

GUIDE TO MINIMUM WAGES - JULY 2023

HEALTH PROFESSIONAL EMPLOYEES

HEALTH PROFESSIONALS AND
SUPPORT SERVICES AWARD 2020

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

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 health professional employees under the **Health Professionals and Support Services Award 2020 (Award)**. The minimum wages in this guide apply from the first full pay period on or after 1 July 2023.

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 health professional employees

Excludes private medical imaging practices, trainees and supported wage employees.

1. Full Time / Part Time Rates

	Minimum Weekly Rate	Minimum Hourly Rate	Saturday Rates		Overtime Hourly		
			Loading per hour	Minimum hourly incl. loading	Mon – Sat (1st 2 hrs)	Mon – Sat (>2 hrs)	Sunday (all hours)
Level 1							
Pay Point 1	\$1,043.80	\$27.47	\$13.74	\$41.21	\$41.21	\$54.94	\$54.94
Pay Point 2	\$1,084.10	\$28.53	\$14.27	\$42.80	\$42.80	\$57.06	\$57.06
Pay Point 3	\$1,132.10	\$29.79	\$14.90	\$44.69	\$44.69	\$59.58	\$59.58
Pay Point 4	\$1,171.10	\$30.82	\$15.41	\$46.23	\$46.23	\$61.64	\$61.64
Pay Point 5	\$1,275.80	\$33.57	\$16.79	\$50.36	\$50.36	\$67.14	\$67.14
Pay Point 6	\$1,321.00	\$34.76	\$17.38	\$52.14	\$52.14	\$69.52	\$69.52
Level 2							
Pay Point 1	\$1,328.20	\$34.95	\$17.48	\$52.43	\$52.43	\$69.90	\$69.90
Pay Point 2	\$1,376.50	\$36.22	\$18.11	\$54.33	\$54.33	\$72.44	\$72.44
Pay Point 3	\$1,429.00	\$37.61	\$18.81	\$56.42	\$56.42	\$75.22	\$75.22
Pay Point 4	\$1,485.90	\$39.10	\$19.55	\$58.65	\$58.65	\$78.20	\$78.20
Level 3							
Pay Point 1	\$1,550.40	\$40.80	\$20.40	\$61.20	\$61.20	\$81.60	\$81.60
Pay Point 2	\$1,593.80	\$41.94	\$20.97	\$62.91	\$62.91	\$83.88	\$83.88
Pay Point 3	\$1,628.10	\$42.84	\$21.42	\$64.26	\$64.26	\$85.68	\$85.68
Pay Point 4	\$1,700.40	\$44.75	\$22.38	\$67.13	\$67.13	\$89.50	\$89.50
Pay Point 5	\$1,763.20	\$46.40	\$23.20	\$69.60	\$69.60	\$92.80	\$92.80

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1. Full Time / Part Time Rates (cont)

	Minimum Weekly Rate	Minimum Hourly Rate	Saturday Rates		Overtime Hourly		
			Loading per hour	Minimum hourly inc loading	Mon – Sat (1st 2 hrs)	Mon – Sat (>2 hrs)	Sunday (all hours)
Level 4							
Pay Point 1	\$1,877.20	\$49.40	\$24.70	\$74.10	\$74.10	\$98.80	\$98.80
Pay Point 2	\$2,003.30	\$52.72	\$26.36	\$79.08	\$79.08	\$105.44	\$105.44
Pay Point 3	\$2,178.50	\$57.33	\$28.67	\$86.00	\$86.00	\$114.66	\$114.66
Pay Point 4	\$2,404.90	\$63.29	\$31.65	\$94.94	\$94.94	\$126.58	\$126.58

2. Casual Rates

	Monday - Friday		Saturday - Sunday	
	Casual Loading per hour (25%)	Casual hourly inc loading	Casual Loading per hour (25%)	Casual hourly inc loading
Level 1				
Pay Point 1	\$6.87	\$34.34	\$20.60	\$48.07
Pay Point 2	\$7.13	\$35.66	\$21.40	\$49.93
Pay Point 3	\$7.45	\$37.24	\$22.34	\$52.13
Pay Point 4	\$7.71	\$38.53	\$23.12	\$53.94
Pay Point 5	\$8.39	\$41.96	\$25.18	\$58.75
Pay Point 6	\$8.69	\$43.45	\$26.07	\$60.83
Level 2				
Pay Point 1	\$8.74	\$43.69	\$26.21	\$61.16
Pay Point 2	\$9.06	\$45.28	\$27.17	\$63.39
Pay Point 3	\$9.40	\$47.01	\$28.21	\$65.82
Pay Point 4	\$9.78	\$48.88	\$29.33	\$68.43

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2. Casual Rates (cont)

	Monday - Friday		Saturday - Sunday	
	Casual Loading per hour (25%)	Casual hourly incl. loading	Casual Loading per hour (25%)	Casual hourly inc loading
Level 3				
Pay Point 1	\$10.20	\$51.00	\$30.60	\$71.40
Pay Point 2	\$10.49	\$52.43	\$31.46	\$73.40
Pay Point 3	\$10.71	\$53.55	\$32.13	\$74.97
Pay Point 4	\$11.19	\$55.94	\$33.56	\$78.31
Pay Point 5	\$11.60	\$58.00	\$34.80	\$81.20
Level 4				
Pay Point 1	\$12.35	\$61.75	\$37.05	\$86.45
Pay Point 2	\$13.18	\$65.90	\$39.54	\$92.26
Pay Point 3	\$14.33	\$71.66	\$43.00	\$100.33
Pay Point 4	\$15.82	\$79.11	\$47.47	\$110.76

The information in this document is of a general nature only and does not constitute legal advice. AMA (NSW) will not be liable for any decision made or action taken in reliance on the information in this document. It is for general guidance only and should not be used as a substitute for obtaining specific assistance or advice.

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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