

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

Industrial Relations Act 1999

CLERICAL AWARD - PRIVATE HOSPITALS - STATE 2003

(Gazette, 5 December 2003)

PURSUANT to the Declaration of the Commission as to a General Ruling made on 21 August 2009, the said Award is amended as follows as from 1 September 2009:

By deleting clause 5.3 and inserting the following in lieu thereof:

5.3 Wages

5.3.1 *Adults*

The weekly rates of pay for adult employees in the Southern Division (Eastern District) shall be as follows:

Classification Level	Relativity	Adult service within Level	Total Minimum Rate Per Week \$
Level 1	88%	1 st year of adult service	609.90
	90%	2 nd year of adult service	618.30
	92%	3 rd year of adult service	626.60
	94%	4 th year of adult service	635.00
Level 2	96%	1 st year of adult service	643.30
	98%	2 nd year of adult service	651.70
	100%	3 rd year of adult service	662.00
Level 3	107%	1 st year of adult service	691.20
	110%	2 nd year of adult service	703.70
Level 4	112%	1 st year of adult service	710.10
	115%	2 nd year of adult service	722.60
Level 5	122%	1 st year of adult service	751.80
	125%	2 nd year of adult service	764.30
Level 6	130%	1 st year of adult service	790.00

5.3.2 Pay points for adult employees

- (a) Each Level 1 to 5 of the structure contains varying pay points which provide for automatic yearly service increments within a level.
- (b) Appointment to a higher level is to occur where an employee is required to perform duties and skills at such a higher level in accordance with the classification criteria.
- (c) An employee may progress to a higher level in accordance with clause 5.3.2 without having progressed through all paypoints within a lesser level.

5.3.3 *Years of Service* - Years of service are the years of service of a clerical employee within the classification level in the industry as a whole including years of service with the employer.

5.3.4 *Savings* - No employee employed by the employer prior to 4 March 1996 is to suffer any reduction in ordinary time earnings as a result of this Award.

5.3.5 Juniors

The rates of pay for Junior employees shall be as follows:

	Percentage of appropriate Adult Total Minimum Rate
	%
15 and under 16 years of age	45
16 and under 17 years of age	50
17 and under 18 years of age	55
18 and under 19 years of age	65
19 and under 20 years of age	75
20 and under 21 years of age	85

Junior rates of pay are expressed as a percentage of the appropriate minimum adult rate in either Levels 1 or 2, with the first pay point in Levels 1 or 2 reflecting the wage rate upon which the Junior percentages above are calculated.

Junior rates shall be calculated in multiples of 10 cents with any result of 5 cents or more being taken to the next highest 10 cent multiple.

Whether the first pay point in Level 1 or 2 is used depends on whether the Junior is performing work which falls within Level 1 (in which case the first adult pay point of Level 1 is used) or any Level above Level 1, in which case the first adult pay point in Level 2 is used.

Once a Junior employee reaches 21 years of age this employee then must be slotted into the appropriate Level (1 to 5) and commence on the wage rate reflected by the first pay point at that Level.

5.3.6 NOTE: The rates of pay in this Award are intended to include the arbitrated wage adjustment payable under the 1 September 2009 Declaration of General Ruling and earlier Safety Net Adjustments and arbitrated wage adjustments. This arbitrated wage adjustment may be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this Award which are above the wage rates prescribed in the Award. Such payments include wages payable pursuant to certified agreements, currently operating enterprise flexibility agreements, Queensland workplace agreements, award amendments to give effect to enterprise agreements and overaward arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases made under previous State Wage Cases or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated wage adjustments.

Dated 1 October 2009.

G.D. SAVILL,
Registrar.