

AP784047 - Health and Community Services Industry Sector - Minimum Wage Order - Victoria 1997.

This AIR consolidated award incorporates all amendments up to and including 1 August 2005 (variation [PR960835](#)).

Clauses affected by the most recent amendment(s) are:

[5. Minimum wage rates](#)

About this Award:

Printed by authority of the Commonwealth Government Printer.

Disclaimer:

Please note that this consolidated award is prepared by the Australian Industrial Registry and is believed to be accurate but no warranty of accuracy or reliability is given and no liability is accepted for errors or omissions or loss or damage suffered as a result of a person acting in reliance thereon.

Copies of official decisions, awards and orders of the Australian Industrial Relations Commission can be accessed at no cost through the Commission's web site (www.airc.gov.au) or purchased from any office of the Australian Industrial Registry.

AUSTRALIAN INDUSTRIAL RELATIONS COMMISSION

Workplace Relations Act 1996
s.501 application for a minimum wage order

Victorian Trades Hall Council
(C No 31311 of 1997)

SECTOR O - HEALTH AND COMMUNITY SERVICES INDUSTRY

Various employees

Health and welfare services

VICE PRESIDENT ROSS

SYDNEY, 15 AUGUST 1997

Minimum wage order for certain Victorian employees

ORDER

A. Pursuant to s.501 of the *Workplace Relations Act 1996* and the decision of Vice President Ross on 29 April 1997 [Print P0458], the following minimum wage order is made for employees who are employed in the State of Victoria who are not subject to a federal award, a certified agreement or an AWA.

1. TITLE

This order may be referred to as the **Health and Community Services Industry Sector - Minimum Wage Order - Victoria 1997**.

2. ARRANGEMENT

[2 amended by [PR949454](#)]

This order is arranged as follows:

1. Title
2. Arrangement [[PR949454](#)]
3. Definitions
4. Application
 - 4.1 Hospitals and nursing homes
 - 4.2 Medical and dental services
 - 4.3 Other health services
 - 4.4 Veterinary services
 - 4.5 Child care services
 - 4.6 Community care services
5. Minimum wage rates [[PR960835](#)]
 - 5.1 General
 - 5.2 Adult wage rates
 - 5.2.1 Community and child care stream
 - 5.2.2 General and ambulance stream
 - 5.2.3 Health professionals' stream
 - 5.2.4 Medical and dental officers' stream
 - 5.2.5 Nursing stream
 - 5.3 Junior full-time and casual wage rates
- 5A. Supported wage system [[PR949454](#)]
6. Classifications
7. Further application may be made

3. DEFINITIONS

In this order:

3.1 Expired state award means an award, order or decision of the Victorian Industrial Relations Commission, published as an award pursuant to the (repealed) *Industrial Relations Act 1979* (Vic), which was in force on 1 March 1993 and expired on 1 March 1993 pursuant to (then) s.172(6) of the *Employee Relations Act 1992* (Vic).

3.2 In relation to the classification definitions for the Community & Child Care Stream:

3.2.1 Qualified Youth Worker means an employee engaged in **youth work** 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.

3.2.1(a) Provided that an employee covered by this part of this order 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.

3.2.2 Unqualified Youth Worker means a person employed in youth work who is not a qualified youth worker.

3.2.3 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:

3.2.3(a) Collection and distribution of materials and information pursuant to their development and need;

3.2.3(b) Assistance in the resolution of specific problems;

3.2.3(c) Provision of activities and facility management for leisure time;

3.2.3(d) Liaison with and referral to other professionals and agencies;

3.2.3(e) Supportive counselling to young people with personal problems or those confronting crisis;

3.2.3(f) Co-ordination of activities or facilities for the development of independent living skills.

3.2.4 This definition shall be deemed to include outreach youth workers and any person carrying out Youth Work with the exclusion of residential couples in any of:

3.2.4(a) Community Youth Support Scheme (or similar project with unemployed youth, however titled);

3.2.4(b) Youth Refugees, and other emergency accommodation facilities for youth;

3.2.4(c) Non-Government Youth Training Centres.

3.2.5 **Qualified Welfare Worker** means a person 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 or by way of practical experience in welfare work or related areas of employment, be recognised by his or her employer as coming within the scope of this definition.

3.2.6 **Unqualified Welfare Worker** means a person employed in welfare work who is not a Qualified Welfare Worker.

3.2.7 **Welfare Work** within Social and Community Service includes:

3.2.7(a) Information collection and provision related to benefits and services and community resources available to clients;

3.2.7(b) Assistance in the resolution of specified problems;

3.2.7(c) Supportive counselling to clients without complex personal problems;

3.2.7(d) Direct service provision and care for people in residential settings, day and occasional care settings;

3.2.7(e) Referral and liaison to other professionals and agencies;

3.2.7(f) 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.

3.2.8 **Qualified Community Development Worker** means 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 (however titled) or related and relevant post secondary qualification from a post-secondary educational institution.

3.2.8(a) For the purposes of this part of this order, post-secondary qualifications in social work, welfare work and youth work (however titled) are recognised as relevant qualifications.

3.2.8(b) Provided that an employee covered by this part of this order may, by way of practical experience and skills in community development work (as defined), or related areas of employment, be recognised by notice in writing by her/his employer as coming within the scope of this definition.

- 3.2.8(c)** Provided further, that an **Indigenous Community Worker** be deemed to be a Qualified Community Development Worker when engaged in community development work with or within her/his indigenous community and has participated in relevant short courses of training in the practical skills of community development work.
- 3.2.9** **Unqualified Community Development Worker** means an employee engaged in community development work who is not a Qualified Community Development Worker.
- 3.2.10** **Indigenous Community Development Worker** means and includes an employee who:
- 3.2.10(a)** Has direct life experience in and as a member of a particular community from which the employee is drawn and in which she/he is working.
 - 3.2.10(b)** Has knowledge, skills and experience of the culture in which she/he belongs.
 - 3.2.10(c)** Has fluency in the community language/s (where relevant).
- 3.2.11** **Indigenous Community Development Worker** is deemed to include an aboriginal worker working with an aboriginal community, an ethnic worker working with a relevant ethnic community and a self-help worker employed to work with the self-help community from which she/he came.
- 3.2.12** **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:
- 3.2.12(a)** Research and analysis of community issues, needs or problems;
 - 3.2.12(b)** Development and maintenance of community resources;
 - 3.2.12(c)** Community organisation;
 - 3.2.12(d)** Development, maintenance and evaluation of community programs;
 - 3.2.12(e)** Community policy development, interpretation and implementation;
 - 3.2.12(f)** Community planning;
 - 3.2.12(g)** Representation, advocacy, negotiation and mediation within and between communities, agencies, institutions and government;
 - 3.2.12(h)** Development and maintenance of networks;
 - 3.2.12(i)** Liaison with community groups, other workers and professionals, agencies and government;

- 3.2.12(j) Development and transfer of skills and knowledge in community organisation, community education, advocacy, resource development, cultural awareness and other relevant areas, within the community;
 - 3.2.12(k) Public and community education and public relations,
 - 3.2.12(l) Preparation and distribution of written, audio-visual and other material as required;
 - 3.2.12(m) Administrative tasks associated with the maintenance of community projects including preparation of submissions, reports of financial documentation;
 - 3.2.12(n) Assisting individual members of a community in relation to other professionals, institutions community agencies, government and other bodies;
 - 3.2.12(o) Community campaign development and organisation; but excluding the predominant use of direct service delivery to clients, individual casework and counselling.
- 3.2.13 **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.
- 3.2.14 **Community Development Worker** shall be deemed to include any person (however titled) carrying out Community Development Work in:
- 3.2.14(a) Community or neighbourhood houses and learning centres;
 - 3.2.14(b) Community housing or tenant's rights services or projects;
 - 3.2.14(c) Equal opportunity or affirmative action projects;
 - 3.2.14(d) Women's services or projects;
 - 3.2.14(e) Disabilities rights projects and services for people with disabilities;
 - 3.2.14(f) Community financial counselling services, community legal services, social justice services or projects, community health and occupational health and safety projects;
 - 3.2.14(g) Self-help groups or projects,
 - 3.2.14(h) Environmental action groups or projects;
 - 3.2.14(i) Community information projects or services;
 - 3.2.14(j) Community arts, writing, theatre or other cultural projects;

3.2.14(k) International aid agencies or projects;

3.2.14(l) Any agency, group, project or service including the following:

3.2.14(l)(i) Aboriginal community workers, including Aboriginal Health Liaison Officers; or

3.2.14(l)(ii) Ethnic community workers (however titled), including Ethnic Health workers; or

3.2.14(l)(iii) Community education officers.

3.2.15 **Social work** includes the assisting of an individual to achieve the best possible personal family and social adjustment, the treatment of social problems by group techniques, research into social needs and anomalies and action undertaken to correct such needs and anomalies and community organisation.

4. APPLICATION

The Health and Community Services Sector which applies to any industry mainly engaged in health and community services and incorporates:

4.1 Hospitals and nursing homes

4.1.1 Hospitals (except Psychiatric Hospitals);

4.1.2 Psychiatric Hospitals;

4.1.3 Nursing Homes.

4.2 Medical and dental services

4.2.1 General practice medical services;

4.2.2 Specialist medical services;

4.2.3 Dental services.

4.3 Other health services

4.3.1 Pathology services;

4.3.2 Optometry and optical dispensing;

4.3.3 Ambulance services;

4.3.4 Community health centres;

4.3.5 Physiotherapy services,

4.3.6 Chiropractic services;

4.3.7 Health services not elsewhere classified in this sector.

4.4 Veterinary services

4.5 Child care services

4.6 Community care services

4.6.1 Accommodation for the aged;

4.6.2 Residential care services not elsewhere classified in this sector;

4.6.3 Non-residential core Services not elsewhere classified in this sector.

5. MINIMUM WAGE RATES

5.1 General

- 5.1.1** These rates of pay must be read in conjunction with the *Workplace Relations Act 1996*.
- 5.1.2** An employee who has been continuously employed since before 1 March 1993 may be entitled to higher minimum terms and conditions of employment provided by an expired state award and should refer to Part 1 of Schedule 1A of the *Workplace Relations Act 1996*.
- 5.1.3** The weekly rates shown below are based on a 38 hour week except for Medical Officer Level 4 in the Dental and Medical Officers' Stream, which is based on a 43 hour week which includes a five hour training component.
- 5.1.4** No employee shall suffer a reduction in earnings as a result of the making of this order.
- 5.1.5** The casual rates provided below include but are not limited to payment in advance for annual leave and sick leave.

5.2 Adult wage rates

5.2.1 Community and childcare stream

[5.2.1 substituted by [P9658](#) [Q6633](#) [R9493](#) [T0434](#) [PR907887](#) [PR921170](#) [PR935212](#) [PR949454](#); [PR960835](#) ppc 01Aug05]

Classification	Full-time Per hour	Casual (25%) Per hour
	\$	\$
Level 1	12.93	16.16
Level 2	13.51	16.89
Level 3	13.87	17.34
Level 4	15.09	18.86
Level 5	15.71	19.64
Level 6	16.00	20.00
Level 7	16.45	20.56
Level 8	17.63	22.04
Level 9	18.88	23.60
Level 10	19.97	24.96
Level 11	20.64	25.80
Level 12	22.41	28.01

5.2.2 General and ambulance stream

[5.2.2 substituted by [P9658](#) [Q6633](#) [R9493](#) [T0434](#) [PR907887](#) [PR921170](#) [PR935212](#) [PR949454](#); [PR960835](#) ppc 01Aug05]

Classification	Full-time Per hour	Casual (25%) Per hour
	\$	\$
Level 1	12.75	15.94
Level 2	13.67	17.09
Level 3	14.16	17.70
Level 4	14.52	18.15
Level 5	15.07	18.84
Level 6	15.44	19.30
Level 7	15.72	19.65
Level 8	15.99	19.99
Level 9	17.09	21.36
Level 10	17.85	22.31
Level 11	18.69	23.36
Level 12	19.51	24.39
Level 13	20.00	25.00
Level 14	20.81	26.01
Level 15	21.36	26.70
Level 16	22.17	27.71
Level 17	23.49	29.36
Level 18	26.04	32.55

5.2.3 Health professionals' stream

[5.2.3 substituted by [P9658](#) [Q6633](#) [R9493](#) [T0434](#) [PR907887](#) [PR921170](#) [PR935212](#) [PR949454](#); [PR960835](#) ppc 01Aug05]

Classification	Full-time Per hour	Casual (25%) Per hour
	\$	\$
Casual Health Professional Trainee		
Level 1 (Pharmacy Student)	7.27	N/A
Health Professional Trainee Level 2	14.16	N/A
Level 1	16.29	20.36
Level 2	16.74	20.93
Level 3(a)	17.71	22.14
Level 3(b)	18.56	23.20
Level 3(c)	19.60	24.50
Level 4	18.55	23.19
Level 5	21.20	26.50
Level 6	25.20	31.50
Level 7	28.96	36.20
Level 8	36.22	45.28

5.2.4 Medical and dental officers

[5.2.4 substituted by [P9658](#) [Q6633](#) [R9493](#) [T0434](#) [PR907887](#) [PR921170](#) [PR935212](#) [PR949454](#); [PR960835](#) ppc 01Aug05]

Classification	Full-time Per hour	Casual (25%) Per hour
	\$	\$
Officer Level 1 (Medical)	18.46	23.08
Officer Level 2 (Dental)	21.50	26.88
Officer Level 3 (Dental)	23.88	29.85
Officer Level 4 (Medical)	25.02	31.28
Officer level 5 (Medical)	30.29	37.86
Officer Level 6 (Dental)	31.53	39.41
Officer Level 7 (Dental)	34.57	43.21
Officer Level 8 (Medical)	35.03	43.79
Officer Level 9 (Medical)	44.51	55.64

5.2.5 Nursing stream

[5.2.5 substituted by [P9658](#) [Q6633](#) [R9493](#) [T0434](#) [PR907887](#) [PR921170](#) [PR935212](#) [PR949454](#); [PR960835](#) ppc 01Aug05]

Classification	Full-time Per hour	Casual (25%) Per hour
	\$	\$
Level 1	15.53	19.41
Level 2	16.53	20.66
Level 3	16.92	21.15
Level 4	22.21	27.76
Level 5	23.92	29.90
Level 6	25.98	32.48

5.3 Junior full-time and casual wage rates

5.3.1 The minimum hourly wages outlined below shall only be applicable to categories of work which were subject to junior rates of pay under any expired state award.

5.3.2 Expired state awards which did not provide for junior rates of pay include the Registered Nurses' Award, the Hospital Administrative Officers' Award, the Ambulance Superintendents and Senior Administrative Officers' Award, the Chief Executive Officers' and Deputy Chief Executive Officers' Award, the Hospital Managers Award and the Social and Community Services' Award.

[The Australian Industrial Relations Commission has published a statement which outlines the scope of the expired state awards referred to in this order: see Print P3249].

5.3.3 Junior rates of pay do not apply to categories of work which fall within the Health Professionals' Stream, the Medical and Dental Officers' Stream and the Nursing Stream.

[5.3.4 substituted by [P7213](#) [P9658](#) [Q6633](#) [R9493](#) [T0434](#) [PR907887](#) [PR921170](#) [PR935212](#); corrected by [PR937125](#); substituted by [PR949454](#); [PR960835](#) ppc 01Aug05]

5.3.4 The minimum hourly wage rates for junior employees performing work which was or would have been, as at 1 March 1993, subject to the Day Child Care Workers' Award, are as follows, calculated as a percentage of the relevant rate in the Community and Child Care stream:

5.3.4(a) Level 1 employees

Age	% of Level 1	Full-time Per hour	Casual (25%) Per hour
		\$	\$
16 & under	50	6.47	8.09
17 years	60	7.76	9.70
18 years	70	9.05	11.31
19 years	80	10.34	12.93
20 years	90	11.64	14.55

5.3.4(b) Level 2 employees

Age	% of Level 1	Full-time Per hour	Casual (25%) Per hour
		\$	\$
16 & under	55	7.11	8.89
17 years	65	8.40	10.50
18 years	75	9.70	12.13
19 years	85	10.99	13.74
20 years	95	12.28	15.35

[5.3.5 substituted by [P9658](#) [Q6633](#) [R9493](#) [T0434](#) [PR921170](#) [PR935212](#) [PR949454](#); [PR960835](#) ppc 01Aug05]

5.3.5 The minimum hourly wage rates for junior employees performing work which was or would have been, as at 1 March 1993, subject to the Ambulance Services' Award and the Health and Allied Services Award are as follows, calculated as a percentage of the relevant work classification in the General and Ambulance Stream:

[The Australian Industrial Relations Commission has published a statement which outlines the scope of the expired state awards referred to in this order: see Print P3249.]

Level	17 years or under - 70%		18 years - 80%		19 years - 90%	
	Full-time Per hour	Casual (25%) Per hour	Full-time Per hour	Casual (25%) Per hour	Full-time Per hour	Casual (25%) Per hour
	\$	\$	\$	\$	\$	\$
1	8.93	11.16	10.20	12.75	11.48	14.35
2	9.57	11.96	10.94	13.68	12.31	15.39
3	9.92	12.40	11.33	14.16	12.75	15.94
4	10.17	12.71	11.62	14.53	13.07	16.34
5	10.55	13.19	12.06	15.08	13.57	16.96
6	10.81	13.51	12.35	15.44	13.90	17.38
7	11.00	13.76	12.58	15.73	14.15	17.69
8	11.20	14.00	12.79	15.99	14.40	18.00
9	11.97	14.96	13.67	17.09	15.39	19.24
10	12.50	15.63	14.28	17.85	16.07	20.09
11	13.09	16.36	14.95	18.69	16.83	21.04

[5.3.6 substituted by [P9658](#) [Q6633](#) [R9493](#) [T0434](#) [PR907887](#) [PR921170](#) [PR935212](#) [PR949454](#); [PR960835](#) ppc 01Aug05]

5.3.6 The minimum hourly wage rates for junior dental nurses performing work which was or would have been, as at 1 March 1993, subject to the Dental Technicians' Award are as follows, calculated as a percentage of Level 2 in the General and Ambulance Stream:

[The Australian Industrial Relations Commission has published a statement which outlines the scope of the expired state awards referred to in this order: see Print P3249.]

Year as a Junior	% of Level 2	Full-time Per hour	Casual (25%) Per hour
		\$	\$
1st year	45.5	6.22	7.78
2nd year	60.6	8.28	10.35
3rd year	80.8	11.05	13.81
Following years		the appropriate adult rate	

[5.3.7 substituted by [P9658](#) [Q6633](#) [R9493](#) [T0434](#) [PR907887](#) [PR921170](#) [PR935212](#) [PR949454](#); [PR960835](#) ppc 01Aug05]

5.3.7 The minimum hourly wage rates for junior gardeners performing work which was or would have been, as at 1 March 1993, subject to the Garden Employees' Award are as follows, calculated as a percentage of Level 1 in the General and Ambulance Stream:

[The Australian Industrial Relations Commission has published a statement which outlines the scope of the expired state awards referred to in this order: see Print P3249.]

Year as a Junior	% of Level 1	Full-time Per hour	Casual (25%) Per hour
		\$	\$
17 years & under	60.0	7.65	9.56
18 years	75.0	9.56	11.95
19 years & over		the appropriate adult rate	

[5.3.8 substituted by [P9658](#) [Q6633](#) [R9493](#) [T0434](#) [PR907887](#) [PR921170](#) [PR935212](#) [PR949454](#); [PR960835](#) ppc 01Aug05]

5.3.8 The minimum hourly wage rates for junior animal nurses or attendants performing work which was or would have been, as at 1 March 1993, subject to Veterinary Assistants and Animal Attendants' Award are as follows, calculated as a percentage of Level 1 in the General and Ambulance Stream:

[The Australian Industrial Relations Commission has published a statement which outlines the scope of the expired state awards referred to in this order: see Print P3249.]

Year as a Junior	% of Level 1	Full-time Per hour	Casual (25%) Per hour
		\$	\$
1st year	77.0	9.82	12.28
2nd year	87.6	11.17	13.96
3rd year	98.3	12.53	15.66

5A. SUPPORTED WAGE SYSTEM

[5A inserted by [PR949454](#) ppc 01Aug04]

5A.1 This clause defines the conditions which will apply to employees who because of the effects of a disability are eligible for a supported wage under the terms of this minimum wage order. In the context of this clause, the following definitions will apply:

5A.1.1 **Supported wage system** means the Commonwealth Government system to promote employment for people who cannot work at the full relevant minimum wage because of a disability, as documented in *Supported Wage System: Guidelines and Assessment Process*.

5A.1.2 **Accredited assessor** means a person accredited by the management unit established by the Commonwealth under the supported wage system to perform assessments of an individual's productive capacity within the supported wage system.

5A.1.3 **Disability support pension** means the Commonwealth pension scheme to provide income security for persons with a disability as provided under the *Social Security Act 1991*, as amended from time to time, or any successor to that scheme.

5A.1.4 **Assessment instrument** means the form provided for under the supported wage system that records the assessment of the productive capacity of the person to be employed under the supported wage system.

5A.2 Eligibility criteria

5A.2.1 Employees covered by this clause will be those who are unable to perform the range of duties to the competence level required within the class of work for which the employee is engaged under this minimum wage order, because of the effects of a disability on their productive capacity and who meet the impairment criteria for receipt of a disability support pension.

5A.2.2 This clause does not apply to any existing employee who has a claim against the employer which is subject to the provisions of workers' compensation legislation or any provision of this minimum wage order relating to the rehabilitation of employees who are injured in the course of their employment.

5A.2.3 This clause does not apply to employers in respect of their facility, programme, undertaking, service or the like which receives funding under the *Disability Services Act 1986* and fulfils the dual role of service provider and sheltered employer to people with disabilities who are in receipt of or are eligible for a disability support pension, except with respect to an organisation which has received recognition under s.10 or under s.12A of the *Disability Services Act*, or if a part only has received recognition, that part.

5A.3 Supported wage rates

5A.3.1 Employees to whom this clause applies shall be paid the applicable percentage of the minimum rate of pay prescribed by this order for the class of work which the person is performing according to the following schedule:

Assessed capacity (clause 5A.4)	Prescribed rate
10%*	10%
20%	20%
30%	30%
40%	40%
50%	50%
60%	60%
70%	70%
80%	80%
90%	90%

5A.3.2 Provided that the minimum amount payable shall be not less than \$61 per week.

5A.3.3 * Where a person's assessed capacity is 10%, they shall receive a high degree of assistance and support.

5A.4 Assessment of capacity

For the purpose of establishing the percentage of the minimum rate to be paid to an employee under this minimum wage order, the productive capacity of the employee will be assessed in accordance with the supported wage system and documented in an assessment instrument by either:

5A.4.1 The employer and a union party to this minimum wage order, in consultation with the employee or, if desired by any of these;

5A.4.2 The employer and an accredited assessor from a panel agreed by the parties to this minimum wage order and the employee.

5A.5 Lodgment of assessment instrument

5A.5.1 All assessment instruments under the conditions of this clause, including the appropriate percentage of the minimum wage to be paid to the employee, shall be lodged by the employer with the Registrar of the Australian Industrial Relations Commission.

5A.5.2 All assessment instruments shall be agreed and signed by the parties to the assessment, provided that where a union which is party to the minimum wage order, is not a party to the assessment, it shall be referred by the Registrar to the union by certified mail and shall take effect unless an objection is notified to the Registrar within ten working days.

5A.6 Review of assessment

The assessment of the applicable percentage should be subject to annual review or earlier on the basis of a reasonable request for such a review. The process of review shall be in accordance with the procedures for assessing capacity under the supported wage system.

5A.7 Other terms and conditions of employment

Where an assessment has been made, the applicable percentage shall apply to the wage rate only. Employees covered by the provisions of the clause will be entitled to the same terms and conditions of employment as all other workers covered by this minimum wage order, paid on a pro rata basis.

5A.8 Workplace adjustment

An employer wishing to employ a person under the provisions of this clause shall take reasonable steps to make changes in the workplace to enhance the employee's capacity to do the job. Changes may involve re-design of job duties, working time arrangements and work organisation in consultation with other workers in the area.

5A.9 Trial period

- 5A.9.1** In order for an adequate assessment of the employee's capacity to be made, an employer may employ a person under the provisions of this clause for a trial period not exceeding twelve weeks, except that in some cases additional work adjustment time (not exceeding four weeks) may be needed.
- 5A.9.2** During that trial period the assessment of capacity shall be undertaken and the proposed wage rate for a continuing employment relationship shall be determined.
- 5A.9.3** The minimum amount payable to the employee during the trial period shall be no less than \$61 per week.
- 5A.9.4** Work trials should include induction or training as appropriate to the job being trialled.
- 5A.9.5** Where the employer and employee wish to establish a continuing employment relationship following the completion of the trial period, a further contract of employment shall be entered into based on the outcome of assessment under 5A.4 hereof.

6. CLASSIFICATIONS

6.1 Community and child care stream

6.1.1 Community and Child Care Level 1

A Community and Child Care Worker Level 1 is:

6.1.1(a) an unqualified employee involved in the delivery of a children's services program, whose duties would include some or all of the following:

6.1.1(a)(i) implement an early childhood program under direction;

6.1.1(a)(ii) implement daily routines;

6.1.1(a)(iii) ensure the health and safety of each child;

6.1.1(a)(iv) give each child individual attention and comfort as required;

6.1.1(a)(v) work in accordance with the licensing requirements of the Act and understand centre policy and work accordingly at all times;
or

6.1.1(b) an employee who is an Unqualified Welfare Worker who has direct supervision by a Qualified Welfare or Social Worker, is not a Sole Welfare Worker and has less than 12 months experience.

6.1.1(c) Indicative occupations are:

6.1.1(c)(i) Unqualified Welfare Worker;

6.1.1(c)(ii) Unqualified Child Care Worker Level 1.

6.1.2 Community and Child Care Level 2

6.1.2(a) A Community and Child Care Worker Level 2 an employee involved in the delivery of a child care program who either has completed the TAFE Certificate in Child Care (Assistant) Course or, possesses in the opinion of the employer sufficient knowledge and experience to perform the duties at this level, and whose duties, in addition to those duties performed by a Child Care Worker Level 1, would include some or all of the following:

6.1.2(a)(i) assist in the preparation and implementation of programs suited to the needs of individual children and groups;

6.1.2(a)(ii) responsibility for reporting observations of individual children of groups for programme planning purposes;

6.1.2(a)(iii) undertake work with individual children with particular needs under direction.

6.1.2(b) Indicative occupations are:

Child Care Worker Level 2.

6.1.3 Community and Child Care Level 3

6.1.3(a) A Community and Child Care Worker Level 3 is an employee who is unqualified and performs youth work (as defined) and works under direct supervision by a Qualified Youth and Social Worker and is not a Sole Youth Worker.

6.1.3(b) Indicative occupations are:

Unqualified youth worker.

6.1.4 Community and Child Care Level 4

6.1.4(a) A Community and Child Care Worker Level 4 is one of the following:

6.1.4(a)(i) a Qualified Welfare Worker (as defined) and works under supervision and is not a Sole Welfare Worker and has less than 12 months experience;

6.1.4(a)(ii) an Unqualified Welfare Worker who is engaged in welfare work and has less than twelve months experience and does not have direct supervision by a Qualified Welfare Worker or Social Worker and is not a Sole Welfare Worker;

6.1.4(a)(iii) an employee who is either qualified (other than qualification outlined in 3(B) and 3(C) as per the Children's Service Regulations 1988, Schedule 1, or Regulation 30), (or an unqualified person in charge of a group in accordance with Regulation 28).

6.1.4(b) Indicative occupations are:

6.1.4(b)(i) Child Care Worker 3A;

6.1.4(b)(ii) Qualified Welfare Worker Class 1;

6.1.4(b)(iii) Unqualified Welfare Worker (unsupervised).

6.1.5 Community and Child Care Level 5

6.1.5(a) A Community and Child Care Worker Level 5 is one of the following:

6.1.5(a)(i) an employee who is engaged in child care and who holds an Advanced Certificate or an Associate Diploma in Child Care Studies including persons with these qualifications who are registered Mothercraft Nurses;

6.1.5(a)(ii) a Qualified Youth Worker (as defined), engaged in youth work and works under direct supervision and is not a Sole Youth Worker;

6.1.5(a)(iii) an Unqualified Youth Worker working without direct supervision of a Qualified Youth or Social Worker; or

6.1.5(a)(iv) a Sole Youth Worker.

6.1.5(b) Indicative occupations are:

6.1.5(b)(i) Child Care Worker 3B;

6.1.5(b)(ii) Registered Mothercraft Nurse;

6.1.5(b)(iii) Qualified Youth Worker Class 1;

6.1.5(b)(iv) Unqualified Youth Worker working sole or unsupervised.

6.1.6 Community and Child Care Level 6

6.1.6(a) A Community and Child Care Worker Level 6 is an employee who holds a three year Degree or Diploma in Child Care studies or an equivalent qualification and undertakes child care duties, or is an Unqualified Community Development Worker engaged in community development work with less than twelve months experience who is being supervised by a Qualified Community Development Worker.

6.1.6(b) Indicative occupations are:

6.1.6(b)(i) Child Care Worker 3C;

6.1.6(b)(ii) Unqualified Community Development Worker (CDW Class 1).

6.1.7 Community and Child Care Level 7

6.1.7(a) A Community and Child Care Worker Level 7 includes:

6.1.7(a)(i) an employee who is a Qualified Welfare Worker engaged in welfare work (as defined) who has less than twelve months experience and works without supervision (Sole qualified Welfare Worker);

6.1.7(a)(ii) a Social Worker without a degree from an Australian University and who works under direction or supervision of more experienced Social Workers and is not responsible for a major activity;

6.1.7(a)(iii) an Unqualified Community Development Worker working without direct supervision; or

6.1.7(a)(iv) a Qualified Community Development Worker with less than twelve months experience supervised by a more experienced Qualified Community Development Worker.

6.1.7(b) Indicative occupations are:

6.1.7(b)(i) Welfare Worker Class 1;

6.1.7(b)(ii) Social Worker Class 1;

6.1.7(b)(iii) Unqualified Community Development Worker (unsupervised);

6.1.7(b)(iv) Community Development Worker Class ½(a).

6.1.8 Community and Child Care Level 8

6.1.8(a) A Community and Child Care Worker Level 8 includes:

6.1.8(a)(i) an employee who is a Qualified Social Worker (as defined) who is not Sole Social Worker and is not responsible for a major activity and works under direction and supervision;

6.1.8(a)(ii) a Qualified Youth Worker who is the Sole Youth Worker employed by the agency, or who works without direct supervision;

6.1.8(a)(iii) an Indigenous Community Worker (as defined) working without direct supervision; or

6.1.8(a)(iv) a Qualified Welfare Worker performing community development work.

6.1.8(b) Indicative occupations are:

6.1.8(b)(i) Qualified Social Worker Class 1;

6.1.8(b)(ii) Qualified Youth Worker Class 2;

6.1.8(b)(iii) Indigenous Community Development Worker Class 2(a);

6.1.8(b)(iv) Qualified Welfare Worker performing community development work.

6.1.9 Community and Child Care Level 9

6.1.9(a) A Community and Child Care Worker Level 9 includes:

6.1.9(a)(i) an employee who is a Sole Community Development Worker employed in a workplace or a community development worker performing outreach; or

6.1.9(a)(ii) a Qualified Youth Worker performing community development work without direct supervision; is

a financial counsellor or a tenant worker.

6.1.9(b) Indicative classifications are:

6.1.9(b)(i) Community Development Worker Class 2(a);

6.1.9(b)(ii) Financial Counsellor;

6.1.9(b)(iii) Tenant worker.

6.1.10 Community and Child Care Level 10

6.1.10(a) A Community and Child Care Worker Level 10 is an employee who is entrusted with the control or superintendence of a day care centre notwithstanding that he or she may be accountable to another person who does not devote his or her time to the management of the centre. A person appointed to a position as Director of a day child care centre would be either a:

6.1.10(a)(i) person holding a Diploma in Arts (Child Care Studies); or

6.1.10(a)(ii) person holding the Associate Diploma in Arts (Child Care), or

6.1.10(a)(iii) person holding the Associate Diploma of Social Science (Child Care Studies); or person possessing such experience or holding such qualifications deemed by the employer to be appropriate to the position and whose duties would include the following:

6.1.10(a)(iii)(A) recruit staff in consultation with management of the centre;

6.1.10(a)(iii)(B) day to day accounts and handle clerical matters;

6.1.10(a)(iii)(C) ensure that the centre or services adhere to all relevant regulations;

6.1.10(a)(iii)(D) formulate and evaluate annual budgets with relevant authorities;

6.1.10(a)(iii)(E) supervise the implementation of education and/or development programs for young children;

6.1.10(a)(iii)(F) ensure the submission for funding to the relevant authorities are made and monies received;

6.1.10(a)(iii)(G) ensure that Government guidelines on access to centres or services are adhered to;

6.1.10(a)(iii)(H) liaise with management committees or proprietors as appropriate.

6.1.10(b) Indicative occupations are:

Director of a Child Care Centre.

6.1.11 Community and Child Care Level 11

6.1.11(a) A Community and Child Care Worker Level 11 is an employee who is a Qualified Social Worker not working under direct supervision and have some administrative responsibility including:

6.1.11(a)(i) a Social Worker in charge of an agency or department of up to three social workers or other employees totalling at least six in number; or

6.1.11(a)(ii) the only Social Worker employed or is a Social Worker responsible to a major activity or group of activities within an agency or is a case work supervisor; or

6.1.11(a)(iii) a Qualified Social Worker performing community development work; or

6.1.11(a)(iv) a Qualified Community Development Worker who is required to conduct policy development and advise, community education and community training programs.

6.1.11(b) Indicative occupations are:

6.1.11(b)(i) Qualified Social Worker in charge of an agency of up to three Social Workers or at least six staff;

6.1.11(b)(ii) Qualified Social Worker Class 2;

6.1.11(b)(iii) Community Development Worker Class 2 (b).

6.1.12 Community and Child Care Level 12

6.1.12(a) A Community and Child Care Worker Level 12 includes:

6.1.12(a)(i) an employee who is a Qualified Community Development Worker engaged in community development and supervises other Qualified Community Development Workers and other professionals or non professional staff; or

6.1.12(a)(ii) a senior Social Worker in charge of an agency of three and up to seven social workers or with a staff of more than three social workers plus other employees totalling at least thirteen in number; or

6.1.12(a)(iii) a senior Social Worker in charge of a designated training unit for social work students.

6.1.12(b) Indicative occupations are:

6.1.12(b)(i) Qualified Community Development Worker (CDW Class 3);

6.1.12(b)(ii) Social Worker Class 3.

6.2 General and ambulance stream

6.2.1 General and Ambulance Employee Level 1

6.2.1(a) A General and Ambulance Employee Level 1 consists of adults employed to assist in the treatment or care of animals, or employees who have completed at least three years' service as a trainee animal nurse, but who do not hold a certificate of competency or an equivalent qualification.

6.2.1(b) Indicative occupations are:

6.2.1(b)(i) Animal attendant;

6.2.1(b)(ii) Animal nurse.

6.2.2 General and Ambulance Employee Level 2

6.2.2(a) A General and Ambulance Employee Level 2 consists of:

6.2.2(a)(i) Employees assisting in undertaking dental treatment of humans, who are either, undertaking the first year of an accredited training program, or equivalent, or who are not in an accredited or equivalent program.

6.2.2(a)(ii) Employees assisting in the treatment or care of animals who hold a certificate of competency of the Australian Veterinary Association, or an equivalent qualification.

6.2.2(b) Indicative occupations are:

6.2.2(b)(i) Dental nurse (unqualified);

6.2.2(b)(ii) Certificated animal nurse.

6.2.3 General and Ambulance Employee Level 3

6.2.3(a) A General and Ambulance Employee Level 3 consists of:

6.2.3(a)(i) Unqualified health care workers engaged in the delivery of general services, food services, or technical, clinical and personal care services.

6.2.3(a)(ii) Employees assisting in delivery of dental treatment to humans who have completed an accredited post-secondary course or equivalent post-secondary course in Dental Nursing.

6.2.3(b) Indicative occupations are:

6.2.3(b)(i) Dental nurse (qualified);

6.2.3(b)(ii) Hospital orderly;

6.2.3(b)(iii) Theatre attendant;

6.2.3(b)(iv) Nursing attendant;

6.2.3(b)(v) Food and domestic services assistant.

6.2.4 General and Ambulance Employee Level 4

6.2.4(a) General and Ambulance Employees Level 4 are employees who have successfully completed a trade course and who are licensed as a Dental Technician.

6.2.4(b) Indicative occupations are:

Dental technician.

6.2.5 General and Ambulance Employee Level 5

6.2.5(a) General and Ambulance Employees Level 5 are ambulance employees performing non-emergency patient transport duties, or assisting in emergency transport duties under supervision who may also be undertaking training to qualify as an Ambulance Officer.

6.2.5(b) Indicative occupations are:

6.2.5(b)(i) Student ambulance officer;

6.2.6(b)(ii) Clinical transport officer.

6.2.6 General and Ambulance Employee Level 6

6.2.6(a) General and Ambulance Employees Level 6 are Hospital, Clinic or Ambulance employees undertaking a wide range of standardised ancillary, client service or clerical duties under routine supervision and employees engaged in emergency call taking functions. Employees at this level are required to be experienced and proficient in the operations of their occupation.

6.2.6(b) Indicative occupations are:

6.2.6(b)(i) Data preparation and input clerk;

6.2.6(b)(ii) Emergency switchboard operator.

6.2.7 General and Ambulance Employee Level 7

6.2.7(a) General and Ambulance Employees Level 7 are Hospital or Clinic employees undertaking duties requiring trade qualification.

6.2.7(b) Indicative occupations are:

Trade cook.

6.2.8 General and Ambulance Employee Level 8

6.2.8(a) General and Ambulance Employees Level 8 are Hospital, Clinic or Ambulance employees undertaking a range of routine ancillary, client service or clerical duties working under limited supervision and required to exercise judgement in complex but routine situations. Employees at this level may have supervisory responsibilities or may be routinely required to operate on sensitive and confidential material or have specialist secretarial or audio typing skills.

6.2.8(b) Indicative occupations are:

6.2.8(b)(i) Supervisor;

6.2.8(b)(ii) Secretary;

6.2.8(b)(iii) Medical stenographer;

6.2.8(b)(iv) Medical audio typist.

6.2.9 General and Ambulance Employee Level 9

6.2.9(a) Hospital and health care administrative positions at this level are regarded as base grade administrators or operators within defined activity or provide administrative support to executive. The work level standard requires knowledge associated with several years experience or technical training, and requires the performance of related tasks within a defined area of activity which have clearly defined objectives. These positions are under the direction of manager or head of department and can exercise some specific control over staff. Employees can be undertaking or have completed some course of study or training recognised by management.

6.2.9(b) Ambulance employees with a trade certificate who also possess a necessary level of experience to service clinical requirements.

6.2.9(c) Indicative occupations are:

6.2.9(c)(i) Administrative assistant;

6.2.9(c)(ii) Private secretary (to the executive);

- 6.2.9(c)(iii) Chief clerk;
- 6.2.9(c)(iv) Purchasing officer;
- 6.2.9(c)(v) Assistant linen services officer;
- 6.2.9(c)(vi) Fleet maintenance officer (ambulance mechanic).

6.2.10 General and Ambulance Employee Level 10

6.2.10(a) Hospital and health care administrative positions at this level are regarded as supervisory positions coordinating a small work group, or as an entry level specialist role within a particular technical or professional area or experienced operators within a specific activity. The work level standard requires technical/administrative training with several years' experience or equivalent work experience. Skills are required to provide supervisory and technical leadership or to obtain cooperation in the achievement of objectives or for the communication of technical or administrative information.

6.2.10(b) Ambulance employees who hold a three year tertiary qualification required for the performance of clinical related duties and have sufficient experience to perform supervisory duties.

6.2.10(c) Indicative occupations are:

- 6.2.10(c)(i) Chief cashier;
- 6.2.10(c)(ii) Food services officer;
- 6.2.10(c)(iii) Hospital systems officer;
- 6.2.10(c)(iv) Engineering assistant;
- 6.2.10(c)(v) Qualified ambulance officer.

6.2.11 General and Ambulance Employee Level 11

6.2.11(a) General and Ambulance Employees Level 11 are ambulance employees who have additional clinical qualifications beyond those required to perform the duties.

6.2.11(b) Indicative occupations are:

Mobile intensive care ambulance officer.

6.2.12 General and Ambulance Employee Level 12

6.2.12(a) General and Ambulance Employees Level 12 consists of:

6.2.12(a)(i) Qualified ambulance officers performing a management function involving the supervision/coordination and training of staff, branch organisation, and/or direction and control of resources. Such employees may be required to complete additional training/qualifications beyond those required at Level 10 or Level 11 as appropriate or have a substantial level of experience to enable performance of these duties.

6.2.12(a)(ii) Ambulance employees in senior supervisory positions overseeing a work area, or administrators responsible for a specified activity or specialist role are also included at this level.

6.2.12(b) Indicative occupations are:

6.2.12(b)(i) Station officer;

6.2.12(b)(ii) Team manager (MAS);

6.2.12(b)(iii) Clinical support officer (MAS);

6.2.12(b)(iv) Communications officer;

6.2.12(b)(v) Fleet management officer (in charge);

6.2.12(b)(vi) Administrative assistant.

6.2.13 General and Ambulance Employee Level 13

6.2.13(a) Hospital and health care administrative positions at this level are regarded as senior supervisory positions overseeing a small to medium sized work group or administrators responsible for a specified activity recognised across the hospital or a specialist role within a particular technical or professional position. The work level standard requires proficiency in the use of established technical or administrative processes plus a number of years experience in the field or a qualified tertiary graduate typically requiring a minimum of two-three years work experience. They require supervisory or technical leadership for a distinct activity which may need to be coordinated with other activities. Supervisory positions independently organise and manage the activities of staff within clearly defined standards, quality assurance, budgets and time frames.

6.2.13(b) Indicative occupations are:

6.2.13(b)(i) Administrative officer general;

6.2.13(b)(ii) Linen services manager;

6.2.13(b)(iii) Deputy supply manager.

6.2.14 General and Ambulance Employee Level 14

6.2.14(a) Hospital and health care administrative positions at this level are regarded as middle management in control of a medium workforce, or administrators managing a function, or an experienced specialist role within a particular technical or professional discipline. The work level standard requires proficiency in the use of established technical or administrative processes plus a number of years of experience in the field or to be a tertiary graduate with a number of years experience in the field. Management positions are accountable for the scheduling and implementation of major work programs within defined budgets and policy guidelines.

6.2.14(b) Indicative occupations are:

6.2.14(b)(i) Qualified accountant;

6.2.14(b)(ii) Qualified engineer class 1;

6.2.14(b)(iii) Personnel officer;

6.2.14(b)(iv) Supply officer.

6.2.15 General and Ambulance Employee Level 15

6.2.15(a) General and Ambulance Employees Level 15 consist of:

qualified ambulance officers who perform senior management role involving the coordination of resources, service wide staff management and policy development.

6.2.15(b) Indicative occupations are:

6.2.15(b)(i) Senior station officer;

6.2.15(b)(ii) Duty team manager (MAS).

6.2.16 General and Ambulance Employee Level 16

6.2.16(a) Hospital and health care administrative positions at this level are senior managers, professionals and specialists who are generally responsible for a significant operational area, function or department within a division or health care services unit or multi-function executive of smaller institutions providing a range of services across the agency of a chief executive of a community health agency. The work level standard would typically demand a high degree of proficiency in the use of technical or administration processes plus extensive experience in the field spanning many years. Specialist professional positions would typically require a minimum of seven-ten years experience in the field. These positions are held accountable for significant projects or line functions.

6.2.16(b) Indicative occupations are:

- 6.2.16(b)(i)** Group manager (MAS);
- 6.2.16(b)(ii)** Supply manager;
- 6.2.16(b)(iii)** Personnel services manager;
- 6.2.16(b)(iv)** Engineer class 3;
- 6.2.16(b)(v)** Hospital systems affixer grade 2;
- 6.2.16(b)(vi)** CEO Community health agency.

6.2.17 General and Ambulance Employee Level 17

6.2.17(a) Hospital and health care administrative positions at this level are senior heads of large divisions or executives of small or district institutions providing a range of services across the agency. The work level standard requires specialised knowledge resulting from very many years of experience in hospital or agency administration, tertiary study and project management. The knowledge required spans several disciplines and there is a requirement for integration of a range of associated operations as part of a major program delivery. This requires extensive analytical skills in interpreting service needs, general guidelines, local conditions and the achievement of the desired results. In all cases, the position is held accountable for the integrity of the service/project/advice and the achievement of significant standards of performance benefiting the entire agency.

6.2.17(b) Indicative occupations are:

- 6.2.17(b)(i)** Administrative officer general group 2;
- 6.2.17(b)(ii)** Finance manager group;
- 6.2.17(b)(iii)** Engineer class 4;
- 6.2.17(b)(iv)** CEO Community or district hospital.

6.2.18 General and Ambulance Employee Level 18

6.2.18(a) Hospital and health care administrative positions at this level are executives of small organisations administered with the assistance of a central or regional organisation or the executive managing a number of smaller organisations annexed to a medium to large regional organisation or manager in charge of a principal division/department of a medium to large agency. The work level standard emphasis is on the management of the range of service support activities or the management of a major division in a medium sized agency, whose activities would embrace the planning, organising, directing and controlling of subordinate staff will in turn have specific technical responsibilities or to gain full integration of support activities affecting the total health service. Positions would require a specialised knowledge resulting from many years experience in

administration and management as well as in their field of expertise. Principal line management positions within a medium to large agency would provide advice and report to executive positions. Executive positions independently managing small organisations with a high degree of delegation assisted by or annexed to a large agency would be accountable for the management, administration and operation of such agencies.

6.2.18(b) Indicative occupations are:

6.2.18(b)(i) CEO Metropolitan hospital group 7;

6.2.18(b)(ii) Divisional manager large hospital;

6.2.18(b)(iii) Ambulance superintendent.

6.2.19 Hospital and health care administrative work is general in its nature, the job family does not require specific entry qualifications. Individual positions may require specific qualifications and/or licences to undertake specific requirements of the job.

6.3 Health professionals' stream

6.3.1 Health Professional Trainee Level 1 (Pharmacy Student)

A Health Professional Trainee Level 1 (Pharmacy Student) is a person undertaking the course of Bachelor of Pharmacy at the Victorian College of Pharmacy and who has not completed the Pharmacy 111 examination or its equivalent.

6.3.2 Health Professional Trainee Level 2

A Health Professional Trainee Level 2 is an employee engaged as a professional trainee and undertaking studies leading to the attainment of the qualification of Bachelor of Applied Science or equivalent; or a person engaged as a trainee pharmacist and who has completed the course of Bachelor of Pharmacy or equivalent.

6.3.3 Health Professional Level 1

6.3.3(a) A Health Professional Level 1 is a Qualified Medical Laboratory Technician. An employee who holds an Associate Diploma of Applied Science (Medical Laboratory) or equivalent or as recognised by the employer.

6.3.3(b) Indicative occupations are:

6.3.3(b)(i) Medical Laboratory Technician Grade 1;

6.3.3(b)(ii) Clinical Perfusionist Grade 1.

6.3.4 Health Professional Level 2

6.3.4(a) A Health Professional Level 2 is a qualified professional with a three year degree or recognised equivalent or registered with a professional body and whose qualification is a pre-requisite for the performance of their duties.

6.3.4(b) Indicative occupations are:

- 6.3.4(b)(i)** Medical Scientist Grade 1;
- 6.3.4(b)(ii)** Audiologist Grade 1;
- 6.3.4(b)(iii)** Unregistered Psychologist;
- 6.3.4(b)(iv)** Clinical Perfusionist Grade 1.

6.3.5 Health Professional Level 3 (a)

6.3.5(a) A Health Professional Level 3 (a) is a qualified professional with a four year degree or recognised equivalent or registered with a professional body and whose qualification is a pre-requisite for the performance of their duties, and qualified professionals with a three year degree who are the sole health professional employed in their discipline at their department or work place.

6.3.5(b) Indicative occupations are:

- 6.3.5(b)(i)** Medical Scientist Grade 1;
- 6.3.5(b)(ii)** Audiologist Grade 1;
- 6.3.5(b)(iii)** Dietitian Grade 1;
- 6.3.5(b)(iv)** Pharmacist Grade 1;
- 6.3.5(b)(v)** Bio Medical Engineer Grade 1;
- 6.3.5(b)(vi)** Clinical Perfusionist Grade 1;

6.3.6 Health Professional Level 3 (b)

6.3.6(a) A Health Professional Level 3 (b) is a professional who holds or is qualified to hold the degree of Master of Applied Science or Master of Science or equivalent and whose qualification(s) are a pre-requisite for the performance of their duties, and qualified professionals with a four year degree who are the sole health professional employed in their discipline at their department or work place.

6.3.6(b) Indicative occupations are:

- 6.3.6(b)(i)** Medical Scientist Grade 1;

- 6.3.6(b)(ii)** Audiologist Grade 1;
- 6.3.6(b)(iii)** Dietitian Grade 1;
- 6.3.6(b)(iv)** Pharmacist Grade 1;
- 6.3.6(b)(v)** Bio Medical Engineer Grade 1;
- 6.3.6(b)(vi)** Clinical Perfusionist Grade 1.

6.3.7 Health Professional Level 3 (c)

6.3.7(a) A Health Professional Level 3 (c) is a professional who holds or is qualified to hold the degree Doctor of Philosophy or equivalent and whose qualification(s) are a pre-requisite for the performance of their duties.

6.3.7(b) Indicative occupations are:

- 6.3.7(b)(i)** Medical Scientist Grade 1;
- 6.3.7(b)(ii)** Audiologist Grade 1;
- 6.3.7(b)(iii)** Dietitian Grade 1;
- 6.3.7(b)(iv)** Pharmacist Grade 1;
- 6.3.7(b)(v)** Bio Medical engineer Grade 1;
- 6.3.7(b)(vi)** Clinical Perfusionist Grade 1.

6.3.8 Health Professional Level 4

6.3.8(a) A Health Professional Level 4 is a professional who is employed as a veterinary surgeon and who is registered to practice as a Veterinarian under the Veterinarian Surgeons Act 1958.

6.3.8(b) Indicative occupations are:

- 6.3.8(b)(i)** Veterinary Scientist;
- 6.3.8(b)(ii)** Veterinary Surgeon.

6.3.9 Health Professional Level 5

6.3.9(a) A Health Professional Level 5 is a qualified professional with additional responsibilities e.g. supervising part-time professional staff or non-professional, or requiring to possess specialist knowledge or depth of experience, or a person registered or fully eligible to be registered as a psychologist, not requiring supervision and not supervising other psychologists, or a professional who has been qualified as such for at least eight years and is engaged on specialised scientific work or work of a research or developmental nature.

6.3.9(b) Indicative occupations are:

- 6.3.9(b)(i)** Medical Scientist Grade 2;
- 6.3.9(b)(ii)** Audiologist Grade 2;
- 6.3.9(b)(iii)** Dietitian Grade 2;
- 6.3.9(b)(iv)** Psychologist Grade 2;
- 6.3.9(b)(v)** Pharmacist Grade 2;
- 6.3.9(b)(vi)** Bio Medical Engineer Grade 2;
- 6.3.9(b)(vii)** Clinical Perfusionist Grade 2.

6.3.10 Health Professional Level 6

6.3.10(a) A Health Professional Level 6 is a qualified professional supervising full-time professionals in the same or other disciplines or has been qualified for at least eight years and is engaged in specialist scientific work or work of a research or developmental nature.

6.3.10(b) Indicative occupations are:

- 6.3.10(b)(i)** Medical Scientist Grade 3;
- 6.3.10(b)(ii)** Psychologist Grade;
- 6.3.10(b)(iii)** Audiologist Grade 3;
- 6.3.10(b)(iv)** Pharmacist Grade 3;
- 6.3.10(b)(v)** Clinical Perfusionist Grade 3;
- 6.3.10(b)(vi)** Bio Medical Engineer Grade 3;
- 6.3.10(b)(vii)** Sole Pharmacist.

6.3.11 Health Professional Level 7

6.3.11(a) A Health Professional Level 7 is a qualified professional with at least ten years experience utilising advanced and specialist professional knowledge and experience or a qualified professional performing a primarily managerial role.

6.3.11(b) Indicative occupations are:

- 6.3.11(b)(i)** Medical Scientist Grade 4;
- 6.3.11(b)(ii)** Chief Dietitian;
- 6.3.11(b)(iii)** Deputy Director Pharmacy 1B;
- 6.3.11(b)(iv)** Director Pharmacy 4A;
- 6.3.11(b)(v)** Bio Medical Engineer Grade 4;
- 6.3.11(b)(vi)** Clinical Perfusionist Grade 4.

6.3.12 Health Professional Level 8

6.3.12(a) A Health Professional Level 8 is a qualified professional who is appointed as a senior principal research specialist and who is responsible for the coordination of a major research program or is appointed by the employer to manage a major professional function within a large acute or teaching hospital.

6.3.12(b) Indicative occupations are:

- 6.3.12(b)(i)** Director Pharmacy 1B;
- 6.3.12(b)(ii)** Scientist Deputy Director;
- 6.3.12(b)(iii)** Chief Occupational Therapist Grade 5;
- 6.3.12(b)(iv)** Chief Physiotherapist Grade 5;
- 6.3.12(b)(v)** Radiation Therapy Technician Grade 4.

6.3.13 Qualified professional Levels 6-8 means a person with a degree or recognised equivalent or registered with a professional body, whose qualification(s) are a pre-requisite for the performance of their duties.

6.4 Medical and dental officers' stream

6.4.1 Officer Level 1 (Medical)

6.4.1(a) Officer Level 1 (Medical) positions are registered medical practitioners appointed to a hospital as a Hospital Medical Officer which includes a person who is employed in a non specialist or non training position and includes those officers enrolled in the Family Medicine Program.

6.4.1(b) Indicative occupations are:

Hospital Medical Officer.

6.4.2 Officer Level 2 (Dental)

6.4.2(a) Officer Level 2 (Dental) positions are Dentists (grade 1) who work under the general oversight of senior dental staff; performs basic dental work requiring the examination, investigation and treatment of patients. This is a basic skill level and includes a recently graduated dentist who is acquiring experience in dentistry.

6.4.2(b) Indicative occupations are:

Graduate Dentist.

6.4.3 Officer Level 3 (Dental)

6.4.3(a) Officer Level 3 (Dental) positions are moderately experienced Dentists (Grade 2) who are competent in basic tasks and who perform basic dental work requiring independent examination, investigation and treatment of patients.

6.4.3(b) Indicative occupations are:

Dentist working independently in a public hospital, public community health centre/service or benevolent society.

6.4.4 Officer Level 4 (Medical)

6.4.4(a) Officer Level 4 (Medical) positions are a registered medical practitioner with three or more years of experience who are engaged in post graduate study for a college fellowship and hold a post accredited for specialist training for the purposes of achieving registration as a medical specialist in Australia.

6.4.4(b) Indicative occupations are:

Registrar.

6.4.5 Officer Level 5 (Medical)

6.4.5(a) Officer Level 5 (Medical) positions are registered medical practitioners employed in a community health centre or service.

6.4.5(b) Indicative occupations are:

Doctor in a Community Health Centre.

6.4.6 Officer Level 6 (Dental)

6.4.6(a) Officer Level 6 (Dental) positions are experienced Dentists (Grade 3), who are highly competent in general dental work requiring the independent examination, investigation and treatment of patients. At this level the dentist is capable of carrying out a number of advanced dental procedures while exercising individual judgement and initiative in arriving at a diagnosis and undertaking subsequent case management or within established policies manages special projects or supervises and directs other dentists. This level includes a dentist with specialist qualifications working in a specialist area.

6.4.6(b) Indicative occupations are:

6.4.6(b)(i) Senior Dentist (public hospital);

6.4.6(b)(ii) Senior Dentist (community health centre/service);

6.4.6(b)(iii) Dentist with Specialist Qualifications.

6.4.7 Officer Level 7 (Dental)

6.4.7(a) Officer Level 7 (Dental) positions are advanced level Dentists (Grade 4) who perform specialist work and/or manages a specialist or special unit in accordance with hospital policy. The specialist dentist performs dental work requiring the application of knowledge and dental procedures in a specialist branch of dentistry. This involves the provision of diagnosis of cases referred, specialist opinions and treatment of patients. A specialist dentist must have at least two years experience in the speciality after obtaining post graduate qualification where applicable. The clinical unit manager would have had considerable experience in the appropriate phases of dental work and training and would possess abilities in care delivery, education and management in order to properly plan, coordinate and direct work of a unit or branch.

6.4.7(b) Indicative occupations are:

Senior Dentist in charge of a clinical unit or branch of a hospital Specialist Dentist.

6.4.8 Officer Level 8 (Medical)

6.4.8(a) Officer Level 8 (Medical) positions are full time registered medical practitioners appointed as a specialist and who hold postgraduate degrees and/or diplomas of Universities, Medical School or Learned College or membership and fellowship of a College or Association of Specialists recognised as being indicative of higher qualification and which is recognised by the National Specialist Qualifications Advisory Committee of Australia and are appropriate for the speciality in which he/she is employed. Such speciality means a field of work requiring the application of special experience and qualifications in a particular branch of medicine.

6.4.8(b) Indicative occupations are:

Medical Specialist.

6.4.9 Officer Level 9 (Medical)

6.4.9(a) Officer Level 9 (Medical) positions are medical practitioners who are specialists (as described in Level 8), engaged on a part-time visiting basis in public hospitals.

6.4.9(b) Indicative occupations are:

Visiting Medical Officer.

6.5 Nursing stream

6.5.1 Nursing Employee Level 1

A Nursing Employee Level 1 is a nurse registered as a Registered Nurse Division 2 (formerly a State Enrolled Nurse).

6.5.2 Nursing Employee Level 2

A Nursing Employee Level 2 is a nurse registered as a Registered Nurse Division 1 in her/his first year of experience.

6.5.3 Nursing Employee Level 3

6.5.3(a) A Nursing Employee Level 3 is a nurse registered as Registered Nurse Division 1 in her/his second and subsequent years of experience.

6.5.3(b) Indicative occupations are:

6.5.3(b)(i) District Nurse Level 1;

6.5.3(b)(ii) School Campus Nurse Level 1;

6.5.3(b)(iii) Registered Nurse in the second year of experience.

6.5.4 Nursing Employee Level 4

6.5.4(a) A Nursing Employee Level 4 is a nurse registered as a Registered Nurse Division 1 who within the established guidelines and practice assists in the overall clinical and administrative management of the ward, unit or similarly designated area or section of a facility.

6.5.4(b) Indicative occupations are:

6.5.4(b)(i) Associate Charge Nurse;

6.5.4(b)(ii) Occupational Health Nurse (sole);

6.5.4(b)(iii) District Nurse Level 2.

6.5.5 Nursing Employee Level 5

6.5.5(a) A Nursing Employee Level 5 is a nurse registered as a Registered Nurse Division 1 who is in charge of a ward, unit or similarly designated area or section of a facility.

6.5.5(b) Indicative occupations are:

6.5.5(b)(i) Charge Nurse;

6.5.5(b)(ii) Community Health Nurse (sole);

6.5.5(b)(iii) Assistant Supervisor - District Nursing;

6.5.5(b)(iv) Hostel Administrator Level 1;

6.5.5(b)(v) School Campus Nurse in Charge.

6.5.6 Nursing Employee Level 6

6.5.6(a) A Nursing Employee Level 6 is a nurse registered as a registered Nurse Division 1 who is appointed as the Principal Nursing Executive Officer however titled and who has overall responsibility for the nursing service of a workplace or facility.

6.5.6(b) Indicative occupations are:

Director of Nursing.

7. FURTHER APPLICATION MAY BE MADE

Nothing in this order prevents any party from making further application pursuant to s.501 of the Act, to set or adjust the minimum wages for employees, other than employees who are subject to an award, a certified agreement or an AWA.

** end of text **