



Health Professional & Support Services Award

Rates as at 1 July 2023 (applicable from the first full pay period on or after 1 July 2023)

Support Services Employee

	Weekly Full-time	Hourly Full-time/Part-time	Casual Inc. 25% Casual Loading
SSE Level 1	\$910.90	\$23.97	\$29.96
SSE Level 2	\$947.00	\$24.92	\$31.15
SSE Level 3	\$983.40	\$25.88	\$32.35
SSE Level 4	\$995.00	\$26.18	\$32.73
SSE Level 5	\$1,028.70	\$27.07	\$33.84
SSE Level 6	\$1,084.10	\$28.53	\$35.66
SSE Level 7	\$1,103.60	\$29.04	\$36.30
SSE Level 8			
Pay Point 1	\$1,141.10	\$30.03	\$37.54
Pay Point 2	\$1,171.10	\$30.82	\$38.53
Pay Point 3	\$1,253.30	\$32.98	\$41.23
SSE Level 9			
Pay Point 1	\$1,275.80	\$33.57	\$41.96
Pay Point 2	\$1,321.00	\$34.76	\$43.45
Pay Point 3	\$1,331.60	\$35.04	\$43.80

Health Professional Employee

	Weekly Full-time	Hourly Full-time/Part-time	Casual Inc. 25% Casual Loading
Level 1			
Pay Point 1 (UG 2 Qualifications)	\$1,043.80	\$27.47	\$34.34
Pay Point 2 (3 year degree entry)	\$1,084.10	\$28.53	\$35.66
Pay Point 3 (4 year degree entry)	\$1,132.10	\$29.79	\$37.24
Pay Point 4 (Master degree entry)	\$1,171.10	\$30.82	\$38.53
Pay Point 5 (PHD Entry)	\$1,275.80	\$33.57	\$41.96
Pay Point 6	\$1,321.00	\$34.76	\$43.45
Level 2			
Pay Point 1	\$1,328.20	\$34.95	\$43.69
Pay Point 2	\$1,376.50	\$36.22	\$45.28
Pay Point 3	\$1,429.00	\$37.61	\$47.01
Pay Point 4	\$1,485.90	\$39.10	\$48.88
Level 3			
Pay Point 1	\$1,550.40	\$40.80	\$51.00
Pay Point 2	\$1,593.80	\$41.94	\$52.43
Pay Point 3	\$1,628.10	\$42.84	\$53.55
Pay Point 4	\$1,700.40	\$44.75	\$55.94
Pay Point 5	\$1,763.20	\$46.40	\$58.00
Level 4			
Pay Point 1	\$1,872.20	\$49.40	\$61.75
Pay Point 2	\$2,003.30	\$52.72	\$65.90
Pay Point 3	\$2,178.50	\$57.33	\$71.66
Pay Point 4	\$2,404.90	\$63.29	\$79.11

*These rates are per the Awards that can be found at www.fwc.gov.au

Step 1

Determine applicable award for employee's position.

Indicative Support Service Employee positions covered by the Award include Practice Managers, receptionists, typists and cleaners.

Step 2

Determine classification under applicable award (i.e. classification/level).

Classification definitions are set out in Schedule A - Classification Definitions. Schedule A should be reviewed to determine the employee's correct classification. Employers must advise their employees in writing of their classification upon commencement and of any subsequent changes to their classification.

Step 3

Determine correct rate of pay based on the classification/level determined in Step 2. Note the correct pay point is based on the employees experience (i.e. pay point). Refer to rates of pay in this document.

Progression for all classifications for which there is more than one pay point will be by annual movement to the next pay point, or in the case of a part-time or casual employee 1786 hours of experience, having regard to the acquisition and use of skill described in the definitions contained in Schedule B and knowledge gained through experience in the practice settings over such a period.

Step 4

Determine applicable allowances. Refer to Allowance Guide.

Junior Rates, Weekend Penalties and Overtime

Juniors in Support Services

Refer to clause 16.3

Weekend Penalties

Refer to clause 26

Overtime

Refer to clause 25

Support from HIES

For further information or assistance with rates of pay please call the HIES Team on 07 3386 6488.