

Health Professionals and Support Services 2020 Pay Guide

FULL-TIME & PART-TIME SUPPORT SERVICES EMPLOYEES

Wage rates operative from the first full pay period commencing on or after 1 July 2023

This Award sets out a classification structure that defines indicative tasks that employees perform at different skill levels. Each employee's role should be considered against the defined indicative tasks and a proper classification determined with the employee's advised in writing.

Each classification has a corresponding minimum rate of pay, as outlined within this pay guide.

For help classifying your employees and finding the appropriate wage level, including those for all juniors or shiftworkers, please contact the **HR Telephone Advisory Service on 1300 232 462.**

Notes on Using Wage Tables

1. Please note that this Pay Guide **DOES NOT** provide rates of pay for **SHIFTWORKERS**.
2. Junior rates are limited to classifications Level 1 to Level 7.
3. Overtime (first 2 hours) will be applicable to all overtime worked Monday-Saturday for the first 2 hours.
4. Overtime (after 2 hours) will be applicable to all overtime worked on Monday-Saturday after the first 2 hours and all overtime worked on Sunday.
5. All hours of work performed on Sunday will be required to be paid at Overtime (after 2 hours) rates of pay.
6. **Pay Points:** Employees will enter at the relevant pay point, subject to their skills and experience, and progress annually. Progression for all classifications for which there is more than one pay point will be by annual movement to the next pay point having regard to the acquisition and use of skills, or in the case of part-time or casual employees, 1824 hours of similar experience.

Use this wage guide only if you are operating a PRIVATE DENTAL PRACTICE and are a NATIONAL SYSTEM EMPLOYER which includes all businesses in Australia with the exception of those trading as a sole trader or partnership in Western Australia.



Support Services Employee Level 1

	<i>Weekly (\$/wk)</i>	<i>Hourly Rate Mon - Fri (\$/hr)</i>	<i>Saturday (\$/hr)</i>	<i>Sunday (\$/hr)</i>	<i>Public Holiday (\$/hr)</i>	<i>Overtime (first 2 hours) (\$/hr)</i>	<i>Overtime (after 2 hours) (\$/hr)</i>	<i>Overtime Sunday (\$/hr)</i>	<i>Less than 10 Hour Break (\$/hr) *</i>
Penalty/Loading			50%	50%	150%	50%	100%	100%	100%
Adult	\$910.90	\$23.97	\$35.96	\$35.96	\$59.93	\$35.96	\$47.94	\$47.94	\$47.94
20 Years Old	\$819.81	\$21.57	\$32.36	\$32.36	\$53.93	\$32.36	\$43.15	\$43.15	\$43.15
19 Years Old	\$728.72	\$19.18	\$28.77	\$28.77	\$47.94	\$28.77	\$38.35	\$38.35	\$38.35
18 Years Old	\$637.63	\$16.78	\$25.17	\$25.17	\$41.95	\$25.17	\$33.56	\$33.56	\$33.56
17 Years Old	\$546.54	\$14.38	\$21.57	\$21.57	\$35.96	\$21.57	\$28.77	\$28.77	\$28.77
Under 17 Years Old	\$455.45	\$11.99	\$17.98	\$17.98	\$29.96	\$17.98	\$23.97	\$23.97	\$23.97

NB: Pay rates Mon – Fri will be applicable for work performed between 7:30am – 9:00pm. Saturday pay rates will be applicable for work performed between 8:00am – 4:30. Time worked outside these hours are required to be paid at the relevant overtime rates.

*An employee who works overtime is entitled to 10 consecutive hours off duty between the termination of work on one day and the commencement of work on the next day, where they do not receive 10 consecutive hours off duty, the employee is entitled to be paid at double their minimum hourly rate applicable.



Support Services Employee Level 2

	<i>Weekly (\$/wk)</i>	<i>Hourly Rate Mon - Fri (\$/hr)</i>	<i>Saturday (\$/hr)</i>	<i>Sunday (\$/hr)</i>	<i>Public Holiday (\$/hr)</i>	<i>Overtime (first 2 hours) (\$/hr)</i>	<i>Overtime (after 2 hours) (\$/hr)</i>	<i>Overtime Sunday (\$/hr)</i>	<i>Less than 10 Hour Break (\$/hr) *</i>
Penalty/Loading			50%	50%	150%	50%	100%	100%	100%
Adult	\$947.00	\$24.92	\$37.38	\$37.38	\$62.30	\$37.38	\$49.84	\$49.84	\$49.84
20 Years Old	\$852.30	\$22.43	\$33.64	\$33.64	\$56.07	\$33.64	\$44.86	\$44.86	\$44.86
19 Years Old	\$757.60	\$19.94	\$29.91	\$29.91	\$49.84	\$29.91	\$39.87	\$39.87	\$39.87
18 Years Old	\$662.90	\$17.44	\$26.17	\$26.17	\$43.61	\$26.17	\$34.89	\$34.89	\$34.89
17 Years Old	\$568.20	\$14.95	\$22.43	\$22.43	\$37.38	\$22.43	\$29.91	\$29.91	\$29.91
Under 17 Years Old	\$473.50	\$12.46	\$18.69	\$18.69	\$31.15	\$18.69	\$24.92	\$24.92	\$24.92

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Support Services Employee Level 3

	<i>Weekly (\$/wk)</i>	<i>Hourly Rate Mon - Fri (\$/hr)</i>	<i>Saturday (\$/hr)</i>	<i>Sunday (\$/hr)</i>	<i>Public Holiday (\$/hr)</i>	<i>Overtime (first 2 hours) (\$/hr)</i>	<i>Overtime (after 2 hours) (\$/hr)</i>	<i>Overtime Sunday (\$/hr)</i>	<i>Less than 10 Hour Break (\$/hr) *</i>
Penalty/Loading			50%	50%	150%	50%	100%	100%	100%
Adult	\$983.40	\$25.88	\$38.82	\$38.82	\$64.70	\$38.82	\$51.76	\$51.76	\$51.76
20 Years Old	\$885.06	\$23.29	\$34.94	\$34.94	\$58.23	\$34.94	\$46.58	\$46.58	\$46.58
19 Years Old	\$786.72	\$20.70	\$31.05	\$31.05	\$51.76	\$31.05	\$41.41	\$41.41	\$41.41
18 Years Old	\$688.38	\$18.12	\$27.17	\$27.17	\$45.29	\$27.17	\$36.23	\$36.23	\$36.23
17 Years Old	\$590.04	\$15.53	\$23.29	\$23.29	\$38.82	\$23.29	\$31.05	\$31.05	\$31.05
Under 17 Years Old	\$491.70	\$12.94	\$19.41	\$19.41	\$32.35	\$19.41	\$25.88	\$25.88	\$25.88

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Support Services Employee Level 4

	<i>Weekly (\$/wk)</i>	<i>Hourly Rate Mon - Fri (\$/hr)</i>	<i>Saturday (\$/hr)</i>	<i>Sunday (\$/hr)</i>	<i>Public Holiday (\$/hr)</i>	<i>Overtime (first 2 hours) (\$/hr)</i>	<i>Overtime (after 2 hours) (\$/hr)</i>	<i>Overtime Sunday (\$/hr)</i>	<i>Less than 10 Hour Break (\$/hr) *</i>
Penalty/Loading			50%	50%	150%	50%	100%	100%	100%
Adult	\$995.00	\$26.18	\$39.28	\$39.28	\$65.46	\$39.28	\$52.37	\$52.37	\$52.37
20 Years Old	\$895.50	\$23.57	\$35.35	\$35.35	\$58.91	\$35.35	\$47.13	\$47.13	\$47.13
19 Years Old	\$796.00	\$20.95	\$31.42	\$31.42	\$52.37	\$31.42	\$41.89	\$41.89	\$41.89
18 Years Old	\$696.50	\$18.33	\$27.49	\$27.49	\$45.82	\$27.49	\$36.66	\$36.66	\$36.66
17 Years Old	\$597.00	\$15.71	\$23.57	\$23.57	\$39.28	\$23.57	\$31.42	\$31.42	\$31.42
Under 17 Years Old	\$497.50	\$13.09	\$19.64	\$19.64	\$32.73	\$19.64	\$26.18	\$26.18	\$26.18

NB: Pay rates Mon – Fri will be applicable for work performed between 7:30am – 9:00pm. Saturday pay rates will be applicable for work performed between 8:00am – 4:30. Time worked outside these hours are required to be paid at the relevant overtime rates.

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Support Services Employee Level 5

	<i>Weekly (\$/wk)</i>	<i>Hourly Rate Mon - Fri (\$/hr)</i>	<i>Saturday (\$/hr)</i>	<i>Sunday (\$/hr)</i>	<i>Public Holiday (\$/hr)</i>	<i>Overtime (first 2 hours) (\$/hr)</i>	<i>Overtime (after 2 hours) (\$/hr)</i>	<i>Overtime Sunday (\$/hr)</i>	<i>Less than 10 Hour Break (\$/hr) *</i>
Penalty/Loading			50%	50%	150%	50%	100%	100%	100%
Adult	\$1,028.70	\$27.07	\$40.61	\$40.61	\$67.68	\$40.61	\$54.14	\$54.14	\$54.14
20 Years Old	\$925.83	\$24.36	\$36.55	\$36.55	\$60.91	\$36.55	\$48.73	\$48.73	\$48.73
19 Years Old	\$822.96	\$21.66	\$32.49	\$32.49	\$54.14	\$32.49	\$43.31	\$43.31	\$43.31
18 Years Old	\$720.09	\$18.95	\$28.42	\$28.42	\$47.37	\$28.42	\$37.90	\$37.90	\$37.90
17 Years Old	\$617.22	\$16.24	\$24.36	\$24.36	\$40.61	\$24.36	\$32.49	\$32.49	\$32.49
Under 17 Years Old	\$514.35	\$13.54	\$20.30	\$20.30	\$33.84	\$20.30	\$27.07	\$27.07	\$27.07

NB: Pay rates Mon – Fri will be applicable for work performed between 7:30am – 9:00pm. Saturday pay rates will be applicable for work performed between 8:00am – 4:30. Time worked outside these hours are required to be paid at the relevant overtime rates.

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Support Services Employee Level 6

	<i>Weekly (\$/wk)</i>	<i>Hourly Rate Mon - Fri (\$/hr)</i>	<i>Saturday (\$/hr)</i>	<i>Sunday (\$/hr)</i>	<i>Public Holiday (\$/hr)</i>	<i>Overtime (first 2 hours) (\$/hr)</i>	<i>Overtime (after 2 hours) (\$/hr)</i>	<i>Overtime Sunday (\$/hr)</i>	<i>Less than 10 Hour Break (\$/hr) *</i>
Penalty/Loading			50%	50%	150%	50%	100%	100%	100%
Adult	\$1,084.10	\$28.53	\$42.79	\$42.79	\$71.32	\$42.79	\$57.06	\$57.06	\$57.06
20 Years Old	\$975.69	\$25.68	\$38.51	\$38.51	\$64.19	\$38.51	\$51.35	\$51.35	\$51.35
19 Years Old	\$867.28	\$22.82	\$34.23	\$34.23	\$57.06	\$34.23	\$45.65	\$45.65	\$45.65
18 Years Old	\$758.87	\$19.97	\$29.96	\$29.96	\$49.93	\$29.96	\$39.94	\$39.94	\$39.94
17 Years Old	\$650.46	\$17.12	\$25.68	\$25.68	\$42.79	\$25.68	\$34.23	\$34.23	\$34.23
Under 17 Years Old	\$542.05	\$14.26	\$21.40	\$21.40	\$35.66	\$21.40	\$28.53	\$28.53	\$28.53

NB: Pay rates Mon – Fri will be applicable for work performed between 7:30am – 9:00pm. Saturday pay rates will be applicable for work performed between 8:00am – 4:30. Time worked outside these hours are required to be paid at the relevant overtime rates.

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Support Services Employee Level 7

	<i>Weekly (\$/wk)</i>	<i>Hourly Rate Mon - Fri (\$/hr)</i>	<i>Saturday (\$/hr)</i>	<i>Sunday (\$/hr)</i>	<i>Public Holiday (\$/hr)</i>	<i>Overtime (first 2 hours) (\$/hr)</i>	<i>Overtime (after 2 hours) (\$/hr)</i>	<i>Overtime Sunday (\$/hr)</i>	<i>Less than 10 Hour Break (\$/hr) *</i>
Penalty/Loading			50%	50%	150%	50%	100%	100%	100%
Adult	\$1,103.60	\$29.04	\$43.56	\$43.56	\$72.61	\$43.56	\$58.08	\$58.08	\$58.08
20 Years Old	\$993.24	\$26.14	\$39.21	\$39.21	\$65.34	\$39.21	\$52.28	\$52.28	\$52.28
19 Years Old	\$882.88	\$23.23	\$34.85	\$34.85	\$58.08	\$34.85	\$46.47	\$46.47	\$46.47
18 Years Old	\$772.52	\$20.33	\$30.49	\$30.49	\$50.82	\$30.49	\$40.66	\$40.66	\$40.66
17 Years Old	\$662.16	\$17.43	\$26.14	\$26.14	\$43.56	\$26.14	\$34.85	\$34.85	\$34.85
Under 17 Years Old	\$551.80	\$14.52	\$21.78	\$21.78	\$36.30	\$21.78	\$29.04	\$29.04	\$29.04

NB: Pay rates Mon – Fri will be applicable for work performed between 7:30am – 9:00pm. Saturday pay rates will be applicable for work performed between 8:00am – 4:30. Time worked outside these hours are required to be paid at the relevant overtime rates.

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Support Services Employee Level 8

	<i>Weekly (\$/wk)</i>	<i>Hourly Rate Mon - Fri (\$/hr)</i>	<i>Saturday (\$/hr)</i>	<i>Sunday (\$/hr)</i>	<i>Public Holiday (\$/hr)</i>	<i>Overtime (first 2 hours) (\$/hr)</i>	<i>Overtime (after 2 hours) (\$/hr)</i>	<i>Overtime Sunday (\$/hr)</i>	<i>Less than 10 Hour Break (\$/hr) *</i>
Penalty/Loading			50%	50%	150%	50%	100%	100%	100%
Pay Point 1									
Adult	\$1,141.10	\$30.03	\$45.04	\$45.04	\$75.07	\$45.04	\$60.06	\$60.06	\$60.06
Pay Point 2									
Adult	\$1,171.10	\$30.82	\$46.23	\$46.23	\$77.05	\$46.23	\$61.64	\$61.64	\$61.64
Pay Point 3									
Adult	\$1,253.30	\$32.98	\$49.47	\$49.47	\$82.45	\$49.47	\$65.96	\$65.96	\$65.96

Note: No junior rates are provided for this classification.

NB: Pay rates Mon – Fri will be applicable for work performed between 7:30am – 9:00pm. Saturday pay rates will be applicable for work performed between 8:00am – 4:30. Time worked outside these hours are required to be paid at the relevant overtime rates.

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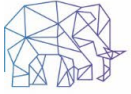


Support Services Employee Level 9

	<i>Weekly (\$/wk)</i>	<i>Hourly Rate Mon - Fri (\$/hr)</i>	<i>Saturday (\$/hr)</i>	<i>Sunday (\$/hr)</i>	<i>Public Holiday (\$/hr)</i>	<i>Overtime (first 2 hours) (\$/hr)</i>	<i>Overtime (after 2 hours) (\$/hr)</i>	<i>Overtime Sunday (\$/hr)</i>	<i>Less than 10 Hour Break (\$/hr) *</i>
Penalty/Loading			50%	50%	150%	50%	100%	100%	100%
Pay Point 1									
Adult	\$1,275.80	\$33.57	\$50.36	\$50.36	\$83.93	\$50.36	\$67.15	\$67.15	\$67.15
Pay Point 2									
Adult	\$1,321.00	\$34.76	\$52.14	\$52.14	\$86.91	\$52.14	\$69.53	\$69.53	\$69.53
Pay Point 3									
Adult	\$1,331.60	\$35.04	\$52.56	\$52.56	\$87.61	\$52.56	\$70.08	\$70.08	\$70.08

Note: No junior rates are provided for this classification.

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