

Aboriginal and Torres Strait Islander Health Workers and Practitioners and Aboriginal Community Controlled Health Services Award 2020 Fact Sheet



The award now covers Aboriginal and Torres Strait Islander Health Workers and Practitioners that work in **Private Medical Practice**



New Grade Classification structure (see below table). **Part time** workers will accrue on a pro-rata basis according to how much of their workload relates to an Aboriginal and/or Torres Strait Islander Health Worker. Where the hours are more than 90% of a full time load, service will count as a full time year. For **Casual** employees, the equivalent of a full time year of service is 200 casual days.



At annual performance appraisals, employees will be **eligible for progression to the next level within their Grade Classification** after demonstrating satisfactory performance. Movement into higher Grades will occur by way of promotion or reclassification.



Aboriginal and Torres Strait Islander Health Workers and Practitioners working in temperatures **exceeding 46°C** are entitled to a **20 minute break every 2 hours** without a deduction from pay.



Ceremonial Leave: Employees required by Indigenous Tradition to be absent from work for Aboriginal or Torres Strait Islander Ceremonial purposes, including bereavement related ceremonies and obligations will be entitled to up to **10 working days of unpaid leave** in any one year with the approval of the employer.



Telephone Allowance: Where the employer requires the employee to be on call, the employer will refund the installation costs and subsequent rental charges on production of receipted accounts. This will not apply where the employer provides the employee with a mobile telephone for the purpose of being on call.



Nauseous Work Allowance: An allowance of **\$0.49 per hour** or part thereof will be paid to an employee in any classification if they are engaged in **handling linen** of a nauseous nature other than linen sealed in airtight containers and/or for work which is of an unusually dirty or offensive nature having regard to the duty **normally** performed by such employee in such classification. Employees entitled to this will be paid a **minimum of \$2.64** for work performed in a week.



Blood Count allowance: Any employee **exposed to radiation hazards** in the course of their work will be entitled to a blood count as often as is considered necessary and will be reimbursed for any out of pocket expenses arising from such a test.



Replacement, Cleaning or Repair to Damaged Clothing Allowance: Where an employee, in the course of their employment **suffers any damage to or soiling of clothing or other personal effects**, the employer will be liable for the replacement, repair or cleaning of such clothing or personal effects provided, where practicable, immediate notification is given to the employer of such soiling as soon as possible.

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Medication Administration Allowance: Aboriginal and/or Torres Strait Islander Health Workers and Practitioners who are qualified and permitted under law to administer medications in the performance of their duties are entitled to an allowance of **\$2.44** per week.

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Classification	Qualification Requirements.
Grade 1	
Level 1 \$22.03 p/h	Enrolled in Certificate II in Aboriginal and/or Torres Strait Islander Primary Health Care
Grade 2	
Level 1 \$23.61 p/h	Completed Certificate II in Aboriginal and/or Torres Strait Islander Primary Health Care or equivalent
Level 2 \$24.41 p/h	
Grade 3	
Level 1 \$25.69 p/h	Certificate III in Aboriginal and/or Torres Strait Islander Primary Health Care or equivalent
Level 2 \$27.03 p/h	
Level 3 \$28.34 p/h	
Grade 4	
Level 1 \$29.13 p/h	Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care or equivalent Or Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care Practice (Unregistered)
Level 2 \$29.92 p/h	Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care Practice (Registered as an Aboriginal Health Practitioner with AHPRA)
Level 3 \$30.61 p/h	
Grade 5	
Level 1 \$31.34 p/h	Advanced Diploma / Diploma in Aboriginal and/or Torres Strait Islander Primary Health Care or equivalent
Level 2 \$32.08 p/h	Diploma in Aboriginal and/or Torres Strait Islander Primary Health Care Practice (Registered as an Aboriginal Health Practitioner with AHPRA)
Level 3 \$32.85 p/h	

*This award is in effect as of the 12th of March 2021. Qualification titles are subject to change pending training package review.