



# DETERMINATION

*Fair Work Act 2009*

s.157—FWC may vary etc. modern awards if necessary to achieve modern awards objective

## **Gender-based undervaluation – priority awards review**

(AM2024/20)

## **HEALTH PROFESSIONALS AND SUPPORT SERVICES AWARD 2020**

[MA000027]

Health and welfare services

JUSTICE HATCHER, PRESIDENT  
VICE PRESIDENT ASBURY DEPUTY  
PRESIDENT O'NEILL DEPUTY  
PRESIDENT SLEVIN DEPUTY  
PRESIDENT GRAYSON

MELBOURNE, 24 MARCH 2026

*Gender undervaluation – priority awards review – Health Professionals and Support Services Award 2020 – award varied – correction.*

A. The determination issued by the Fair Work Commission on 24 December 2025 [[PR795400](#)] is corrected as follows:

1. By deleting the note at the end of the table in clause 16.2(b) of item A.1 and inserting the following:

NOTE 1: See Schedule J—Classification Translation Arrangements for the classification and minimum rate of pay applicable to dental assistant employees classified under this award on 31 March 2026.

NOTE 2: See Schedule C—Summary of Hourly Rates for a summary of hourly rates of pay including overtime and penalty rates.

2. By deleting the note at the end of the table in clause 16.2(c) of item A.1 and inserting the following:

NOTE 1: See Schedule J—Classification Translation Arrangements for the classification and minimum rate of pay applicable to pathology collector employees classified under this award on 31 March 2026.

NOTE 2: See Schedule C—Summary of Hourly Rates for a summary of hourly rates of pay including overtime and penalty rates.

3. By inserting clause J.3 in item A.19 as follows:

**J.3 Retained minimum rates of pay**

The minimum rate of pay applicable to a dental assistant or a pathology collector employee classified in the Support Services stream under this award on 31 March 2026 is the higher of:

**J.3.1** the minimum rate of pay that applies to the employee’s translated classification in clause J.1 or clause J.2, **or**

**J.3.2** the minimum rate of pay previously applicable to the employee under the award as at 31 March 2026.

B. This determination comes into operation on 1 April 2026. In accordance with ss 165(3) and 166(5) of the *Fair Work Act 2009* (Cth) this determination does not take effect in relation to a particular employee until the start of the employee’s first full pay period that starts on or after 1 April 2026.



PRESIDENT

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