ 1,048.10	\$ 1,103.10	\$ 1,139.00	\$ 1,176.00
MED LIBRARIAN GR1 Y7	\$ 1,077.30	\$ 1,133.90	\$ 1,170.80	\$ 1,208.90

CLASSIFICATION	Current Rate	FFPP on or after 21/11/2008	FFPP on or after 21/11/2009	FFPP on or after 6/11/2010
	(effective 1 Oct 06)	1.0525	1.0325	1.0325
MED LIBRARIAN GR2 Y1	\$ 1,048.10	\$ 1,103.10	\$ 1,139.00	\$ 1,176.00
MED LIBRARIAN GR2 Y2	\$ 1,107.70	\$ 1,165.90	\$ 1,203.80	\$ 1,242.90

CLASSIFICATION	Current Rate	FFPP on or after 21/11/2008	FFPP on or after 21/11/2009	FFPP on or after 6/11/2010
	(effective 1 Oct 06)	1.0525	1.0325	1.0325
MED LIBRARIAN GR2 Y3	\$ 1,163.90	\$ 1,225.00	\$ 1,264.80	\$ 1,305.90
MED LIBRARIAN GR2 Y4	\$ 1,239.00	\$ 1,304.00	\$ 1,346.40	\$ 1,390.20
MED LIBRARIAN GR3 YR1	\$ 1,288.20	\$ 1,355.80	\$ 1,399.90	\$ 1,445.40
MED LIBRARIAN GR3 YR2	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
MED LIBRARIAN GR3 YR3	\$ 1,369.10	\$ 1,441.00	\$ 1,487.80	\$ 1,536.20
MED LIBRARIAN GR3 YR4	\$ 1,444.80	\$ 1,520.70	\$ 1,570.10	\$ 1,621.10
DEP CHF LIB YR 1	\$ 1,288.20	\$ 1,355.80	\$ 1,399.90	\$ 1,445.40
DEP CHF LIB YR 2	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
DEP CHF LIB YR 3	\$ 1,369.10	\$ 1,441.00	\$ 1,487.80	\$ 1,536.20
CHF LIBRARIAN GR1 Y1	\$ 1,288.20	\$ 1,355.80	\$ 1,399.90	\$ 1,445.40
CHF LIBRARIAN GR1 Y2	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
CHF LIBRARIAN GR1 Y3	\$ 1,369.10	\$ 1,441.00	\$ 1,487.80	\$ 1,536.20
CHF LIBRARIAN GR2 Y1	\$ 1,444.80	\$ 1,520.70	\$ 1,570.10	\$ 1,621.10
CHF LIBRARIAN GR2 Y2	\$ 1,510.20	\$ 1,589.50	\$ 1,641.20	\$ 1,694.50
CHF LIBRARIAN GR3	\$ 1,627.80	\$ 1,713.30	\$ 1,769.00	\$ 1,826.50
CHF LIBRARIAN GR4	\$ 1,757.70	\$ 1,850.00	\$ 1,910.10	\$ 1,972.20
CHF LIBRARIAN GR5	\$ 1,939.20	\$ 2,041.00	\$ 2,107.30	\$ 2,175.80
Medical Photographers/Illustrators				
MED PHOTO/ILL GR1 Y1	\$ 782.00	\$ 823.10	\$ 849.90	\$ 877.50
MED PHOTO/ILL GR1 Y2	\$ 839.40	\$ 883.50	\$ 912.20	\$ 941.80
MED PHOTO/ILL GR1 Y3	\$ 888.40	\$ 935.00	\$ 965.40	\$ 996.80
MED PHOTO/ILL GR1 Y4	\$ 950.30	\$ 1,000.20	\$ 1,032.70	\$ 1,066.30
MED PHOTO/ILL GR1 Y5	\$ 997.10	\$ 1,049.40	\$ 1,083.50	\$ 1,118.70
MED PHOTO/ILL GR1 Y6	\$ 1,048.10	\$ 1,103.10	\$ 1,139.00	\$ 1,176.00
MED PHOTO/ILL GR1 Y7	\$ 1,077.30	\$ 1,133.90	\$ 1,170.80	\$ 1,208.90
MED PHOTO/ILL GR2 Y1	\$ 1,048.10	\$ 1,103.10	\$ 1,139.00	\$ 1,176.00
MED PHOTO/ILL GR2 Y2	\$ 1,107.70	\$ 1,165.90	\$ 1,203.80	\$ 1,242.90
MED PHOTO/ILL GR2 Y3	\$ 1,163.90	\$ 1,225.00	\$ 1,264.80	\$ 1,305.90
MED PHOTO/ILL GR2 Y4	\$ 1,239.00	\$ 1,304.00	\$ 1,346.40	\$ 1,390.20
MED PHOTO/ILL GR3 YR1	\$ 1,288.20	\$ 1,355.80	\$ 1,399.90	\$ 1,445.40
MED PHOTO/ILL GR3 YR2	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
MED PHOTO/ILL GR3 YR3	\$ 1,369.10	\$ 1,441.00	\$ 1,487.80	\$ 1,536.20
MED PHOTO/ILL GR3 YR4	\$ 1,444.80	\$ 1,520.70	\$ 1,570.10	\$ 1,621.10
DEP CHF PHOTO/ILL Y1	\$ 1,288.20	\$ 1,355.80	\$ 1,399.90	\$ 1,445.40
DEP CHF PHOTO/ILL Y2	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
DEP CHF PHOTO/ILL Y3	\$ 1,369.10	\$ 1,441.00	\$ 1,487.80	\$ 1,536.20
CHF PHOTO/ILL GR1 Y1	\$ 1,288.20	\$ 1,355.80	\$ 1,399.90	\$ 1,445.40
CHF PHOTO/ILL GR1 Y2	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
CHF PHOTO/ILL GR1 Y3	\$ 1,369.10	\$ 1,441.00	\$ 1,487.80	\$ 1,536.20
CHF PHOTO/ILL GR2 Y1	\$ 1,444.80	\$ 1,520.70	\$ 1,570.10	\$ 1,621.10
CHF PHOTO/ILL GR2 Y2	\$ 1,510.20	\$ 1,589.50	\$ 1,641.20	\$ 1,694.50
CHF PHOTO/ILL GR3	\$ 1,627.80	\$ 1,713.30	\$ 1,769.00	\$ 1,826.50
CHF PHOTO/ILL GR4	\$ 1,757.70	\$ 1,850.00	\$ 1,910.10	\$ 1,972.20
CHF PHOTO/ILL GR5	\$ 1,939.20	\$ 2,041.00	\$ 2,107.30	\$ 2,175.80

CLASSIFICATION	Current Rate	FFPP on or after 21/11/2008	FFPP on or after 21/11/2009	FFPP on or after 6/11/2010
	(effective 1 Oct 06)	1.0525	1.0325	1.0325

CLASSIFICATION	Current Rate	FFPP on or after 21/11/2008	FFPP on or after 21/11/2009	FFPP on or after 6/11/2010
	(effective 1 Oct 06)	1.0525	1.0325	1.0325
Podiatrists				
PODIATRIST GR 1 YR 1	\$ 782.00	\$ 823.10	\$ 849.90	\$ 877.50
PODIATRIST GR 1 YR 2	\$ 839.40	\$ 883.50	\$ 912.20	\$ 941.80
PODIATRIST GR 1 YR 3	\$ 888.40	\$ 935.00	\$ 965.40	\$ 996.80
PODIATRIST GR 1 YR 4	\$ 950.30	\$ 1,000.20	\$ 1,032.70	\$ 1,066.30
PODIATRIST GR 1 YR 5	\$ 997.10	\$ 1,049.40	\$ 1,083.50	\$ 1,118.70
PODIATRIST GR 1 YR 6	\$ 1,048.10	\$ 1,103.10	\$ 1,139.00	\$ 1,176.00
PODIATRIST GR 1 YR 7	\$ 1,077.30	\$ 1,133.90	\$ 1,170.80	\$ 1,208.90
PODIATRIST GR 2 YR 1	\$ 1,048.10	\$ 1,103.10	\$ 1,139.00	\$ 1,176.00
PODIATRIST GR 2 YR 2	\$ 1,107.70	\$ 1,165.90	\$ 1,203.80	\$ 1,242.90
PODIATRIST GR 2 YR 3	\$ 1,163.90	\$ 1,225.00	\$ 1,264.80	\$ 1,305.90
PODIATRIST GR 2 YR 4	\$ 1,239.00	\$ 1,304.00	\$ 1,346.40	\$ 1,390.20
PODIATRIST GR3 YR1	\$ 1,288.20	\$ 1,355.80	\$ 1,399.90	\$ 1,445.40
PODIATRIST GR3 YR2	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
PODIATRIST GR3 YR3	\$ 1,369.10	\$ 1,441.00	\$ 1,487.80	\$ 1,536.20
PODIATRIST GR3 YR4	\$ 1,444.80	\$ 1,520.70	\$ 1,570.10	\$ 1,621.10
DEP CHF PODRST YR 1	\$ 1,288.20	\$ 1,355.80	\$ 1,399.90	\$ 1,445.40
DEP CHF PODRST YR 2	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
DEP CHF PODRST YR 3	\$ 1,369.10	\$ 1,441.00	\$ 1,487.80	\$ 1,536.20
CHF PODIATRIST G1 Y1	\$ 1,288.20	\$ 1,355.80	\$ 1,399.90	\$ 1,445.40
CHF PODIATRIST G1 Y2	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
CHF PODIATRIST G1 Y3	\$ 1,369.10	\$ 1,441.00	\$ 1,487.80	\$ 1,536.20
CHF PODIATRIST G2 Y1	\$ 1,444.80	\$ 1,520.70	\$ 1,570.10	\$ 1,621.10
CHF PODIATRIST G2 Y2	\$ 1,510.20	\$ 1,589.50	\$ 1,641.20	\$ 1,694.50
CHF PODIATRIST G3	\$ 1,627.80	\$ 1,713.30	\$ 1,769.00	\$ 1,826.50
CHF PODIATRIST G4	\$ 1,757.70	\$ 1,850.00	\$ 1,910.10	\$ 1,972.20
CHF PODIATRIST G5	\$ 1,939.20	\$ 2,041.00	\$ 2,107.30	\$ 2,175.80
Orthotists/Prosthetists				
ORTHOTIST/PROS G1 Y1	\$ 782.00	\$ 823.10	\$ 849.90	\$ 877.50
ORTHOTIST/PROS G1 Y2	\$ 839.40	\$ 883.50	\$ 912.20	\$ 941.80
ORTHOTIST/PROS G1 Y3	\$ 888.40	\$ 935.00	\$ 965.40	\$ 996.80
ORTHOTIST/PROS G1 Y4	\$ 950.30	\$ 1,000.20	\$ 1,032.70	\$ 1,066.30
ORTHOTIST/PROS G1 Y5	\$ 997.10	\$ 1,049.40	\$ 1,083.50	\$ 1,118.70
ORTHOTIST/PROS G1 Y6	\$ 1,048.10	\$ 1,103.10	\$ 1,139.00	\$ 1,176.00
ORTHOTIST/PROS G1 Y7	\$ 1,077.30	\$ 1,133.90	\$ 1,170.80	\$ 1,208.90
ORTHOTIST/PROS G2 Y1	\$ 1,048.10	\$ 1,103.10	\$ 1,139.00	\$ 1,176.00
ORTHOTIST/PROS G2 Y2	\$ 1,107.70	\$ 1,165.90	\$ 1,203.80	\$ 1,242.90
ORTHOTIST/PROS G2 Y3	\$ 1,163.90	\$ 1,225.00	\$ 1,264.80	\$ 1,305.90
ORTHOTIST/PROS G2 Y4	\$ 1,239.00	\$ 1,304.00	\$ 1,346.40	\$ 1,390.20
ORTHOTIST/PROS GR3 YR1	\$ 1,288.20	\$ 1,355.80	\$ 1,399.90	\$ 1,445.40
ORTHOTIST/PROS GR3 YR2	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
ORTHOTIST/PROS GR3 YR3	\$ 1,369.10	\$ 1,441.00	\$ 1,487.80	\$ 1,536.20
ORTHOTIST/PROS GR3 YR4	\$ 1,444.80	\$ 1,520.70	\$ 1,570.10	\$ 1,621.10

CLASSIFICATION	Current Rate	FFPP on or after 21/11/2008	FFPP on or after 21/11/2009	FFPP on or after 6/11/2010
	(effective 1 Oct 06)	1.0525	1.0325	1.0325
DEP CHF ORTH/PROS Y1	\$ 1,288.20	\$ 1,355.80	\$ 1,399.90	\$ 1,445.40
DEP CHF ORTH/PROS Y2	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30

CLASSIFICATION	Current Rate	FFPP on or after 21/11/2008	FFPP on or after 21/11/2009	FFPP on or after 6/11/2010
	(effective 1 Oct 06)	1.0525	1.0325	1.0325
DEP CHF ORTH/PROS Y3	\$ 1,369.10	\$ 1,441.00	\$ 1,487.80	\$ 1,536.20
CHF ORTH/PROS GR1 Y1	\$ 1,288.20	\$ 1,355.80	\$ 1,399.90	\$ 1,445.40
CHF ORTH/PROS GR1 Y2	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
CHF ORTH/PROS GR1 Y3	\$ 1,369.10	\$ 1,441.00	\$ 1,487.80	\$ 1,536.20
CHF ORTH/PROS GR2 Y1	\$ 1,444.80	\$ 1,520.70	\$ 1,570.10	\$ 1,621.10
CHF ORTH/PROS GR2 Y2	\$ 1,510.20	\$ 1,589.50	\$ 1,641.20	\$ 1,694.50
CHF ORTH/PROS GR3	\$ 1,627.80	\$ 1,713.30	\$ 1,769.00	\$ 1,826.50
CHF ORTH/PROS GR4	\$ 1,757.70	\$ 1,850.00	\$ 1,910.10	\$ 1,972.20
CHF ORTH/PROS GR5	\$ 1,939.20	\$ 2,041.00	\$ 2,107.30	\$ 2,175.80
Orthoptists				
ORTHOPTIST GR1 YR1	\$ 782.00	\$ 823.10	\$ 849.90	\$ 877.50
ORTHOPTIST GR1 YR2	\$ 839.40	\$ 883.50	\$ 912.20	\$ 941.80
ORTHOPTIST GR1 YR3	\$ 888.40	\$ 935.00	\$ 965.40	\$ 996.80
ORTHOPTIST GR1 YR4	\$ 950.30	\$ 1,000.20	\$ 1,032.70	\$ 1,066.30
ORTHOPTIST GR1 YR5	\$ 997.10	\$ 1,049.40	\$ 1,083.50	\$ 1,118.70
ORTHOPTIST GR1 YR6	\$ 1,048.10	\$ 1,103.10	\$ 1,139.00	\$ 1,176.00
ORTHOPTIST GR1 YR7	\$ 1,077.30	\$ 1,133.90	\$ 1,170.80	\$ 1,208.90
ORTHOPTIST GR2 YR1	\$ 1,048.10	\$ 1,103.10	\$ 1,139.00	\$ 1,176.00
ORTHOPTIST GR2 YR2	\$ 1,107.70	\$ 1,165.90	\$ 1,203.80	\$ 1,242.90
ORTHOPTIST GR2 YR3	\$ 1,163.90	\$ 1,225.00	\$ 1,264.80	\$ 1,305.90
ORTHOPTIST GR2 YR4	\$ 1,239.00	\$ 1,304.00	\$ 1,346.40	\$ 1,390.20
ORTHOPTIST GR3 YR1	\$ 1,288.20	\$ 1,355.80	\$ 1,399.90	\$ 1,445.40
ORTHOPTIST GR3 YR2	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
ORTHOPTIST GR3 YR3	\$ 1,369.10	\$ 1,441.00	\$ 1,487.80	\$ 1,536.20
ORTHOPTIST GR3 YR4	\$ 1,444.80	\$ 1,520.70	\$ 1,570.10	\$ 1,621.10
DEP CHIEF ORTHOP YR1	\$ 1,288.20	\$ 1,355.80	\$ 1,399.90	\$ 1,445.40
DEP CHIEF ORTHOP YR2	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
DEP CHIEF ORTHOP YR3	\$ 1,369.10	\$ 1,441.00	\$ 1,487.80	\$ 1,536.20
CHIEF ORTHOP GR1 YR1	\$ 1,288.20	\$ 1,355.80	\$ 1,399.90	\$ 1,445.40
CHIEF ORTHOP GR1 YR2	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
CHIEF ORTHOP GR1 YR3	\$ 1,369.10	\$ 1,441.00	\$ 1,487.80	\$ 1,536.20
CHIEF ORTHOP GR2 YR1	\$ 1,444.80	\$ 1,520.70	\$ 1,570.10	\$ 1,621.10
CHIEF ORTHOP GR2 YR2	\$ 1,510.20	\$ 1,589.50	\$ 1,641.20	\$ 1,694.50
CHIEF ORTHOP GR3	\$ 1,627.80	\$ 1,713.30	\$ 1,769.00	\$ 1,826.50
CHIEF ORTHOP GR4	\$ 1,757.70	\$ 1,850.00	\$ 1,910.10	\$ 1,972.20
CHIEF ORTHOP GR5	\$ 1,939.20	\$ 2,041.00	\$ 2,107.30	\$ 2,175.80
Child Psychotherapists				
CHILD PSYCH L 1 YR 1	\$ 772.90	\$ 813.50	\$ 839.90	\$ 867.20
CHILD PSYCH L 1 YR 2	\$ 812.50	\$ 855.20	\$ 883.00	\$ 911.70
CHILD PSYCH L 1 YR 3	\$ 859.60	\$ 904.70	\$ 934.10	\$ 964.50
CHILD PSYCH L 1 YR 4	\$ 904.70	\$ 952.20	\$ 983.10	\$ 1,015.10
CHILD PSYCH L 1 YR 5	\$ 952.50	\$ 1,002.50	\$ 1,035.10	\$ 1,068.70
CHILD PSYCH L 1 YR 6	\$ 997.80	\$ 1,050.20	\$ 1,084.30	\$ 1,119.50

CLASSIFICATION	Current Rate	FFPP on or after 21/11/2008	FFPP on or after 21/11/2009	FFPP on or after 6/11/2010
	(effective 1 Oct 06)	1.0525	1.0325	1.0325
CHILD PSYCH L 1 YR 7	\$ 1,051.90	\$ 1,107.10	\$ 1,143.10	\$ 1,180.30
CHILD PSYCH L 2 YR 1	\$ 1,124.00	\$ 1,183.00	\$ 1,221.40	\$ 1,261.10

CLASSIFICATION	Current Rate	FFPP on or after 21/11/2008	FFPP on or after 21/11/2009	FFPP on or after 6/11/2010
	(effective 1 Oct 06)	1.0525	1.0325	1.0325
CHILD PSYCH L 2 YR 2	\$ 1,140.00	\$ 1,199.90	\$ 1,238.90	\$ 1,279.20
CHILD PSYCH L 2 YR 3	\$ 1,192.40	\$ 1,255.00	\$ 1,295.80	\$ 1,337.90
CHILD PSYCH L 2 YR 4	\$ 1,230.30	\$ 1,294.90	\$ 1,337.00	\$ 1,380.50
CHILD PSYCH L 3 YR 1	\$ 1,296.70	\$ 1,364.80	\$ 1,409.20	\$ 1,455.00
CHILD PSYCH L 3 YR 2	\$ 1,344.20	\$ 1,414.80	\$ 1,460.80	\$ 1,508.30
CHILD PSYCH L 3 YR 3	\$ 1,393.20	\$ 1,466.30	\$ 1,514.00	\$ 1,563.20
CHILD PSYCH L 4 YR 1	\$ 1,448.10	\$ 1,524.10	\$ 1,573.60	\$ 1,624.70
CHILD PSYCH L 4 YR 2	\$ 1,501.20	\$ 1,580.00	\$ 1,631.40	\$ 1,684.40
CHILD PSYCH L 4 YR 3	\$ 1,572.20	\$ 1,654.70	\$ 1,708.50	\$ 1,764.00
Cardiac Technologists				
CARDIAC TECH GR1 YR1	\$ 782.00	\$ 823.10	\$ 849.90	\$ 877.50
CARDIAC TECH GR1 YR2	\$ 839.40	\$ 883.50	\$ 912.20	\$ 941.80
CARDIAC TECH GR1 YR3	\$ 888.40	\$ 935.00	\$ 965.40	\$ 996.80
CARDIAC TECH GR1 YR4	\$ 950.30	\$ 1,000.20	\$ 1,032.70	\$ 1,066.30
CARDIAC TECH GR1 YR5	\$ 997.10	\$ 1,049.40	\$ 1,083.50	\$ 1,118.70
CARDIAC TECH GR1 YR6	\$ 1,048.10	\$ 1,103.10	\$ 1,139.00	\$ 1,176.00
CARDIAC TECH GR1 YR7	\$ 1,077.30	\$ 1,133.90	\$ 1,170.80	\$ 1,208.90
CARDIAC TECH GR2 YR1	\$ 1,048.10	\$ 1,103.10	\$ 1,139.00	\$ 1,176.00
CARDIAC TECH GR2 YR2	\$ 1,107.70	\$ 1,165.90	\$ 1,203.80	\$ 1,242.90
CARDIAC TECH GR2 YR3	\$ 1,163.90	\$ 1,225.00	\$ 1,264.80	\$ 1,305.90
CARDIAC TECH GR2 YR4	\$ 1,239.00	\$ 1,304.00	\$ 1,346.40	\$ 1,390.20
CARDIAC TECH GR3 YR1	\$ 1,288.20	\$ 1,355.80	\$ 1,399.90	\$ 1,445.40
CARDIAC TECH GR3 YR2	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
CARDIAC TECH GR3 YR3	\$ 1,369.10	\$ 1,441.00	\$ 1,487.80	\$ 1,536.20
CARDIAC TECH GR3 YR4	\$ 1,444.80	\$ 1,520.70	\$ 1,570.10	\$ 1,621.10
CARDIAC TECH GR4/CLINICAL EDUCATOR	\$ 1,627.80	\$ 1,713.30	\$ 1,769.00	\$ 1,826.50
DEP CHF CAR TEC G1Y1	\$ 1,288.20	\$ 1,355.80	\$ 1,399.90	\$ 1,445.40
DEP CHF CAR TEC G1Y2	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
DEP CHF CAR TEC G2Y1	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
DEP CHF CAR TEC G2Y2	\$ 1,369.10	\$ 1,441.00	\$ 1,487.80	\$ 1,536.20
DEP CHF CAR TEC G2Y3	\$ 1,444.80	\$ 1,520.70	\$ 1,570.10	\$ 1,621.10
CHF CARD TECH GR1 Y1	\$ 1,288.20	\$ 1,355.80	\$ 1,399.90	\$ 1,445.40
CHF CARD TECH GR1 Y2	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
CHF CARD TECH GR1 Y3	\$ 1,369.10	\$ 1,441.00	\$ 1,487.80	\$ 1,536.20
CHF CARD TECH GR2 Y1	\$ 1,444.80	\$ 1,520.70	\$ 1,570.10	\$ 1,621.10
CHF CARD TECH GR2 Y2	\$ 1,510.20	\$ 1,589.50	\$ 1,641.20	\$ 1,694.50
CHF CARDIAC TECH GR3	\$ 1,627.80	\$ 1,713.30	\$ 1,769.00	\$ 1,826.50
CHF CARDIAC TECH GR4	\$ 1,757.70	\$ 1,850.00	\$ 1,910.10	\$ 1,972.20
CHF CARDIAC TECH GR5	\$ 1,939.20	\$ 2,041.00	\$ 2,107.30	\$ 2,175.80
Health Information Managers				
HEALTH INFO MGR GR1 Y1	\$ 782.00	\$ 823.10	\$ 849.90	\$ 877.50
HEALTH INFO MGR GR1 Y2	\$ 839.40	\$ 883.50	\$ 912.20	\$ 941.80

CLASSIFICATION	Current Rate	FFPP on or after 21/11/2008	FFPP on or after 21/11/2009	FFPP on or after 6/11/2010
	(effective 1 Oct 06)	1.0525	1.0325	1.0325
HEALTH INFO MGR GR1 Y3	\$ 888.40	\$ 935.00	\$ 965.40	\$ 996.80
HEALTH INFO MGR GR1 Y4	\$ 950.30	\$ 1,000.20	\$ 1,032.70	\$ 1,066.30

CLASSIFICATION	Current Rate	FFPP on or after 21/11/2008	FFPP on or after 21/11/2009	FFPP on or after 6/11/2010
	(effective 1 Oct 06)	1.0525	1.0325	1.0325
HEALTH INFO MGR GR1 Y5	\$ 997.10	\$ 1,049.40	\$ 1,083.50	\$ 1,118.70
HEALTH INFO MGR GR1 Y6	\$ 1,048.10	\$ 1,103.10	\$ 1,139.00	\$ 1,176.00
HEALTH INFO MGR GR1 Y7	\$ 1,077.30	\$ 1,133.90	\$ 1,170.80	\$ 1,208.90
HEALTH INFO MGR GR2 Y1	\$ 1,048.10	\$ 1,103.10	\$ 1,139.00	\$ 1,176.00
HEALTH INFO MGR GR2 Y2	\$ 1,107.70	\$ 1,165.90	\$ 1,203.80	\$ 1,242.90
HEALTH INFO MGR GR2 Y3	\$ 1,163.90	\$ 1,225.00	\$ 1,264.80	\$ 1,305.90
HEALTH INFO MGR GR2 Y4	\$ 1,239.00	\$ 1,304.00	\$ 1,346.40	\$ 1,390.20
HEALTH INFO MGR GR3 YR1	\$ 1,288.20	\$ 1,355.80	\$ 1,399.90	\$ 1,445.40
HEALTH INFO MGR GR3 YR2	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
HEALTH INFO MGR GR3 YR3	\$ 1,369.10	\$ 1,441.00	\$ 1,487.80	\$ 1,536.20
HEALTH INFO MGR GR3 YR4	\$ 1,444.80	\$ 1,520.70	\$ 1,570.10	\$ 1,621.10
HEALTH INFO MGR GR4/CLINICAL EDUCATOR	\$ 1,627.80	\$ 1,713.30	\$ 1,769.00	\$ 1,826.50
DEP CHIEF H I M GR 1	\$ 1,288.20	\$ 1,355.80	\$ 1,399.90	\$ 1,445.40
DEP CHIEF H I M GR 2	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
DEP CHIEF H I M GR 3	\$ 1,369.10	\$ 1,441.00	\$ 1,487.80	\$ 1,536.20
CHIEF H I M GR 1 YR1	\$ 1,288.20	\$ 1,355.80	\$ 1,399.90	\$ 1,445.40
CHIEF H I M GR 1 YR2	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
CHIEF H I M GR 1 YR 3	\$ 1,369.10	\$ 1,441.00	\$ 1,487.80	\$ 1,536.20
CHIEF H I M GR 2 YR1	\$ 1,444.80	\$ 1,520.70	\$ 1,570.10	\$ 1,621.10
CHIEF H I M GR 2 YR2	\$ 1,510.20	\$ 1,589.50	\$ 1,641.20	\$ 1,694.50
CHIEF H I M GR 3	\$ 1,627.80	\$ 1,713.30	\$ 1,769.00	\$ 1,826.50
CHIEF H I M GR 4	\$ 1,757.70	\$ 1,850.00	\$ 1,910.10	\$ 1,972.20
CHIEF H I M GR 5	\$ 1,939.20	\$ 2,041.00	\$ 2,107.30	\$ 2,175.80
Recreation Therapists				
RECREA THER GR 1 YR1	\$ 782.00	\$ 823.10	\$ 849.90	\$ 877.50
RECREA THER GR 1 YR2	\$ 839.40	\$ 883.50	\$ 912.20	\$ 941.80
RECREA THER GR 1 YR3	\$ 888.40	\$ 935.00	\$ 965.40	\$ 996.80
RECREA THER GR 1 YR4	\$ 950.30	\$ 1,000.20	\$ 1,032.70	\$ 1,066.30
RECREA THER GR 1 YR5	\$ 997.10	\$ 1,049.40	\$ 1,083.50	\$ 1,118.70
RECREA THER GR 1 YR6	\$ 1,048.10	\$ 1,103.10	\$ 1,139.00	\$ 1,176.00
RECREA THER GR 1 YR7	\$ 1,077.30	\$ 1,133.90	\$ 1,170.80	\$ 1,208.90
RECREA THER GR 2 YR1	\$ 1,048.10	\$ 1,103.10	\$ 1,139.00	\$ 1,176.00
RECREA THER GR 2 YR2	\$ 1,107.70	\$ 1,165.90	\$ 1,203.80	\$ 1,242.90
RECREA THER GR 2 YR3	\$ 1,163.90	\$ 1,225.00	\$ 1,264.80	\$ 1,305.90
RECREA THER GR 2 YR4	\$ 1,239.00	\$ 1,304.00	\$ 1,346.40	\$ 1,390.20
RECREA THER GR3 YR1	\$ 1,288.20	\$ 1,355.80	\$ 1,399.90	\$ 1,445.40
RECREA THER GR3 YR2	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
RECREA THER GR3 YR3	\$ 1,369.10	\$ 1,441.00	\$ 1,487.80	\$ 1,536.20
RECREA THER GR3 YR4	\$ 1,444.80	\$ 1,520.70	\$ 1,570.10	\$ 1,621.10
DEP CHF RECREA THER YR1	\$ 1,288.20	\$ 1,355.80	\$ 1,399.90	\$ 1,445.40
DEP CHF RECREA THER YR2	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
DEP CHF RECREA THER YR3	\$ 1,369.10	\$ 1,441.00	\$ 1,487.80	\$ 1,536.20
CHF RECREA THER GR1 YR1	\$ 1,288.20	\$ 1,355.80	\$ 1,399.90	\$ 1,445.40

CLASSIFICATION	Current Rate	FFPP on or after 21/11/2008	FFPP on or after 21/11/2009	FFPP on or after 6/11/2010
	(effective 1 Oct 06)	1.0525	1.0325	1.0325
CHF RECREA THER GR1 YR2	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
CHF RECREA THER GR1 YR3	\$ 1,369.10	\$ 1,441.00	\$ 1,487.80	\$ 1,536.20

CLASSIFICATION	Current Rate	FFPP on or after 21/11/2008	FFPP on or after 21/11/2009	FFPP on or after 6/11/2010
	(effective 1 Oct 06)	1.0525	1.0325	1.0325
CHF RECREA THER GR2 YR 1	\$ 1,444.80	\$ 1,520.70	\$ 1,570.10	\$ 1,621.10
CHF RECREA THER GR2 YR2	\$ 1,510.20	\$ 1,589.50	\$ 1,641.20	\$ 1,694.50
CHF RECREA THER GR3	\$ 1,627.80	\$ 1,713.30	\$ 1,769.00	\$ 1,826.50
CHF RECREA THER GR4	\$ 1,757.70	\$ 1,850.00	\$ 1,910.10	\$ 1,972.20
CHF RECREA THER GR5	\$ 1,939.20	\$ 2,041.00	\$ 2,107.30	\$ 2,175.80
Social Workers				
QUAL SOC WKR GR1 YR1	\$ 782.00	\$ 823.10	\$ 849.90	\$ 877.50
QUAL SOC WKR GR1 YR2	\$ 839.40	\$ 883.50	\$ 912.20	\$ 941.80
QUAL SOC WKR GR1 YR3	\$ 888.40	\$ 935.00	\$ 965.40	\$ 996.80
QUAL SOC WKR GR1 YR4	\$ 950.30	\$ 1,000.20	\$ 1,032.70	\$ 1,066.30
QUAL SOC WKR GR1 YR5	\$ 997.10	\$ 1,049.40	\$ 1,083.50	\$ 1,118.70
QUAL SOC WKR GR1 YR6	\$ 1,048.10	\$ 1,103.10	\$ 1,139.00	\$ 1,176.00
QUAL SOC WKR GR1 YR7	\$ 1,077.30	\$ 1,133.90	\$ 1,170.80	\$ 1,208.90
QUAL SOC WKR GR2 YR1	\$ 1,048.10	\$ 1,103.10	\$ 1,139.00	\$ 1,176.00
QUAL SOC WKR GR2 YR2	\$ 1,107.70	\$ 1,165.90	\$ 1,203.80	\$ 1,242.90
QUAL SOC WKR GR2 YR3	\$ 1,163.90	\$ 1,225.00	\$ 1,264.80	\$ 1,305.90
QUAL SOC WKR GR2 YR4	\$ 1,239.00	\$ 1,304.00	\$ 1,346.40	\$ 1,390.20
S CLIN S WKR GR3 YR1	\$ 1,288.20	\$ 1,355.80	\$ 1,399.90	\$ 1,445.40
S CLIN S WKR GR3 YR2	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
S CLIN S WKR GR3 YR3	\$ 1,369.10	\$ 1,441.00	\$ 1,487.80	\$ 1,536.20
S CLIN S WKR GR3 YR4	\$ 1,444.80	\$ 1,520.70	\$ 1,570.10	\$ 1,621.10
QUAL SOC WKR GR 4/CLINICAL EDUCATOR	\$ 1,627.80	\$ 1,713.30	\$ 1,769.00	\$ 1,826.50
DEP CHF SOC WKR YR1	\$ 1,288.20	\$ 1,355.80	\$ 1,399.90	\$ 1,445.40
DEP CHF SOC WKR YR2	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
DEP CHF SOC WKR YR3	\$ 1,369.10	\$ 1,441.00	\$ 1,487.80	\$ 1,536.20
CHF SOC WKR GR1 YR1	\$ 1,288.20	\$ 1,355.80	\$ 1,399.90	\$ 1,445.40
CHF SOC WKR GR1 YR2	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
CHF SOC WKR GR1 YR3	\$ 1,369.10	\$ 1,441.00	\$ 1,487.80	\$ 1,536.20
CHF SOC WKR GR2 YR1	\$ 1,444.80	\$ 1,520.70	\$ 1,570.10	\$ 1,621.10
CHF SOC WKR GR2 YR2	\$ 1,510.20	\$ 1,589.50	\$ 1,641.20	\$ 1,694.50
CHF SOC WKR GR3	\$ 1,627.80	\$ 1,713.30	\$ 1,769.00	\$ 1,826.50
CHF SOC WKR GR4	\$ 1,757.70	\$ 1,850.00	\$ 1,910.10	\$ 1,972.20
CHF SOC WKR GR5	\$ 1,939.20	\$ 2,041.00	\$ 2,107.30	\$ 2,175.80
Exercise Physiologists				
EXERCISE PHYS GR 1 YR 1	\$ 782.00	\$ 823.10	\$ 849.90	\$ 877.50
EXERCISE PHYS GR 1 YR 2	\$ 839.40	\$ 883.50	\$ 912.20	\$ 941.80
EXERCISE PHYS GR 1 YR 3	\$ 888.40	\$ 935.00	\$ 965.40	\$ 996.80
EXERCISE PHYS GR 1 YR 4	\$ 950.30	\$ 1,000.20	\$ 1,032.70	\$ 1,066.30
EXERCISE PHYS GR 1 YR 5	\$ 997.10	\$ 1,049.40	\$ 1,083.50	\$ 1,118.70
EXERCISE PHYS GR 1 YR 6	\$ 1,048.10	\$ 1,103.10	\$ 1,139.00	\$ 1,176.00
EXERCISE PHYS GR 1 YR 7	\$ 1,077.30	\$ 1,133.90	\$ 1,170.80	\$ 1,208.90
EXERCISE PHYS GR 2 YR 1	\$ 1,048.10	\$ 1,103.10	\$ 1,139.00	\$ 1,176.00

CLASSIFICATION	Current Rate	FFPP on or after 21/11/2008	FFPP on or after 21/11/2009	FFPP on or after 6/11/2010
	(effective 1 Oct 06)	1.0525	1.0325	1.0325
EXERCISE PHYS GR 2 YR 2	\$ 1,107.70	\$ 1,165.90	\$ 1,203.80	\$ 1,242.90
EXERCISE PHYS GR 2 YR 3	\$ 1,163.90	\$ 1,225.00	\$ 1,264.80	\$ 1,305.90

CLASSIFICATION	Current Rate	FFPP on or after 21/11/2008	FFPP on or after 21/11/2009	FFPP on or after 6/11/2010
	(effective 1 Oct 06)	1.0525	1.0325	1.0325
EXERCISE PHYS GR 2 YR 4	\$ 1,239.00	\$ 1,304.00	\$ 1,346.40	\$ 1,390.20
EXERCISE PHYS GR3 YR1	\$ 1,288.20	\$ 1,355.80	\$ 1,399.90	\$ 1,445.40
EXERCISE PHYS GR3 YR2	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
EXERCISE PHYS GR3 YR3	\$ 1,369.10	\$ 1,441.00	\$ 1,487.80	\$ 1,536.20
EXERCISE PHYS GR3 YR4	\$ 1,444.80	\$ 1,520.70	\$ 1,570.10	\$ 1,621.10
DEP CHF EXERCISE PHYS YR 1	\$ 1,288.20	\$ 1,355.80	\$ 1,399.90	\$ 1,445.40
DEP CHF EXERCISE PHYS YR 2	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
DEP CHF EXERCISE PHYS YR 3	\$ 1,369.10	\$ 1,441.00	\$ 1,487.80	\$ 1,536.20
CHF EXERCISE PHYS G1 Y1	\$ 1,288.20	\$ 1,355.80	\$ 1,399.90	\$ 1,445.40
CHF EXERCISE PHYS G1 Y2	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
CHF EXERCISE PHYS G1 Y3	\$ 1,369.10	\$ 1,441.00	\$ 1,487.80	\$ 1,536.20
CHF EXERCISE PHYS G2 Y1	\$ 1,444.80	\$ 1,520.70	\$ 1,570.10	\$ 1,621.10
CHF EXERCISE PHYS G2 Y2	\$ 1,510.20	\$ 1,589.50	\$ 1,641.20	\$ 1,694.50
CHF EXERCISE PHYS G3	\$ 1,627.80	\$ 1,713.30	\$ 1,769.00	\$ 1,826.50
CHF EXERCISE PHYS G4	\$ 1,757.70	\$ 1,850.00	\$ 1,910.10	\$ 1,972.20
CHF EXERCISE PHYS G5	\$ 1,939.20	\$ 2,041.00	\$ 2,107.30	\$ 2,175.80
Play Therapists - Royal Children's Hospital and Southern Health Only				
PLAY THER GR 1 YR 1	\$ 782.00	\$ 823.10	\$ 849.90	\$ 877.50
PLAY THER GR 1 YR 2	\$ 839.40	\$ 883.50	\$ 912.20	\$ 941.80
PLAY THER GR 1 YR 3	\$ 888.40	\$ 935.00	\$ 965.40	\$ 996.80
PLAY THER GR 1 YR 4	\$ 950.30	\$ 1,000.20	\$ 1,032.70	\$ 1,066.30
PLAY THER GR 1 YR 5	\$ 997.10	\$ 1,049.40	\$ 1,083.50	\$ 1,118.70
PLAY THER GR 1 YR 6	\$ 1,048.10	\$ 1,103.10	\$ 1,139.00	\$ 1,176.00
PLAY THER GR 1 YR 7	\$ 1,077.30	\$ 1,133.90	\$ 1,170.80	\$ 1,208.90
PLAY THER GR 2 YR 1	\$ 1,048.10	\$ 1,103.10	\$ 1,139.00	\$ 1,176.00
PLAY THER GR 2 YR 2	\$ 1,107.70	\$ 1,165.90	\$ 1,203.80	\$ 1,242.90
PLAY THER GR 2 YR 3	\$ 1,163.90	\$ 1,225.00	\$ 1,264.80	\$ 1,305.90
PLAY THER GR 2 YR 4	\$ 1,239.00	\$ 1,304.00	\$ 1,346.40	\$ 1,390.20
PLAY THER GR3 YR1	\$ 1,288.20	\$ 1,355.80	\$ 1,399.90	\$ 1,445.40
PLAY THER GR3 YR2	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
PLAY THER GR3 YR3	\$ 1,369.10	\$ 1,441.00	\$ 1,487.80	\$ 1,536.20
PLAY THER GR3 YR4	\$ 1,444.80	\$ 1,520.70	\$ 1,570.10	\$ 1,621.10
DEP CHF PLAY THER YR 1	\$ 1,288.20	\$ 1,355.80	\$ 1,399.90	\$ 1,445.40
DEP CHF PLAY THER YR 2	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
DEP CHF PLAY THER YR 3	\$ 1,369.10	\$ 1,441.00	\$ 1,487.80	\$ 1,536.20
CHF PLAY THER G1 Y1	\$ 1,288.20	\$ 1,355.80	\$ 1,399.90	\$ 1,445.40
CHF PLAY THER G1 Y2	\$ 1,333.60	\$ 1,403.60	\$ 1,449.20	\$ 1,496.30
CHF PLAY THER G1 Y3	\$ 1,369.10	\$ 1,441.00	\$ 1,487.80	\$ 1,536.20
CHF PLAY THER G2 Y1	\$ 1,444.80	\$ 1,520.70	\$ 1,570.10	\$ 1,621.10
CHF PLAY THER G2 Y2	\$ 1,510.20	\$ 1,589.50	\$ 1,641.20	\$ 1,694.50
CHF PLAY THER G3	\$ 1,627.80	\$ 1,713.30	\$ 1,769.00	\$ 1,826.50
CHF PLAY THER G4	\$ 1,757.70	\$ 1,850.00	\$ 1,910.10	\$ 1,972.20
CHF PLAY THER G5	\$ 1,939.20	\$ 2,041.00	\$ 2,107.30	\$ 2,175.80

CLASSIFICATION	Current Rate	FFPP on or after 21/11/2008	FFPP on or after 21/11/2009	FFPP on or after 6/11/2010
	(effective 1 Oct 06)	1.0525	1.0325	1.0325
Directors of Allied Health				
DIRECTOR ALLIED HEALTH	\$ 2,172.90	\$ 2,287.00	\$ 2,361.30	\$ 2,438.00
Dental Technicians				
DENTAL TECHNICIAN LEVEL 1 YEAR 1	\$ 733.20	\$ 771.70	\$ 796.80	\$ 822.70
DENTAL TECHNICIAN LEVEL 1 YEAR 2	\$ 742.10	\$ 781.10	\$ 806.50	\$ 832.70
DENTAL TECHNICIAN LEVEL 1 YEAR 3	\$ 751.00	\$ 790.40	\$ 816.10	\$ 842.60
DENTAL TECHNICIAN LEVEL 2 YEAR 1	\$ 830.10	\$ 873.70	\$ 902.10	\$ 931.40
DENTAL TECHNICIAN LEVEL 2 YEAR 2	\$ 845.20	\$ 889.60	\$ 918.50	\$ 948.40
DENTAL TECHNICIAN LEVEL 2 YEAR 3	\$ 855.50	\$ 900.40	\$ 929.70	\$ 959.90
FOREMAN DENTAL TECHNICIAN YEAR 1	\$ 972.40	\$ 1,023.50	\$ 1,056.80	\$ 1,091.10
FOREMAN DENTAL TECHNICIAN YEAR 2	\$ 979.60	\$ 1,031.00	\$ 1,064.50	\$ 1,099.10
FOREMAN DENTAL TECHNICIAN YEAR 3	\$ 989.60	\$ 1,041.60	\$ 1,075.50	\$ 1,110.50
DENTAL PROSTHETIST YEAR 1	\$ 998.20	\$ 1,050.60	\$ 1,084.70	\$ 1,120.00
DENTAL PROSTHETIST YEAR 2	\$ 1,005.50	\$ 1,058.30	\$ 1,092.70	\$ 1,128.20
DENTAL PROSTHETIST YEAR 3	\$ 1,015.50	\$ 1,068.80	\$ 1,103.50	\$ 1,139.40
DENTAL LABORATORY MANAGER YEAR 1	\$ 1,115.40	\$ 1,174.00	\$ 1,212.20	\$ 1,251.60
DENTAL LABORATORY MANAGER YEAR 2	\$ 1,122.50	\$ 1,181.40	\$ 1,219.80	\$ 1,259.40
DENTAL LABORATORY MANAGER YEAR 3	\$ 1,132.50	\$ 1,192.00	\$ 1,230.70	\$ 1,270.70
APPRENTICE DENTAL TECHNICIAN YEAR 1	\$ 285.80	\$ 300.80	\$ 310.60	\$ 320.70
APPRENTICE DENTAL TECHNICIAN YEAR 2	\$ 386.40	\$ 406.70	\$ 419.90	\$ 433.50
APPRENTICE DENTAL TECHNICIAN YEAR 3	\$ 493.20	\$ 519.10	\$ 536.00	\$ 553.40
APPRENTICE DENTAL TECHNICIAN YEAR 4	\$ 625.40	\$ 658.20	\$ 679.60	\$ 701.70
Technical Officers *				
GRADE 1 YEAR 1	\$ 758.90	\$ 798.70	\$ 824.70	\$ 851.50
GRADE 1 YEAR 2	\$ 775.80	\$ 816.50	\$ 843.00	\$ 870.40
GRADE 1 YEAR 3	\$ 787.10	\$ 828.40	\$ 855.30	\$ 883.10
GRADE 1 YEAR 4	\$ 801.00	\$ 843.10	\$ 870.50	\$ 898.80
GRADE 2 YEAR 1	\$ 829.20	\$ 872.70	\$ 901.10	\$ 930.40
GRADE 2 YEAR 2	\$ 870.00	\$ 915.70	\$ 945.50	\$ 976.20
GRADE 2 YEAR 3	\$ 927.50	\$ 976.20	\$ 1,007.90	\$ 1,040.70
GRADE 2 YEAR 4	\$ 941.50	\$ 990.90	\$ 1,023.10	\$ 1,056.40
GRADE 3 YEAR 1	\$ 969.70	\$ 1,020.60	\$ 1,053.80	\$ 1,088.00
GRADE 3 YEAR 2	\$ 1,011.90	\$ 1,065.00	\$ 1,099.60	\$ 1,135.30
GRADE 3 YEAR 3	\$ 1,054.09	\$ 1,109.40	\$ 1,145.50	\$ 1,182.70
GRADE 3 YEAR 4	\$ 1,096.10	\$ 1,153.60	\$ 1,191.10	\$ 1,229.80
GRADE 4 YEAR 1	\$ 1,124.20	\$ 1,183.20	\$ 1,221.70	\$ 1,261.40

CLASSIFICATION	Current Rate	FFPP on or after 21/11/2008	FFPP on or after 21/11/2009	FFPP on or after 6/11/2010
	(effective 1 Oct 06)	1.0525	1.0325	1.0325
GRADE 4 YEAR 2	\$ 1,166.50	\$ 1,227.70	\$ 1,267.60	\$ 1,308.80
GRADE 4 YEAR 3	\$ 1,211.20	\$ 1,274.80	\$ 1,316.20	\$ 1,359.00

CLASSIFICATION	Current Rate	FFPP on or after 21/11/2008	FFPP on or after 21/11/2009	FFPP on or after 6/11/2010
	(effective 1 Oct 06)	1.0525	1.0325	1.0325
GRADE 4 YEAR 4	\$ 1,250.60	\$ 1,316.30	\$ 1,359.10	\$ 1,403.30
<i>* Austin Health, Royal Children's Hospital and The Women's only</i>				
Client Advisers/Rehabilitation Consultants				
GRADE 1 YEAR 1/APPT RATE	\$ 993.00	\$ 1,045.10	\$ 1,079.10	\$ 1,114.20
GRADE 1 YEAR 2	\$ 1,016.90	\$ 1,070.30	\$ 1,105.10	\$ 1,141.00
GRADE 1 YEAR 3	\$ 1,043.00	\$ 1,097.80	\$ 1,133.50	\$ 1,170.30
GRADE 1 YEAR 4	\$ 1,094.30	\$ 1,151.80	\$ 1,189.20	\$ 1,227.80
GRADE 1 YEAR 5	\$ 1,118.30	\$ 1,177.00	\$ 1,215.30	\$ 1,254.80
GRADE 1 YEAR 6	\$ 1,141.90	\$ 1,201.80	\$ 1,240.90	\$ 1,281.20
GRADE 2 YEAR 1	\$ 1,206.60	\$ 1,269.90	\$ 1,311.20	\$ 1,353.80
GRADE 2 YEAR 2	\$ 1,236.70	\$ 1,301.60	\$ 1,343.90	\$ 1,387.60
GRADE 2 YEAR 3	\$ 1,267.20	\$ 1,333.70	\$ 1,377.00	\$ 1,421.80
GRADE 3 YEAR 1	\$ 1,342.30	\$ 1,412.80	\$ 1,458.70	\$ 1,506.10
GRADE 3 YEAR 2	\$ 1,371.00	\$ 1,443.00	\$ 1,489.90	\$ 1,538.30
GRADE 3 YEAR 3	\$ 1,401.90	\$ 1,475.50	\$ 1,523.50	\$ 1,573.00
GRDE 4 PRNPL CLNT ADVR YR 1	\$ 1,527.90	\$ 1,608.10	\$ 1,660.40	\$ 1,714.40
GRDE 4 PRNPL CLNT ADVR YR 2	\$ 1,579.60	\$ 1,662.50	\$ 1,716.50	\$ 1,772.30
GRDE 4 PRNPL CLNT ADVR YR 3	\$ 1,632.30	\$ 1,718.00	\$ 1,773.80	\$ 1,831.40
Research Technologists (Research Scientists) - Peter MacCallum Research Classification Only				
Level A (1)				
RESEARCH ASSIST 1	\$ 882.80	\$ 929.10	\$ 959.30	\$ 990.50
RESEARCH ASSIST 2	\$ 930.40	\$ 979.20	\$ 1,011.00	\$ 1,043.90
RESEARCH ASSIST 3	\$ 978.10	\$ 1,029.50	\$ 1,063.00	\$ 1,097.50
RESEARCH ASSIST 4	\$ 1,017.00	\$ 1,070.40	\$ 1,105.20	\$ 1,141.10
RESEARCH ASSIST 5	\$ 1,055.70	\$ 1,111.10	\$ 1,147.20	\$ 1,184.50
RESEARCH ASSIST 6 OFFR 1	\$ 1,094.40	\$ 1,151.90	\$ 1,189.30	\$ 1,228.00
RESEARCH ASSIST 7 OFFR 2	\$ 1,133.10	\$ 1,192.60	\$ 1,231.40	\$ 1,271.40
RESEARCH ASSIST 8 OFFR 3	\$ 1,192.90	\$ 1,255.50	\$ 1,296.30	\$ 1,338.40
SNR RESEARCH ASSIST 1	\$ 1,237.80	\$ 1,302.80	\$ 1,345.10	\$ 1,388.80
SNR RESEARCH ASSIST 2	\$ 1,282.40	\$ 1,349.70	\$ 1,393.60	\$ 1,438.90
Level B (2)				
SNR RESEARCH OFFR 1	\$ 1,237.80	\$ 1,302.80	\$ 1,345.10	\$ 1,388.80
SNR RESEARCH OFFR 2	\$ 1,282.40	\$ 1,349.70	\$ 1,393.60	\$ 1,438.90
SNR RESEARCH OFFR 3	\$ 1,327.10	\$ 1,396.80	\$ 1,442.20	\$ 1,489.10
SNR RESEARCH OFFR 4/RES FELLOW 1	\$ 1,371.80	\$ 1,443.80	\$ 1,490.70	\$ 1,539.10
SNR RESEARCH OFFR 5/RES FELLOW 2	\$ 1,416.50	\$ 1,490.90	\$ 1,539.40	\$ 1,589.40
SNR RESEARCH OFFR 6/RES FELLOW 3	\$ 1,461.30	\$ 1,538.00	\$ 1,588.00	\$ 1,639.60
SNR RESEARCH OFFR 7	\$ 1,506.10	\$ 1,585.20	\$ 1,636.70	\$ 1,689.90

CLASSIFICATION	Current Rate	FFPP on or after 21/11/2008	FFPP on or after 21/11/2009	FFPP on or after 6/11/2010
	(effective 1 Oct 06)	1.0525	1.0325	1.0325
SNR RESEARCH OFFR 8	\$ 1,550.70	\$ 1,632.10	\$ 1,685.10	\$ 1,739.90

CLASSIFICATION	Current Rate	FFPP on or after 21/11/2008	FFPP on or after 21/11/2009	FFPP on or after 6/11/2010
	(effective 1 Oct 06)	1.0525	1.0325	1.0325
Level C				
(by appointment only)				
SNR RESEARCH FELLOW 1	\$ 1,506.10	\$ 1,585.20	\$ 1,636.70	\$ 1,689.90
SNR RESEARCH FELLOW 2	\$ 1,550.70	\$ 1,632.10	\$ 1,685.10	\$ 1,739.90
SNR RESEARCH FELLOW 3	\$ 1,595.50	\$ 1,679.30	\$ 1,733.90	\$ 1,790.30
SNR RESEARCH FELLOW 4	\$ 1,640.20	\$ 1,726.30	\$ 1,782.40	\$ 1,840.30
SNR RESEARCH FELLOW 5	\$ 1,685.00	\$ 1,773.50	\$ 1,831.10	\$ 1,890.60
SNR RESEARCH FELLOW 6	\$ 1,733.80	\$ 1,824.80	\$ 1,884.10	\$ 1,945.30
Level D				
(by appointment only)				
PRINCIPAL SNR FELLOW 1	\$ 1,819.10	\$ 1,914.60	\$ 1,976.80	\$ 2,041.00
PRINCIPAL SNR FELLOW 2	\$ 1,878.90	\$ 1,977.50	\$ 2,041.80	\$ 2,108.20
PRINCIPAL SNR FELLOW 3	\$ 1,938.50	\$ 2,040.30	\$ 2,106.60	\$ 2,175.10
PRINCIPAL SNR FELLOW 4	\$ 1,978.70	\$ 2,082.60	\$ 2,150.30	\$ 2,220.20
Level E				
(by appointment only)				
SNR PRINCIPAL RES FELLOW	\$ 2,285.90	\$ 2,405.90	\$ 2,484.10	\$ 2,564.80
Radiation Engineers - Peter MacCallum Classification Only				
RAD IMAG TECH GR1 Y1	\$ 828.90	\$ 872.40	\$ 900.80	\$ 930.10
RAD ENGIN GR1 Y2	\$ 877.20	\$ 923.30	\$ 953.30	\$ 984.30
RAD ENGIN GR1 Y3	\$ 938.40	\$ 987.70	\$ 1,019.80	\$ 1,052.90
RAD ENGIN GR1 Y4	\$ 984.90	\$ 1,036.60	\$ 1,070.30	\$ 1,105.10
RAD ENGIN GR1 Y5	\$ 1,035.10	\$ 1,089.40	\$ 1,124.80	\$ 1,161.40
RAD ENGIN GR2 Y1	\$ 1,050.30	\$ 1,105.40	\$ 1,141.30	\$ 1,178.40
RAD ENGIN GR2 Y2	\$ 1,110.00	\$ 1,168.30	\$ 1,206.30	\$ 1,245.50
RAD ENGIN GR2 Y3	\$ 1,165.10	\$ 1,226.30	\$ 1,266.20	\$ 1,307.40
RAD ENGIN GR2 Y4	\$ 1,224.70	\$ 1,289.00	\$ 1,330.90	\$ 1,374.20
RAD ENGIN GR3 Y1	\$ 1,303.30	\$ 1,371.70	\$ 1,416.30	\$ 1,462.30
RAD ENGIN GR3 Y2	\$ 1,349.10	\$ 1,419.90	\$ 1,466.00	\$ 1,513.60
RAD ENGIN GR3 Y3	\$ 1,385.20	\$ 1,457.90	\$ 1,505.30	\$ 1,554.20
RAD ENGIN GR3 Y4	\$ 1,461.60	\$ 1,538.30	\$ 1,588.30	\$ 1,639.90
DEP CHF RAD ENGIN Y1	\$ 1,564.20	\$ 1,646.30	\$ 1,699.80	\$ 1,755.00
DEP CHF RAD ENGIN Y2	\$ 1,564.20	\$ 1,646.30	\$ 1,699.80	\$ 1,755.00
DEP CHF RAD ENGIN Y3	\$ 1,647.40	\$ 1,733.90	\$ 1,790.30	\$ 1,848.50
DEP CHF RAD ENGIN Y4	\$ 1,647.40	\$ 1,733.90	\$ 1,790.30	\$ 1,848.50
CHIEF RAD ENGN	\$ 1,851.60	\$ 1,948.80	\$ 2,012.10	\$ 2,077.50
ALLOWANCES	Current Rate	FFP on or after 21/11/08	FFP on or after 21/11/09	FFP on or after 6/11/10
	(7/04/08)	1.0525	1.0325	1.0325

CLASSIFICATION	Current Rate	FFPP on or after 21/11/2008	FFPP on or after 21/11/2009	FFPP on or after 6/11/2010
	(effective 1 Oct 06)	1.0525	1.0325	1.0325
HIGHER QUALIFICATION ALLOWANCE				
Post Graduate Qualification	\$ 66.65	\$ 70.15	\$ 72.45	\$ 74.80

CLASSIFICATION	Current Rate	FFPP on or after 21/11/2008	FFPP on or after 21/11/2009	FFPP on or after 6/11/2010
	(effective 1 Oct 06)	1.0525	1.0325	1.0325
Doctorate	\$ 88.85	\$ 93.50	\$ 96.55	\$ 99.70
ON-CALL ALLOWANCE				
Weekday	\$ 21.00	\$ 22.10	\$ 22.80	\$ 23.55
Public Holidays/Weekends	\$ 42.00	\$ 44.20	\$ 45.65	\$ 47.15
CATT On-call allowance	\$ 82.40	\$ 86.75	\$ 89.55	\$ 92.45
SOLE ALLOWANCE				
	\$ 39.10	\$ 41.15	\$ 42.50	\$ 43.90
SUPERVISOR ALLOWANCE *				
	\$ 55.85	\$ 58.80	\$ 60.70	\$ 62.65
<i>* Medical Tech/Renal Dialysis Technician Only</i>				
SHIFT ALLOWANCE				
UG1 Classifications:				
Morning shift	\$ 19.55	\$ 20.60	\$ 21.25	\$ 21.95
Afternoon shift	\$ 19.55	\$ 20.60	\$ 21.25	\$ 21.95
Night shift	\$ 46.70	\$ 49.15	\$ 50.75	\$ 52.40
Permanent Night shift	\$ 55.25	\$ 58.15	\$ 60.05	\$ 62.00
Change of shift	\$ 31.30	\$ 32.95	\$ 34.00	\$ 35.10
Medical Technicians & Medical Laboratory Technicians:				
Morning shift	\$ 17.10	\$ 18.00	\$ 18.60	\$ 19.20
Afternoon shift	\$ 17.10	\$ 18.00	\$ 18.60	\$ 19.20
Night shift	\$ 46.70	\$ 49.15	\$ 50.75	\$ 52.40
Permanent Night shift	\$ 55.25	\$ 58.15	\$ 60.05	\$ 62.00
Change of shift	\$ 27.35	\$ 28.80	\$ 29.75	\$ 30.70
Child Psychotherapists:				
Morning shift	\$ 19.30	\$ 20.30	\$ 20.95	\$ 21.65
Afternoon shift	\$ 19.30	\$ 20.30	\$ 20.95	\$ 21.65
Night shift	\$ 46.70	\$ 49.15	\$ 50.75	\$ 52.40
Permanent Night shift	\$ 55.25	\$ 58.15	\$ 60.05	\$ 62.00
Change of shift	\$ 30.90	\$ 32.50	\$ 33.60	\$ 34.70
UNIFORM ALLOWANCE				
Per Day	\$ 1.28	\$ 1.35	\$ 1.39	\$ 1.44
Per Week	\$ 6.45	\$ 6.79	\$ 7.01	\$ 7.24
LAUNDRY ALLOWANCE				
Per Day	\$ 0.30	\$ 0.32	\$ 0.33	\$ 0.34
Per Week	\$ 1.53	\$ 1.61	\$ 1.66	\$ 1.72
MAXIMUM LEAVE LOADING				
Weekly Salary Exceeds	\$ 1,288.20	\$ 1,355.80	\$ 1,399.90	\$ 1,445.40
Loading Amount	\$ 901.75	\$ 949.05	\$ 979.95	\$ 1,011.80

CLASSIFICATION	Current Rate	FFPP on or after 21/11/2008	FFPP on or after 21/11/2009	FFPP on or after 6/11/2010
	(effective 1 Oct 06)	1.0525	1.0325	1.0325
MEAL ALLOWANCE	\$ 10.64	\$ 11.20	\$ 11.56	\$ 11.94