

Information note—Health industry Awards

This note summarises the characteristics of health-related modern awards using data from the Australian Bureau of Statistics (ABS).

Based on previous research undertaken by the Fair Work Commission which mapped awards to 4-digit Australian and New Zealand Standard Industrial Classification (ANZSIC) industry classes,¹ Table 1 provides a broad estimate of the number of employees by pay-setting method, and number of businesses for 9 health-related Awards.²

Due to data limitations, estimates of the number of employees are based on corresponding 3-digit ANZSIC industry groups while proportions used to calculate employees by method of setting pay are based on 1-digit ANZSIC industry divisions. For example, the *Aged Care Award 2010* operates within the Health care and social assistance industry division, where 52.0 per cent of non-managerial employees are covered by collective agreements and 48.0 per cent are not covered by collective agreements. These proportions are multiplied by the number of employees estimated to be covered by the *Aged Care Award 2010* (262 800 employees) to determine the number of employees by coverage. The data show that around half of employees covered by the Health industry awards are not covered by an enterprise agreement.

There are no 4-digit industry classes where the *Aboriginal Community Controlled Health Services Award 2010* is listed as a primary modern award. For the *Supported Employment Services Award 2010*, only one 4-digit industry class listed (Packaging services) maps the award as a 'primary modern award'. However, the mapping exercise suggests that the relationship between the two is not a 'clean fit' and that the data obtained cannot be meaningfully analysed. No data are therefore presented for these modern awards.

¹ Preston M, Pung A, Leung E, Casey C, Dunn A & Richter O (2012) *Analysing modern award coverage using the Australian and New Zealand Industrial Classification 2006: Phase 1 report*, Research Report 2/2012, Fair Work Australia.

² Most modern awards are only mapped to one industry class, however, there are some instances where certain modern awards are mapped to multiple industry classes.

Table 1: Summary of Health industry Awards

Modern award	Number of employees ('000)	Not covered by enterprise agreement ('000)	Covered by enterprise agreement ('000)	Number of businesses by size		
				Small	Medium	Large
<i>Aboriginal Community Controlled Health Services Award 2010</i>	n/a	n/a	n/a	n/a	n/a	n/a
<i>Aged Care Award 2010</i>	262.8	126.0	136.7	415	498	142
<i>Ambulance and Patient Transport Industry Award 2010</i>	27.9	13.4	14.5	11	4	3
<i>Health Professionals and Support Services Award 2010</i>	597.0	286.3	310.7	24 864	918	85
<i>Medical Practitioners Award 2010</i>	740.7	372.6	368.1	28 918	828	60
<i>Nurses Award 2010</i>	754.7	361.9	392.7	7984	277	51
<i>Pharmacy Industry Award 2010</i>	217.4	129.8	87.6	4473	1,024	14
<i>Social, Community, Home Care and Disability Services Industry Award 2010</i>	617.3	296.0	321.3	1760	402	51
<i>Supported Employment Services Award 2010*</i>	n/a	n/a	n/a	n/a	n/a	n/a
Total	3217.7	1586.0	1631.7	68425	3951	406

Note: * No 4-digit ANZSIC industry classes directly mapped to the modern award, as such data have not been presented. n/a = not available. Data may not sum up to the total due to rounding.

Modern Award industry mapping is based on 4-digit ANZSIC; however, due to data limitations, calculation of number of employees is based on 3-digit ANZSIC while proportions used to calculate method of setting pay are based on 1-digit ANZSIC. Small business are defined as those that employ less than 20 employees excluding non-employing businesses. Medium business employ 20 to 199 employees and Large business employ 200 or more employees.

Source: Preston M, Pung A, Leung E, Casey C, Dunn A & Richter O (2012), *Analysing modern award coverage using the Australian and New Zealand Industrial Classification 2006: Phase 1 report*, Research Report 2/2012, Fair Work Australia; ABS, *Labour Force, Australia, Detailed, Quarterly, Feb 2020*, Catalogue No. 6291.0.55.003; ABS, *Employee Earnings and Hours, May 2018*, Catalogue No. 6306.0; ABS, *Counts of Australian Businesses, including Entries and Exits, June 2015 to June 2019*, Catalogue No. 8165.0.