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TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984
s23 application for award or variation of award

Tasmanian Chamber of Commerce and Industry Limited
(T8963 of 2000)

Australian Cement Holdings Enterprise Award
Broadcasting and Television Award
Butter and Cheesemakers Award
Civil Construction and Maintenance Award
Clerical and Administrative Employees (Private Sector) Award
Dairy Processing Award
Estate Agents Award
Farming and Fruit Growing Award
Fibreglass and Plastics Award
Fish Aquaculture and Marine Products Award
Fuel Merchants Award
Furnishing Trades Award
Horticulturists Award
Hotels, Resorts, Hospitality and Motels Award
Independent Schools (Non-Teaching Staff) Award
Insurance Award
Licensed Clubs Award
Marine Boards Award
Meat Processing Industry Award
Medical Diagnostic Services (Private Sector) Award
Medical Practitioners (Private Sector) Award
Miscellaneous Workers Award
Nursing Homes Award
Optical Industries Award
Photographic Industry Award
Plant Nurseries Award
Printers Award
Produce Award
Public Accountants Award
Public Vehicles Award
Restaurant Keepers Award
Retail Trades Award
Rubber Trades Award
Shellfish Industry Award
Textile Award
Timber Merchants Award
Totalizator Agency Award
Wholesale Pharmaceutical Award
Wholesale Trades Award

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FULL BENCH:
DEPUTY PRESIDENT R J WATLING
COMMISSIONER T J ABEY
COMMISSIONER A W PEARCE

Award variation - nominated private sector awards - application amended - deletion of obsolete training provisions - application granted - operative ffpp 7 September 2000

MEDICAL PRACTITIONERS (PRIVATE SECTOR) AWARD

ORDER BY CONSENT -

No. 2 of 2000

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

1. By deleting Clause 3 - Arrangement, and inserting in lieu thereof the following:

"3. ARRANGEMENT

<u>Subject Matter</u>	<u>Clause No.</u>	<u>Page No.</u>
Title	1	
Scope	2	
Arrangement	3	
Date of Operation	4	
Supersession and Savings	5	
Parties and Persons Bound	6	
Definitions	7	
Wage Rates	8	
Annual Leave	9	
Breakages	10	
Casual Employees	11	
Compassionate Leave	12	
Contract of Employment	13	
Deduction of Union Subscriptions	14	
Enterprise Flexibility	15	
Holidays With Pay	16	
Hours of Duty	17	
Meal Allowance	18	
Meal and Rest Period	19	
Occupational Superannuation	20	
Overtime	21	
Parental Leave	22	
Part A - Maternity Leave		
Part B - Paternity Leave		
Part C - Adoption Leave		
Part D - Part-time Work		
Part-Time Employees	23	
Payment of Wages	24	
Reference of Disputes	25	
Saturday, Sunday and Holiday Work	26	
Sick Leave	27	
Time and Wages Record	28	
Tools of Trade	29	
Uniforms	30"	

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2. By deleting Clause 7 - Definitions, and inserting in lieu thereof the following:

"7. DEFINITIONS

For the purposes of this award:

'Casual employee' means one engaged and paid as such, but whose term of engagement shall not exceed five days at any one time.

'Clerk' means an adult employee who is engaged to perform duties which are of a strictly clerical nature and do not come within the scope of classifications 'Registered Nurse', 'Surgery Attendant' and 'Secretary'.

'Medical Scientist' means a person employed as such who holds qualifications acceptable for corporate membership of the Australian Institute of Medical Technologists, and who is engaged on professional medical technology duties.

'Part-time employee' is:

- (a) an employee who is engaged for less than 20 hours per week, or
- (b) an employee who is engaged as such by the week and paid to work 20 hours or more per week but not exceeding 40 hours per week.

'Radiographer' means a person employed as such who holds the Diploma of Membership of the Australian Institute of Radiography, or its equivalent and has been engaged on full-time duties as a radiographer trainee for a minimum of three years under the direction of a qualified radiographer or a full time radiologist.

'Registered Auxiliary Nurse, one year trained and two year trained' means an employee appointed as such and who is registered under the provisions of the *Tasmanian Auxiliary Nursing Act, 1949*.

'Registered Nurse' means a nurse who is registered with the Nurses Registration Board and is the holder of a current general nursing certificate.

'Secretary' means an adult employee who has had not less than two years' experience in a doctor's surgery and whose duties include the forwarding of accounts, banking of moneys and who is in charge of the book-keeping system.

'Senior Technical Assistant - Laboratory' means a person employed as such who carries out routine laboratory tests either under indirect supervision or for the majority of his/her employment.

'Service' means service in a doctor's surgery within the employee of one employer or of several.

'Show Day' means not more than one local show day observed on an employee's ordinary working day, other than a Saturday or a Sunday, in the city, town or district in

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which the employee is employed; or such other day which, in the absence of such a local show day, is agreed on by the employee and the employer, therefore making a total of 11 paid public holidays per year.

'Surgery Attendant' means an adult employee (other than a registered nurse) who performs the duties of a receptionist and/or the keeping of the appointment book, clerical work associated with the forwarding of accounts, the receipt and banking of moneys and attending to patients and other general duties in a doctor's surgery.

'Technical Assistant - Laboratory' means a person employed as such in a pathology laboratory who in addition to assisting in laboratory procedures carries out routine laboratory tests under supervision."

3. By deleting Clause 8 - Wage Rates, and inserting in lieu thereof the following:

"8. WAGE RATES

1. WAGES

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 \$	Safety Net Adjustment \$	Weekly Wage Rate (40 hours) \$
(i) Registered Nurse			
1st year of service	384.20	75.00	459.20
2nd year of service	397.10	75.00	472.10
3rd year of service	402.10	75.00	477.10
4th year of service	413.90	75.00	488.90
5th year of service and thereafter	426.60	75.00	501.60
(ii) Registered Auxiliary Nurse			
One Year Trained -			
1st and 2nd year of service	361.40	75.00	436.40
3rd year of service and thereafter	367.30	75.00	442.30
Two Year Trained -			
1st and 2nd year of service	367.30	75.00	442.30
3rd year of service and thereafter	373.80	75.00	448.80

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SUBDIVISION B - ANCILLARY AND CLERICAL STAFF

	Base Rate \$	Safety Net Adjustment \$	Weekly Wage Rate (40 hours) \$
(i) Surgery Attendant			
1st year of service	305.70	75.00	380.70
2nd year of service	330.30	75.00	405.30
3rd year of service	353.80	75.00	428.80
4th year of service	371.10	75.00	446.10
5th year of service and thereafter	392.40	75.00	467.40
(ii) Secretary			
1st year of service	353.80	75.00	428.80
2nd year of service	371.10	75.00	446.10
3rd year of service and thereafter	392.40	75.00	467.40
(iii) Cleaners	328.00	75.00	403.00
(iv) Clerk			
1st year's adult experience	286.40	75.00	361.40
2nd year's adult experience	311.50	75.00	386.50
3rd year's adult experience and thereafter	344.80	75.00	419.80
	Base Rate \$	Safety Net Adjustment \$	Weekly Wage Rate (37.5 hours) \$
(v) Radiographer			
1st year of service	423.90	75.00	498.90
2nd year of service	439.20	75.00	514.20
3rd year of service	455.60	75.00	530.60
4th year of service	472.10	73.00	545.10
5th year of service and thereafter	488.70	73.00	561.70
(vi) Medical Scientist			
1st year of service	432.80	75.00	507.80
2nd year of service	443.30	75.00	518.30
3rd year of service	459.70	75.00	534.70
4th year of service	486.00	73.00	559.00
5th year of service	515.30	73.00	588.30
6th year of service	550.90	71.00	621.90
7th year of service	586.70	71.00	657.70
8th year of service	611.90	71.00	682.90
9th year of service and thereafter	632.30	71.00	703.30

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	Base Rate \$	Safety Net Adjustment \$	Weekly Wage Rate (40 hours) \$
(vii) Technical Assistant - Laboratory			
1st year of service	359.20	75.00	434.20
2nd year of service	362.60	75.00	437.60
3rd year of service	366.00	75.00	441.00
4th year of service and thereafter	368.80	75.00	443.80
(viii) Senior Technical Assistant - Laboratory			
1st year of service	373.80	75.00	448.80
2nd year of service	387.60	75.00	462.60
3rd year of service	396.50	75.00	471.50
4th year of service and thereafter	405.30	75.00	480.30
(ix) Clerk/Driver	344.90	75.00	419.90

PROVIDED that 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.

2. MINIMUM WAGE

- (a) Notwithstanding the provisions of subclause 1 - Wages hereof, no adult employee shall be paid less than the rate of \$304.60.
- (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 (i), Subdivision B - Ancillary and Clerical Staff of this clause.

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	%
Under 17 years of age	50
17 years of age	60
18 years of age	70
19 years of age	80
20 years of age	90

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.

4. ALLOWANCES

- (a) Typing and/or Stenography - Any employee classified under items (i) and (ii), Subdivision A - Registered Nursing Staff or (iii) and (iv), Subdivision B - Ancillary and Clerical Staff of subclause 1 - Wages 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 \$5.60 per week.

PROVIDED that an employee who, without aid, serves more than one part-time doctor, an additional amount of \$4.40 per week shall be paid, provided that an employee serving more than one full-time doctor shall be paid an additional amount of \$7.70 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 \$8.00 per week.
- (c) The payments prescribed in this clause shall be made in a manner so that they do not exceed the amount of \$19.50 per week in the aggregate."

4. By deleting Clause 30 - Trainee Clerk.

5. By renumbering Clause 31 - Uniforms, to Clause 30 - Uniforms.

Operative Date

These variations shall come into operation from the first full pay period to commence on or after 7 September 2000.

Tim Abey
COMMISSIONER

27 September 2000