

A faded, blue-tinted background image of a woman with long dark hair, smiling and wearing a white lab coat. A thick white diagonal line runs from the top left towards the bottom right, partially overlapping the image and the text.

**GUIDE TO MINIMUM WAGES - JULY 2021**

SUPPORT SERVICES EMPLOYEES

HEALTH PROFESSIONALS AND  
SUPPORT SERVICES AWARD 2020

# GUIDE TO MINIMUM WAGES SUPPORT SERVICES EMPLOYEES HEALTH PROFESSIONALS AND SUPPORT SERVICES AWARD 2020

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## HOW TO USE THIS INFORMATION

Your employees in private practice are entitled to a minimum wage. This is the lowest amount that they can be paid for the work they are doing. The minimum wage refers to the amount of pay before tax is taken out (gross pay).

We have prepared this guide to provide you with handy access to selected minimum rates of pay for support services employees under the **Health Professionals and Support Services Award 2020** (Award). The minimum wages in this guide apply from the first pay period on or after **1 July 2021**.

This guide is a summary of selected information only. We have included the minimum rates of pay that are most frequently requested by our members. The minimum rates of pay in this guide do not represent the full list of minimum wages in the Award and do not extend to all employers and employees covered by this Award.

For a complete list of minimum wages under the Award, please refer to the Fair Work Ombudsman's **pay guides**. For full terms and conditions, please refer to the **Award** itself.

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## Minimum rates for support services employees

Excludes private medical imaging practices, junior employees and apprentices.

### 1. Full Time / Part Time Rates

|             | Ordinary Full Time Weekly Rate | Ordinary Part Time Hourly Rate | Saturday Rates   |                             | Overtime Hourly       |                    |                    |
|-------------|--------------------------------|--------------------------------|------------------|-----------------------------|-----------------------|--------------------|--------------------|
|             |                                |                                | Loading per hour | Ordinary hourly inc loading | Mon – Sat (1st 2 hrs) | Mon – Sat (>2 hrs) | Sunday (all hours) |
| Level 1     | \$821.40                       | \$21.62                        | \$10.81          | \$32.43                     | \$32.43               | \$43.24            | \$43.24            |
| Level 2     | \$855.50                       | \$22.51                        | \$11.26          | \$33.77                     | \$33.77               | \$45.02            | \$45.02            |
| Level 3     | \$889.00                       | \$23.39                        | \$11.70          | \$35.09                     | \$35.09               | \$46.78            | \$46.78            |
| Level 4     | \$899.50                       | \$23.67                        | \$11.84          | \$35.51                     | \$35.51               | \$47.34            | \$47.34            |
| Level 5     | \$930.00                       | \$24.47                        | \$12.24          | \$36.71                     | \$36.71               | \$48.94            | \$48.94            |
| Level 6     | \$980.10                       | \$25.79                        | \$12.90          | \$38.69                     | \$38.69               | \$51.58            | \$51.58            |
| Level 7     | \$997.70                       | \$26.26                        | \$13.13          | \$39.39                     | \$39.39               | \$52.52            | \$52.52            |
| Level 8     |                                |                                |                  |                             |                       |                    |                    |
| Pay Point 1 | \$1,031.60                     | \$27.15                        | \$13.58          | \$40.73                     | \$40.73               | \$54.30            | \$54.30            |
| Pay Point 2 | \$1,058.70                     | \$27.86                        | \$13.93          | \$41.79                     | \$41.79               | \$55.72            | \$55.72            |
| Pay Point 3 | \$1,133.10                     | \$29.82                        | \$14.91          | \$44.73                     | \$44.73               | \$59.64            | \$59.64            |
| Level 9     |                                |                                |                  |                             |                       |                    |                    |
| Pay Point 1 | \$1,153.30                     | \$30.35                        | \$15.18          | \$45.53                     | \$45.53               | \$60.70            | \$60.70            |
| Pay Point 2 | \$1,194.30                     | \$31.43                        | \$15.72          | \$47.15                     | \$47.15               | \$62.86            | \$62.86            |
| Pay Point 3 | \$1,203.80                     | \$31.68                        | \$15.84          | \$47.52                     | \$47.52               | \$63.36            | \$63.36            |

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2. Casual Rates

|                | Monday - Friday               |                               | Saturday - Sunday             |                               |
|----------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|
|                | Casual Loading per hour (25%) | Casual hourly inc 25% loading | Casual Loading per hour (75%) | Casual hourly inc 75% loading |
| Level 1        | \$5.41                        | \$27.03                       | \$16.22                       | \$37.84                       |
| Level 2        | \$5.63                        | \$28.14                       | \$16.88                       | \$39.39                       |
| Level 3        | \$5.85                        | \$29.24                       | \$17.54                       | \$40.93                       |
| Level 4        | \$5.92                        | \$29.59                       | \$17.75                       | \$41.42                       |
| Level 5        | \$6.12                        | \$30.59                       | \$18.35                       | \$42.82                       |
| Level 6        | \$6.45                        | \$32.24                       | \$19.34                       | \$45.13                       |
| Level 7        | \$6.45                        | \$32.83                       | \$19.70                       | \$45.96                       |
| <b>Level 8</b> |                               |                               |                               |                               |
| Pay Point 1    | \$6.79                        | \$33.94                       | \$20.36                       | \$47.51                       |
| Pay Point 2    | \$6.97                        | \$34.83                       | \$20.90                       | \$48.76                       |
| Pay Point 3    | \$7.46                        | \$37.28                       | \$22.37                       | \$52.19                       |
| <b>Level 9</b> |                               |                               |                               |                               |
| Pay Point 1    | \$7.59                        | \$37.94                       | \$22.76                       | \$53.11                       |
| Pay Point 2    | \$7.86                        | \$39.29                       | \$23.57                       | \$55.00                       |
| Pay Point 3    | \$7.92                        | \$39.60                       | \$23.76                       | \$55.44                       |


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We have made every attempt to ensure that the information and links contained in this document are accurate as at the date of drafting. The examples given are illustrative and not exhaustive. The links provided connect to third party websites over which AMA (NSW) has no control.

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