

**FAIR WORK COMMISSION**

AM2021/63

**THE AUSTRALIAN NURSING AND MIDWIFERY FEDERATION**

Applicant

**APPLICATION UNDER SECTION 157 OF THE *FAIR WORK ACT 2009* (CTH) TO  
AMEND THE *AGED CARE AWARD 2010* AND *NURSES AWARD 2020***

First Matter

AM2020/99

**HEALTH SERVICES UNION**

Applicant

**APPLICATION UNDER SECTION 157 OF THE *FAIR WORK ACT 2009* (CTH) TO  
AMEND THE *AGED CARE AWARD 2010***

Second Matter

AM2021/65

**HEALTH SERVICES UNION**

Applicant

**APPLICATION UNDER SECTION 157 OF THE *FAIR WORK ACT 2009* (CTH) TO  
AMEND THE *SOCIAL, COMMUNITY, HOME CARE AND DISABILITY SERVICES  
INDUSTRY AWARD 2010***

Third Matter

**AUSTRALIAN NURSING AND MIDWIFERY FEDERATION  
NOTE ON NURSES AWARD RATES IN RESPONSE TO CORRESPONDENCE OF 6  
MARCH 2024**

1. On 6 March 2024, the Associate to Justice Hatcher, President, wrote to parties in these proceedings seeking comment from the ANMF upon the correctness of calculations regarding the weekly rates calculated pursuant to the *Nurses (ANF – South Australian Private Sector) Award 2003 (SA Private Sector Award)* immediately before the Nurses Award was made.
2. The ANMF notes research prepared as part of the Award Modernisation process titled “*Health and welfare services (excluding Social and community services) – Part 1 – Federal Wages – Adults*” identified as applying at 12 January 2009. That research is available via the Award Modernisation Process page of the Fair Work Commission website at [Health & welfare services Part 1 - Wages rates of adults - Federal comparison | Fair Work Commission \(fwc.gov.au\)](#) and attached as Annexure A to this note. That research identifies the rate for a registered nurse, 2<sup>nd</sup> year of service, under the SA Private Sector Award to be \$713.60.
3. The ANMF has, for the purposes of this note, attempted to reproduce the calculation of this rate, taking into account the wage increases resulting from Australian Fair Pay Commission decisions in 2006, 2007, and 2008. The ANMF’s calculations resulted in the very-similar figure of \$713.43. That is one cent removed from the Expert Panel’s figure, which probably has to do with rounding and is immaterial.
4. As identified in the 6 March 2024 email, the effect of clause 5.3.6(a) of the SA Private Sector Award was that the entry rate for a degree qualified registered nurse was at Level 1, 2<sup>nd</sup> year of service. Whilst the SA Private Sector Award retained an entry level rate for registered nurses who did not hold an undergraduate degree in nursing, that pay point would have had little, if any, work to do by 2009. The basis for qualification as a registered nurse began to transfer from hospital-based training to higher education in 1985 and was upgraded to a degree program in 1992. The last intakes for hospital-based training for registered nurses occurred between 1985 and 1989 (or 1991 for mental health nurses in Western Australia).
5. The 6 March 2024 email identifies submissions made by the Australian Nursing Federation in the award modernisation process in October 2008. The entry level rate for an RN Level 1 under the SA Private Sector Award in that document reflects the weekly rate for a registered nurse, 1<sup>st</sup> year of service. That is, the rate there identified

reflects the entry rate that would have applied to an RN on commencement without an undergraduate degree.

6. The entry level for a three year degree qualified nurse under the Nurses Award is, and has always been, level 1, pay point 1.
7. When first made, the entry rate for a degree qualified nurse under the Nurses Award was \$697.00. In specifying this rate, a Full Bench of the AIRC said as follows at [79] of [2009] AIRCFB 50:

The draft awards covering nurses and health professionals have a common entry rate for a three year degree. We have struck the minimum wage for both classifications at \$697.00 per week.

8. The ANMF is not otherwise aware of the basis for this particular figure of \$697 per week.
9. As to the significance of rates calculated under the SA Private Sector Award, the ANMF notes the findings made in this matter that the relevant wage rates in the Nurses Award have not been properly fixed.

**J C McKenna**

**J E Hartley**

*Counsel for the ANMF*

8 March 2024

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Gordon Legal

Solicitors for the ANMF

Health and welfare services (excluding Social and community services) - Part 1 - Federal Awards - Wage Rates - Adults

AP783872CRV Health and Allied Services - Private Sector - Victoria Consolidated Award 1998		AP826427CRN Private Hospitals, Convalescent and Benevolent Homes (Northern Territory) Award 2003		AP790805CRV Nurses (Victorian Health Services) Award 2000 Part B - Common conditions Part C - Registered and mothercraft nurses (RN & MN) Part D - State enrolled nurses (SEN)		AP819211CRN Nurses (Northern Territory) Private Sector Award 2002		AP825646 Nurses (ANF - South Australian Private Sector) Award 2003		AP838634 Nurses (Tasmanian Private Sector) Award 2005		AP835426CRV Health Services Union of Australia (Health Professional Services - Private Sector Victoria) Award 2004	
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	\$		\$		\$		\$		\$		\$		\$
<a href="#">cl 19</a>		<a href="#">cl 17.5</a>		<a href="#">cl 32</a> <a href="#">cl 50</a>		<a href="#">cl 14</a>		<a href="#">cl 5.3</a>		<a href="#">cl 14</a>		<a href="#">cl 20</a>	
<b>ADMINISTRATIVE/CLERICAL STREAM</b>		<b>Grade 1</b>				Enrolled Nurse Pay Point Y1	649.60	Student Enrolled Nurse		Student/Trainee Enrolled Nurse		<b>20.1.2 Interns (MIT, NMT, RTT)</b>	
<b>Administrative/clerical services 1</b>	628.40	On commencement	587.70	Student Nurses		Enrolled Nurse Pay Point Y2	659.10	Under 21 yrs of age	518.80	1st yr of training	604.00	Interns (MIT, NMT, RTT)	576.04
General clerk		Second year	606.10	Year 1	523.70	Enrolled Nurse Pay Point Y3	668.50	21 yrs of age and over	570.30	2nd yr of training	612.10	<b>20.1.3 UG1 Grade 1 (i.e.</b>	
Typist		After 2 yrs service	637.60	Year 2	547.20	Enrolled Nurse Pay Point Y4	677.90	Enrolled General Nurse		Enrolled Nurse		1st year of experience after	696.20
Library clerk (as defined)		<b>Grade 2</b>		Year 3	594.20	Enrolled Nurse Pay Point Y5	685.40	Y1	649.50	1st yr of service	649.10	2nd year of experience after	728.10
<b>Administrative/clerical services 2</b>	645.80	On commencement	592.80	<b>Registered Nurses</b>	600.20	Pupil Nurse	600.20	Y2	659.00	2nd yr of service	658.50	3rd year of experience after	754.30
Pay clerk (as defined)		Second year	612.20	Grade 1	688.10	Registered Nurse, Level 1	690.10	Y3	668.40	3rd yr of service	667.90	4th year of experience after qualification	794.10
Medical records clerk		After 2 yrs service	646.20	Grade 2				Y4	677.80	4th yr of service	677.40	5th year of experience after qualification (or holder of PhD)	824.40
Business machine operator		<b>Grade 3</b>		Year 1	702.80			Y5	685.30	5th yr of service	684.80	6th year of experience after qualification	855.00
Audio typist (other)		On commencement	597.90	Year 2	729.30			Registered Nurse (level 1)		Registered Nurse (level 1)		<b>20.1.4 UG1 Grade 2 as defined</b>	
Stenographer (other)		Second year	626.80	Year 3	750.90			1st yr of service	690.00	1st yr of service	689.50	1st year of experience at this level	855.00
Ward clerk		After 2 yrs service	654.90	Year 4	773.40			2nd yr of service	713.60	2nd yr of service	713.10	2nd year of experience at this level	891.40
Casualty clerk				Year 5	801.40			3rd yr of service	730.10	3rd yr of service	731.70	3rd year of experience at this level	926.60
Patient fees clerk				Year 6	829.40			4th yr of service	750.30	4th yr of service	749.90	4th year of experience at this level	964.90
In patient/out patient clerk				Clinical Nurse Specialist	884.60	Registered Nurse, Level 2	866.40	5th yr of service	773.80	5th yr of service	773.40	<b>20.1.5 UG1 Grade 3 Tutor MIT, Senior Clinician, MIT Grade 3 and NMT Grade 3, Cardiac Technologist Grade 3, Research Technologist Grade 3 and a Social Worker as defined</b>	
Switchboard operator				Grade 3A			880.10	6th yr of service	797.40	6th yr of service	797.00	1st year of experience at this level	1007.50
Receptionist				Year 1	892.60		895.80	7th yr of service	821.00	7th yr of service	820.60	2nd year of experience at this level	1036.70
<b>Administrative/clerical services 3 (wage/skill group 7)</b>	657.00			Year 2	903.80		911.50	8th yr of service & thereafter	842.60	8th yr of service & thereafter	842.20	3rd year of experience at this level	1059.50
Computer clerk (as defined)				Grade 3B		Registered Nurse, Level 3A	941.00	Registered Nurse (level 2)		Registered Nurse (level 2)		4th year of experience at this level	1108.10
Library technician in training (as defined)				Year 1	920.60		958.70	1st yr of service	866.20	1st yr of service	865.80	<b>20.1.6 Deputy Chief Medical Record Administrator</b>	
All classifications as per				Year 2	937.30		976.40	2nd yr of service	879.90	2nd yr of service	879.50	Grade 1 as defined	1007.50
<b>Administrative/clerical services 4 (wage/skill group 8)</b>	666.30			Grade 4A			994.10	3rd yr of service	895.60	3rd yr of service	895.20	Grade 2 as defined	1036.70
Secretary				Year 1	958.50	Registered Nurse, Level 3B	1024.70	4th yr of service & thereafter	911.40	4th yr of service & thereafter	910.90	<b>20.1.7 Deputy Chief Grade 1 (MIT, NMT and Cardiac Technologist only and as defined)</b>	
Medical stenographer				Year 2	979.80	Registered Nurse, Level 4 Category 1	1088.40	Registered Nurse (level 3)		Registered Nurse Community Health/Domiciliary		Grade 1 as defined	1007.50
Medical audio typist				Grade 4B		Registered Nurse, Level 4 Category 2	1157.20	1st yr of service	940.80	1st yr of service	797.00	Grade 2 as defined	1036.70
Interpreter (unqualified)(as defined)				Year 1	998.90	Registered Nurse, Level 4 Category 3	1226.00	2nd yr of service	958.50	2nd yr of service	842.20	<b>20.1.8 Deputy Chief Grade 2 (MIT, NMT and Cardiac Technologist only and as defined)</b>	
<b>Administrative/clerical services 5 (wage/skill group 9)</b>	678.60			Year 2	1020.20	Registered Nurse, Level 5 Category 1	1088.40	3rd yr of service	976.20	3rd yr of service	865.80	Grade 1 as defined	1007.50
Pay clerk advanced (as defined)				Grade 5		Registered Nurse, Level 5 Category 2	1157.20	4th yr of service & thereafter	993.85	4th yr of service	879.50	Grade 2 as defined	1036.70
Computer clerk advanced (as defined)				13-50 beds	1020.20	Registered Nurse, Level 5 Category 3	1226.00	Registered Nurse (level 4)		5th yr of service	895.20	<b>20.1.9 Deputy Chief Grade 3 (MIT, NMT and Cardiac Technologist only and as defined)</b>	
Library technician (as defined)				51-200 beds	1037.00	Registered Nurse, Level 5 Category 4	1304.60	Grade 1	1078.40	6th yr of service & thereafter	910.90	Grade 1 as defined	1007.50
<b>Administrative/clerical services 6 (wage/skill group 11)</b>	730.90			201-400 beds	1070.50	Registered Nurse, Level 5 Category 5	1442.20	Grade 2	1078.40	Registered Nurse (level 3)		Grade 2 as defined	1036.70
Clerical supervisor (as defined)				401-600 beds	1104.20	Registered Nurse, Level 5 Category 6	1579.80	Grade 3	1157.00	1st yr of service	940.40	Grade 3 as defined	1108.10
Private secretary (as defined)				601 and over beds	1137.80	Student Nurse (Midwifery)	690.10	Registered Nurse (level 4)		2nd yr of service	958.10		
Interpreter (qualified)(as defined)				Grade 6				Grade 1	1088.20	3rd yr of service	975.80		
				51-100 beds	1037.00			Grade 2	1147.10	4th yr of service	993.40		

Note: annual salaries have been converted to weekly salaries using the formula (annual salary x 6)/313

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<b>GENERAL SERVICES STREAM</b>				101-200 beds	1070.50	cl 14.4 Progress for all classifications for which there is more than one wage point, shall be by annual increments, having regard to the acquisition and utilization of skills and knowledge through experience in his or her practise setting(s) over such period	Grade 3	1225.70	Registered Nurse Level 3A	1032.90		<b>20.1.9 All Chief Grade 1 positions (except Medical Record Administrator Chief Grade 1, Recreation Therapist, Music Therapist)</b>	
<b>General services 1 (wage/skill group 1)</b>	597.60			201-300 beds	1104.20		Grade 4	1304.30	Registered Nurse Level 4			Grade 1 as defined	1007.50
Laundry hand				301-400 beds	1137.80		Grade 5	1441.90	Grade 1	1087.70		Grade 2 as defined	1036.70
Sorter/packer of linen				401-500 beds	1182.60		Grade 6	1579.40	Registered Nurse Level 4			Grade 3 as defined	1059.50
Seamsperson				501-700 beds	1225.20		Level 1 Occupational health nurse		Grade 1	1087.80			
Carpark attendant				701 and over beds	1281.20		1st yr of service	750.30	Grade 2	1156.50		<b>20.1.10 Medical Record Administrator Chief Grade 1 as defined, RTT Grade 2a as defined</b>	
Orderly or cleaner				Grade 7			2nd yr of service	773.80	Grade 3	1225.30		1st year of experience at this level	1007.50
Lift attendant				less than 13 beds	1037.00		3rd yr of service	797.40	Grade 4	1303.90		2nd year of experience at this level	1036.70
Incinerator attendant				13-24 beds	1070.50		4th yr of service	821.00				<b>20.1.11 Medical Record Administrator Chief Grade 2 as defined</b>	
Assistant gardener				25-50 beds	1104.20		5th yr of service	842.60				1st year of experience at this level	1036.70
Maintenance/handyperson (unqualified)				51-100 beds	1137.80		Level 2 Occupational health nurse					2nd year of experience at this level	1059.50
All other employees not elsewhere provided for				101-200 beds	1182.60		1st yr of service	866.20				<b>20.1.12 Medical Record Administrator Chief Grade 3 as defined</b>	
<b>General services 2 (wage/skill group 2)</b>	613.00			201-300 beds	1225.20		2nd yr of service	879.90				1st year of experience at this level	1108.10
Storeperson				301-400 beds	1281.20		3rd yr of service	895.60				2nd year of experience at this level	1150.30
Seamsperson who cuts and fits garments				401-500 beds	1337.20		4th yr of service	911.40				<b>20.1.13 RTT Grade 2(b) as defined</b>	
Gardener (non-trade)(as defined)				501-600 beds	1393.20		Senior Occupational Health Clinical Nurse	911.40				1st year of experience at this level	1059.50
Housekeeper				601-700 beds	1460.40		Level Three Occupational Health Nurse					2nd year of experience at this level	1108.10
Cleaner cleaning windows (as defined)				701 and over beds	1531.00		1st yr of service	940.80				<b>20.1.14 RTT Grade 2(c) as defined</b>	
Laundry operator (as defined)				Nurse Practitioner			2nd yr of service	958.50				1st year of experience at this level	1059.50
<b>General services 3 (wage/skill group 3)</b>	623.30			Year 1	1087.20		3rd yr of service	976.20				2nd year of experience at this level	1108.10
Hospital attendant (as defined)				Year 2 and thereafter	1120.80		4th yr of service & thereafter	993.90				<b>20.1.15 All other Chief Grade 2 (except Medical Record Administrator, Music Therapist, and Recreation Therapist) positions as defined</b>	
Storeperson alone				<b>Mothercraft Nurses</b>								1st year of experience at this level	1150.30
Driver 1.25 tonne or less				Group A			<b>Note: annual salaries have been converted to weekly salaries using the formula (annual salary x 6)/313</b>					2nd year of experience at this level	1108.10
<b>General services 4 (wage/skill group 5)</b>	640.60			Year 1	632.80							<b>20.1.16 All other Chief Grade 3 (except Medical Record Administrator, Music Therapist, Medical Librarian, Podiatrist, Medical Photographer/Illustrator and Recreation Therapist) positions as defined</b>	
Security officer grade 1 (as defined)				Year 2	642.10							1st year of experience at this level	1108.10
Driver 1.25 tonne to 3 tonne				Year 3	649.40							2nd year of experience at this level	1150.30
Other motor ambulance driver or assistant				Year 4	656.70							<b>20.1.17 All Chief Grade 4 (except Music Therapist, Medical Librarian, Podiatrist, Medical Photographer/Illustrator, Recreation Therapist and Medical Record Administrator) positions as defined and RTT Grade 3 as defined</b>	
<b>General services 5 (wage/skill group 6)</b>	645.80			Year 5	663.90								1225.90
Driver over 3 tonne				Thereafter	667.60								1309.40
Motor ambulance driver or assistant who is required to hold a St John first-aid certificate				Group B									

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<a href="#">cl 19</a>	\$	<a href="#">cl 17.5</a>	\$	<a href="#">cl 32</a> <a href="#">cl 50</a>	\$	<a href="#">cl 14</a>	\$	<a href="#">cl 5.3</a>	\$	<a href="#">cl 14</a>	\$	<a href="#">cl 20</a>	\$
<b>General services 6 (wage/skill group 7)</b>	657.00			Year 1	656.70							<b>20.1.18 All Chief Grade 5 (except Music Therapist, Research Technologist, Medical Librarian, Podiatrist, Medical Photographer/Illustrator, Nuclear Medicine Technologist, Speech Pathologist, Recreation Therapist, Medical Record Administrator and Orthoptist)</b>	1426.20
Maintenance/handyperson - trade (as defined)				Year 2	664.10								
Gardener - trade (as defined)				Year 3	667.60							<b>20.1.19 RTT Grade 5 as defined and Director of Allied Health</b>	1576.60
Storeperson advanced (as defined)				Year 4	678.80								
Printer - trade (as defined)				Year 5	686.80							<b>20.2 UG2 classifications</b>	
Driver articulated 12-13 tonnes				Thereafter	696.50							<b>20.2.1 Prosthetics/Orthotics</b>	
Security officer grade 2 (as defined)				Group C								<b>20.2.1(a) UG2 Grade 1 (i.e. qualified rate)</b>	
<b>General services 7 (wage/skill group 9)</b>	678.60			Year 1	667.60							1st year of experience after qualification	690.70
Maintenance/handyperson advanced (as defined)				Year 2	678.60							2nd year of experience after qualification	719.20
Printer advanced (as defined)				Year 3	686.80							3rd year of experience after qualification	743.30
Gardener advanced (as defined)				Thereafter	696.50							4th year of experience after qualification	770.10
<b>General services 8 (wage/skill group 11)</b>	730.90			Group D								5th year of experience after qualification	798.80
General services supervisor (as defined)				Year 1	678.60							6th year of experience after qualification	816.50
Gardener superintendent (as defined)				Year 2	686.80								
				Year 3	696.50							<b>20.2.1(b) UG2 Grade 2 (as defined)</b>	
<b>FOOD SERVICES STREAM</b>				<b>Enrolled Nurses</b>								1st year of experience after qualification	830.30
<b>Food services 1 (wage/skill group 1)</b>	597.60			Pay Point 1	649.70							2nd year of experience after qualification	860.40
Food and domestic services assistant				Pay Point 2	659.15							3rd year of experience after qualification	899.90
Other cook (as defined)				Pay Point 3	668.55							<b>20.2.1(c) Deputy Chief Grade 1 (as defined) and Chief Grade 1 (as defined)</b>	
<b>Food services 2 (wage/skill group 3)</b>	623.30			Pay Point 4	677.95							1st year of experience after qualification	899.90
Cook employed alone (as defined)				Pay Point 5	685.45							2nd year of experience after qualification	923.00
Dietary supervisor (as defined)												<b>20.2.1(d) Deputy Chief Grade 2 (as defined) and Chief Grade 2 (as defined)</b>	
Diet cook (as defined)												1st year of experience after qualification	923.00
Sweets cook (as defined)												2nd year of experience after qualification	953.60
Pastry cook (other)												<b>20.2.1(e) Chief Grade 3 (as defined)</b>	
<b>Food services 3 (wage/skill group 4)</b>	628.40											1st year of experience after qualification	953.60
Food monitor (as defined)												2nd year of experience after qualification	988.10
<b>Food services 4 (wage/skill group 7)</b>	657.00												
Pastry cook													
Trade cook (as defined)													
Butcher													
Second cook grade D (as defined)													

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<b>Food services 5 (wage/skill group 8)</b>						<b>20.3 UG3 classification - Medical Laboratory Technician</b>
666.30						<b>20.3.2 UG3 Grade 1 (i.e. qualified rate)</b>
Chef grade D (as defined)						1st year of experience after qualification
Second cook grade C (as defined)						2nd year of experience after qualification
<b>Food services 6 (wage/skill group 9)</b>						3rd year of experience after qualification (or holder of Associate Diploma of Applied Science)
678.60						4th year of experience after qualification
Chef grade C (as defined)						5th year of experience after qualification
Second cook grade B (as defined)						6th year of experience after qualification
<b>Food services 7 (wage/skill group 10)</b>						7th year of experience after qualification
705.30						8th year of experience after qualification
Chef grade B (as defined)						754.30
Second cook grade A (as defined)						<b>20.3.3 UG3 Grade 2</b>
<b>Food services 8 (wage/skill group 11)</b>						1st year of experience after qualification
730.90						2nd year of experience after qualification
Chef grade A (as defined)						3rd year of experience after qualification
Food services supervisor (as defined)						4th year of experience after qualification
<b>TECHNICAL, CLERICAL AND PERSONAL CARE STREAM</b>						823.40
<b>Technical, clinical and personal care 1 (wage/skill group 1)</b>						<b>20.3.4 Medical Technician/Renal Dialysis Technician</b>
597.60						1st year of experience after qualification
CSSD attendant (as defined)						2nd year of experience after qualification
Theatre attendant						3rd year of experience after qualification
Darkroom processor						4th year of experience after qualification
Recording attendant (including EEG and ECG)						5th year of experience after qualification
Nursing attendant (as defined)						6th year of experience after qualification
Social work/welfare aide						686.60
Animal house attendant						699.70
Laboratory assistant grade 1 (as defined)						<b>20.4 Child Psychotherapy</b>
Orthotic technician						<b>20.4.1 Level 1 (as defined)</b>
<b>Technical, clinical and personal care 2 (wage/skill group 2)</b>						1st year of experience after qualification
613.00						2nd year of experience after qualification
Allied health assistant (unqualified)(as defined) (1)						690.40
Orthotic technician 2						
Instrument technician grade 1 (as defined)						
<b>Technical, clinical and personal care 3 (wage/skill group 3)</b>						
623.30						
Laboratory assistant grade 2 (as defined)						
Orthotic technician 3 (1)						

AP783872CRV Health and Allied Services - Private Sector - Victoria Consolidated Award 1998		AP826427CRN Private Hospitals, Convalescent and Benevolent Homes (Northern Territory) Award 2003		AP790805CRV Nurses (Victorian Health Services) Award 2000 Part B - Common conditions Part C - Registered and mothercraft nurses (RN & MN) Part D - State enrolled nurses (SEN)		AP819211CRN Nurses (Northern Territory) Private Sector Award 2002		AP825646 Nurses (ANF - South Australian Private Sector) Award 2003		AP838634 Nurses (Tasmanian Private Sector) Award 2005		AP835426CRV Health Services Union of Australia (Health Professional Services - Private Sector Victoria) Award 2004	
Classifications	Pre-reform rate as at 27 March 2006 with 2006, 2007 and 2008 AIRC W&AR increases applied	Classifications	Pre-reform rate as at 27 March 2006 with 2006, 2007 and 2008 AIRC W&AR increases applied	Classifications	Pre-reform rate as at 27 March 2006 with 2006, 2007 and 2008 AIRC W&AR increases applied	Classifications	Pre-reform rate as at 27 March 2006 with 2006, 2007 and 2008 AIRC W&AR increases applied	Classifications	Pre-reform rate as at 27 March 2006 with 2006, 2007 and 2008 AIRC W&AR increases applied	Classifications	Pre-reform rate as at 27 March 2006 with 2006, 2007 and 2008 AIRC W&AR increases applied	Classifications	Pre-reform rate as at 27 March 2006 with 2006, 2007 and 2008 AIRC W&AR increases applied
<a href="#">cl 19</a>	\$	<a href="#">cl 17.5</a>	\$	<a href="#">cl 32</a> <a href="#">cl 50</a>	\$	<a href="#">cl 14</a>	\$	<a href="#">cl 5.3</a>	\$	<a href="#">cl 14</a>	\$	<a href="#">cl 20</a>	\$
<b>Technical, clinical and personal care 4 (wage/skill group 4)</b> Theatre technician grade 1 (as defined)	628.40											3rd year of experience after qualification	715.70
Laboratory assistant grade 3 (as defined)												4th year of experience after qualification	741.10
<b>Technical, clinical and personal care 5 (wage/skill group 5)</b> Allied health assistant (qualified)(as defined)	640.60											5th year of experience after qualification	764.80
Instructor trades (unqualified)(as defined)												6th year of experience after qualification	795.50
<b>Technical, clinical and personal care 6 (wage/skill group 6)</b> Orthotic technician 4	645.80											7th year of experience after qualification	824.50
First-aid attendant in an industrial or commercial undertaking												<b>20.4.2 Level 2 (as defined)</b>	857.30
Pathology technician grade 1 [plus \$13.20 for each post mortem]												1st year of experience after qualification	
Instrument technician grade 2 (as defined)												2nd year of experience after qualification	901.80
<b>Technical, clinical and personal care 7 (wage/skill group 7)</b> Pathology collector grade 1 (as defined)	657.00											3rd year of experience after qualification	912.10
Theatre technician grade 2 (as defined)												4th year of experience after qualification	945.70
Radiotherapy technician												5th year of experience after qualification	970.20
Instrument technician grade 3 (as defined)												<b>20.4.3 Level 3 (as defined)</b>	
<b>Technical, clinical and personal care 8 (wage/skill group 8)</b> Orthotic technician 5	666.30											1st year	1012.90
Pharmacy technician grade 1 (as defined)												2nd year	1043.40
<b>Technical, clinical and personal care 9 (wage/skill group 9)</b> Pathology collector grade 2 (as defined)	678.60											3rd year	1075.00
Pharmacy technician grade 2 (as defined)												<b>20.4.4 Level 4 (as defined)</b>	
Anaesthetic technician (as defined)												1st year	1110.30
Pathology technician grade 2 (as defined)												2nd year	1144.60
<b>Technical, clinical and personal care 10 (wage/skill group 10)</b>	705.30											3rd year	1190.20
Instructor trades (qualified) Year 1 (as defined)												<b>20.5 Client advisor/rehabilitation consultant (as defined)</b>	
<b>Technical, clinical and personal care 11 (wage/skill group 11)</b> Technical, therapy and personal care supervisor (as defined)	730.90											<b>20.5.1 Grade 1 Client Adviser/Rehabilitation Consultant (i.e. qualified rate)</b>	
Instructor trades (qualified) Year 2 and after (as defined)												On commencement/Appointment	
												2nd year of experience after qualification	830.80
												3rd year of experience after qualification	844.20
												4th year of experience after qualification	859.00
												5th year of experience after qualification	892.00
												6th year of experience after qualification	907.40
												7th year of experience after qualification	922.60
												<b>20.5.2 Grade 2 Client Adviser/Rehabilitation Consultant (as defined)</b>	
												1st year of experience at this level	
												2nd year of experience at this level	964.20
												3rd year of experience at this level	983.60
												4th year of experience at this level	1003.20
												<b>20.5.3 Grade 3 Senior Clinician or Senior Client Adviser/Rehabilitation Consultant (as defined)</b>	
												1st year of experience at this level	
												2nd year of experience at this level	1051.50
												3rd year of experience at this level	1070.50
												4th year of experience at this level	1089.90
												<b>20.5.4 Grade 4 Principal Client Adviser/Rehabilitation Consultant (as defined)</b>	
												1st year of experience at this level	
												2nd year of experience at this level	1170.9
												3rd year of experience at this level	1204.5



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Classifications	Classifications	Classifications	Classifications	Classifications	Classifications	Classifications
Pre-reform rate as at 27 March 2006 with 2006, 2007 and 2008 AIRC W&AR increases applied	Pre-reform rate as at 27 March 2006 with 2006, 2007 and 2008 AIRC W&AR increases applied	Pre-reform rate as at 27 March 2006 with 2006, 2007 and 2008 AIRC W&AR increases applied	Pre-reform rate as at 27 March 2006 with 2006, 2007 and 2008 AIRC W&AR increases applied	Pre-reform rate as at 27 March 2006 with 2006, 2007 and 2008 AIRC W&AR increases applied	Pre-reform rate as at 27 March 2006 with 2006, 2007 and 2008 AIRC W&AR increases applied	Pre-reform rate as at 27 March 2006 with 2006, 2007 and 2008 AIRC W&AR increases applied
cl 19	cl 17.5	cl 32 cl 50	cl 14	cl 5.3	cl 14	cl 20
\$	\$	\$	\$	\$	\$	\$
						*Rates under 20.5 exclude certain WorkCover employees and persons employed under <i>Public Sector Management Act</i> (see cl 20.5.5)  Physiotherapists and Occupational Therapists employed subject to <i>Education School Councils Act 1975 (Vic)</i> See <a href="#">Appendix A</a>
						1238.10
<b>Deductions - Board and lodging</b> Employees receiving full adult rate of pay \$20.37 per week Juniors and trainees \$9.21 per week					<b>Deduction of moneys</b> cl 17.4 Upon authorisation by an employee, the employer shall <b>Meals deduction</b> cl 20.4.1 Lunch or evening two or three course • Hospitals and other \$4.40 • Nursing homes \$4.30	<b>Deductions from Wages</b> board and lodging - Adults 26.32 Additional amount for board and lodging, except where employee buys his or her meals at ruling cafeteria rates 17.43 Self-contained furnished accommodation 40.35
<b>Meals deduction</b> - except where the employee buys his or her meals at ruling cafeteria rates. \$12.70 per week			<b>Uniform deduction</b> - when the employee does not return a uniform supplied by the employer cl 21.2.2 1st yr of use = 75% of new 2nd yr of use = 50% of new 3rd yr of use = 25% of new	<b>Uniform deduction</b> - when the employee does not return a uniform supplied by the employer cl 5.4.4(c) \$50.22 per full uniform not returned	Lunch or evening single hot or cold main course Lunch or evening single (other course i.e. soup or sweet) All breakfasts • Hospitals and other \$3.50 • Nursing homes \$3.30 • Hospitals and other \$3.20 • Nursing homes \$3.00	
<b>Supported wage</b> Test Case Provision y/n Yes	<b>Supported wage</b> Test Case Provision y/n Yes	<b>Supported wage</b> Test Case Provision y/n No	<b>Supported wage</b> Test Case Provision y/n No	<b>Supported wage</b> Test Case Provision y/n No	<b>Supported wage</b> Test Case Provision y/n No	<b>Supported wage</b> Test Case Provision y/n No