

Number: 1583
Addressee: PRIVATE SECTOR – DIVISIONS OF GENERAL PRACTICE
From: CHIEF EXECUTIVE OFFICER
Date: 9 JUNE 2010
Subject: VARIATION TO THE HEALTH PROFESSIONALS AND SUPPORT SERVICES AWARD 2010

Dear Member,

Please note that Fair Work Australia has recently varied the *Health Professionals and Support Services Award 2010* (the Award) with respect to clause 24.2 dealing with the span of ordinary hours for medical practices and clause 29 dealing with shift work loading. The VHIA made submissions to FWA about the variations.

The Award covers conditions of employment for medical receptionists and other clerical or administrative based employees in a medical practice. The operative date for these variations is 1 January 2010.

The first variation removes the words "full time" from clause 24.2. Clause 24.2 now reads:

Private medical, dental and pathology practices

The ordinary hours of work for a day worker will be worked between 7.30 am and 9.00 pm Monday to Friday and between 8.00 am and 4.30 pm on Saturday.

The variation means that any day worker, including a part time day worker, can have rostered hours of work performed on a Saturday between 8.00 am and 4.30 pm included as part of ordinary hours. Note that a day worker working on Saturday or Sunday will continue to be entitled to their ordinary hourly rate and an additional 50% loading. A casual employee who works on a Saturday or Sunday will continue to be paid a loading of 75% for all time worked instead of the casual loading of 25%.

The second variation changes the word "employee" to "shiftworker" in clause 29. Clause 29 now reads:

Shiftwork

Where the ordinary rostered hours of work of a shiftworker finish between 6.00 pm and 8.00 am or commence between 6.00 pm and 6.00 am, the employee will be paid an additional loading of 15% of their ordinary rate of pay.

Note that a 'shiftworker' is defined as an employee who is regularly rostered to work their ordinary hours outside the ordinary hours of a day worker. This means that Monday to Friday day workers in medical practices who are rostered to work ordinary hours after 6.00 pm but finish their rostered shift before 9.00 pm would not be entitled to be paid an additional 15% loading.

Please contact VHIA for further information.

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