

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

*Industrial Relations Act 1999*

**DENTAL ASSISTANTS (PRIVATE PRACTICE) AWARD - STATE 2006**

**(Gazette, 14 July 2006)**

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:

1. By deleting clauses 5.1.6, 5.1.7, 5.1.8 and 5.1.9 and inserting the following in lieu thereof:

5.1.6 *Wage rates*

(a) Adult employees - The minimum weekly wage payable to employees shall be as set out below:

Wage Level	% Relativity	Base Rate \$	Equal Remuneration Component \$	Total Award Rate \$
<b>Dental Assistants</b>				
1	87.4	686.25	8.60	694.85
2	92.4	710.30	8.90	719.20
3	100	748.90	9.40	758.30
4	115	818.70	10.20	828.90
<b>Practice Managers</b>				
1	115	818.70	10.20	828.90
2	125	866.55	10.80	877.35
3	130	889.90	11.10	901.00

(b) Translation to new Classification Levels

Subject to clause 5.1.1 to 5.1.5 inclusive employees shall be paid according to their qualifications, duties and experience.

5.1.7 *Junior rates of pay* - The minimum weekly rate of wages payable to junior employees shall be calculated as follows:

Age	Percentage of appropriate adult rate
Under 17 years of age	55%
Under 18 years of age	65%
Under 19 years of age	75%
Under 20 years of age	85%

5.1.8 *Absorption*

Increases arising from the arbitrated wage increases as set out above shall be absorbable into overaward payments (excluding bonuses) regularly paid by an employer.

Absorption shall also apply to the ongoing Equal Remuneration Component set out above. Absorption of wage increases and the Equal Remuneration Component into any Teachers' Union Health Certified Agreement existing at the date of this amendment or any replacement Agreement and any other formal or informal agreements applicable to any other employer shall also be allowed.

5.1.9 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.

2. By deleting from the clause listed in the first column of the Schedule, the amount in the second column, and inserting the amount in the third column in lieu thereof:

<u>Column 1</u>	<u>Column 2</u>	<u>Column 3</u>
10.2	\$ 12.90	\$ 13.20

Dated 1 October 2009.

G D SAVILL,  
Registrar.