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TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984
s.23 application for award or variation of award

**Health Services Union of Australia
Tasmania No. 1 Branch**
(T.4804 of 1994)

MEDICAL PRACTITIONERS (PRIVATE SECTOR) AWARD

COMMISSIONER R J WATLING

17 February 1994

Wage rates - State Wage Case December 1993 - arbitrated safety net adjustment - application granted - ffpp 1 February 1994

ORDER BY CONSENT -

No. 1 of 1994

AMEND THE **MEDICAL PRACTITIONERS (PRIVATE SECTOR) AWARD** IN THE FOLLOWING MANNER:

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Delete Clause 8 - Wage Rates and insert in lieu thereof the following;

"8. WAGE RATES

1. WAGES

- (a) Employees of a classification mentioned herein shall be paid a weekly wage rate not less than the amount assigned to that classification.

SUBDIVISION A - REGISTERED NURSING STAFF

	Base Rate	Supplementary Payment	Weekly Wage Rate (40 hours)
	\$	\$	\$
1. Registered Nurse (as defined) -			
1st year of service	384.20	8.00	392.20
2nd year of service	397.10	8.00	405.10
3rd year of service	402.10	8.00	410.10
4th year of service	413.90	8.00	421.90
5th year of service and thereafter	426.60	8.00	434.60
2. Registered Auxiliary Nurse (as defined) -			
One Year Trained -			
1st and 2nd year of service	361.40	8.00	369.40
3rd year of service and thereafter	367.30	8.00	375.30
Two Year Trained -			
1st and 2nd year of service	367.30	8.00	375.30
3rd year of service and thereafter	373.80	8.00	381.80

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SUBDIVISION B - ANCILLARY AND CLERICAL STAFF

(a) Employees of a classification mentioned herein shall be paid a weekly wage rate not less than the amount assigned to that classification.

	Base Rate	Supplementary Payment	Weekly Wage Rate (40 hours)
	\$	\$	\$
1. Surgery Attendant (as defined) -			
1st year of service	305.70	8.00	313.70
2nd year of service	330.30	8.00	338.30
3rd year of service	353.80	8.00	361.80
4th year of service	371.10	8.00	379.10
5th year of service and thereafter	392.40	8.00	400.40
2. Secretary (as defined) -			
1st year of service	353.80	8.00	361.80
2nd year of service	371.10	8.00	379.10
3rd year of service and thereafter	392.40	8.00	400.40
3. Cleaners	328.00	8.00	336.00
4. Clerk -			
1st year's adult experience	286.40	8.00	294.40
2nd year's adult experience	311.50	8.00	319.50
3rd year's adult experience and thereafter	344.80	8.00	352.80
	Base Rate	Supplementary Payment	Weekly Wage Rate (37.5 hours)
	\$	\$	\$
5. Radiographer -			
1st year of service	423.90	8.00	431.90
2nd year of service	439.20	8.00	447.20
3rd year of service	455.60	8.00	463.60
4th year of service	472.10	8.00	480.10
5th year of service and thereafter	488.70	8.00	496.70

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6. Medical Scientist -

1st year of service	432.80	8.00	440.80
2nd year of service	443.30	8.00	451.30
3rd year of service	459.70	8.00	467.70
4th year of service	486.00	8.00	494.00
5th year of service	515.30	8.00	523.30
6th year of service	550.90	8.00	558.90
7th year of service	586.70	8.00	594.70
8th year of service	611.90	8.00	619.90
9th year of service and thereafter	632.30	8.00	640.30

	Base Rate	Supplementary Payment	Weekly Wage Rate (40 hours)
	\$	\$	\$
7. Technical Assistant - Laboratory -			
1st year of service	359.20	8.00	367.20
2nd year of service	362.60	8.00	370.60
3rd year of service	366.00	8.00	374.00
4th year of service and thereafter	368.80	8.00	376.80

8. Senior Technical Assistant - Laboratory -

1st year of service	373.80	8.00	381.80
2nd year of service	387.60	8.00	395.60
3rd year of service	396.50	8.00	404.50
4th year of service and thereafter	405.30	8.00	413.30

9. Clerk/Driver	344.90	8.00	352.90
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Proviso -

When determining the amount payable to an employee attaining the age of 21 years, who has been employed as a junior clerk in the trades or groups of trades in which awards of the Tasmanian Industrial Commission relating to private industry employees are established, experience obtained after reaching the age of 18 years shall be counted as adult experience.

(b) Supplementary Payment

Arising out of the State Wage Case of 24 December 1993 - Arbitrated Safety Net Adjustment Principle, the amount appearing the column headed Supplementary Payment in subclause (a) of this clause is absorbable against any overaward payment being paid by an employer as from the beginning of the first full pay period to commence on or after 1 February 1994.

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2. MINIMUM WAGE

- (a) Notwithstanding the provisions of subclause 1 hereof, no adult employee shall be paid less than the rate of \$253.60 per week.
- (b) Provided that payments for overtime, and weekend penalties, prescribed in this award shall not be taken into account in the calculation of such minimum weekly rate of wage.

Where a minimum rate of pay as aforesaid is applicable to an employee for work in ordinary hours the same rate shall be applicable to the calculation of overtime and all other penalty rates, payments during sick leave, and annual leave and for all other purposes of this award.

3. JUNIORS

The minimum weekly wage rate to be paid to junior employees shall be the undermentioned percentages of the weekly wage rate prescribed for a Surgery Attendant, 1st year of service (classification 1, subclause (a), Subdivision B - Ancillary and Clerical Staff of this clause).

	%	\$
Under 17 years of age	50	156.85
17 years of age	60	188.20
18 years of age	70	219.60
19 years of age	80	251.00
20 years of age	90	282.30

PROVIDED that when determining the amount payable to an employee attaining the age of 21 years, who has been employed under this award, as a junior, experience obtained after reaching the age of 18 years shall be counted as adult experience.

PROVIDED ALWAYS that the relevant percentage of the \$8.00 Arbitrated Safety Net Adjustment as determined in the State Wage Case Decision of 24 December 1993 is absorbable against any overaward payment being paid by the employer as from the beginning of the first full pay period to commence on or after 1 February 1994.

4. ALLOWANCES

- (a) Typing and/or stenography - Any employee classified under items 1 and 2, Subdivision A - Registered Nursing Staff or 3 and 4, Subdivision B - Ancillary and Clerical Staff of subclause 1 of this clause, who performs the duties of a typist, and who holds a certificate of proficiency from a registered business college, or who attains a standard of proficiency which will enable the employee to process medical reports and documents to the satisfaction of the employer shall be paid an additional amount of \$5.00 per week.

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PROVIDED an employee who, without aid, serves more than one part-time doctor, an additional amount of \$4.00 per week shall be paid, provided that an employee serving more than one full-time doctor shall be paid an additional amount of \$6.90 per week.

- (b) A registered nurse required to make use of additional certificates shall, whilst employed by a doctor practising in that field, be paid an additional amount of \$7.20 per week.
- (c) The payments prescribed in this clause shall be made in a manner so that they do not exceed the amount of \$17.40 per week in the aggregate.

5. TRAINEE CLERKS (AS DEFINED)

The minimum weekly wage rate payable to a Trainee Clerk (as defined) shall be determined by the following method of calculation:-

By taking the appropriate wage rate for a junior as prescribed in subclause 3 of Clause 8 of this award then multiplying it by 39 (which represents the actual number of weeks spent on the job) and dividing it by 52.

PROVIDED that the wage determined by this calculation shall in no case be less than the minimum rate (as varied from time to time) prescribed by the Australian Traineeship System Guidelines.

PROVIDED ALWAYS that the Trainee Clerk (as defined) wage rate shall be calculated in multiples of ten (10) cents with any result of five (5) cents or more being taken to the next ten (10) cents."

OPERATIVE DATE:

The operative date for the foregoing amendments shall be from the beginning of the first full pay period to commence on or after 1 February 1994.

R J Watling
COMMISSIONER

17 February 1994