

Minimum Pay under the Aboriginal and Torres Strait Islander Health Workers and Practitioners and Aboriginal Community Controlled Health Services Award

Entry Trainee - Aboriginal &/or Torres Strait Islander Health Worker

A person in their first year of service who will generally have no direct experience in the provision of Aboriginal &/or Torres Strait Islander health services. Employer to assist in enrolment into Certificate II in Aboriginal &/or Torres Strait Islander Primary Health Care or equivalent within 18 months.

Grade 1 Level 1
\$24.99

Trainee - Aboriginal &/or Torres Strait Islander Health Worker

A person in their second year of service or an employee who possesses a Certificate II in Aboriginal &/or Torres Strait Islander Primary Health Care or equivalent.

Grade 2
Level 1
\$26.76

Grade 2
Level 2
\$27.68

Generalist - Aboriginal &/or Torres Strait Islander Health Worker

A person who has completed Certificate III in Aboriginal &/or Torres Strait Islander Primary Health Care or equivalent; or a person with other qualifications or experience deemed equivalent through a RTO.

Grade 3
Level 1
\$29.12

Grade 3
Level 2
\$30.65

Grade 3
Level 3
\$32.14

Advanced - Aboriginal &/or Torres Strait Islander Health Worker (Practice)

A person who has completed a Certificate IV in Aboriginal &/or Torres Strait Islander Primary Health Care Practice or equivalent and does not hold current registration with the Aboriginal & Torres Strait Islander Health Practice Board.

Advanced - Aboriginal &/or Torres Strait Islander Health Worker (Care)

A person who has completed a Care Certificate IV in Aboriginal &/or Torres Strait Islander Primary Health Care, or equivalent.

Aboriginal &/or Torres Strait Islander Health Practitioner

A person who has completed Certificate IV in Aboriginal &/or Torres Strait Islander Primary Health Care Practice & holds current registration with the Aboriginal & Torres Strait Islander Health Practice Board (Grade 4 Level 2).

Grade 4 Level 1
\$33.03

Grade 4 Level 2
\$33.92

Grade 4 Level 3
\$34.70

Senior - Aboriginal &/or Torres Strait Islander Health Worker

A person who has completed a Diploma in Aboriginal &/or Torres Strait Islander Primary Health Care or equivalent. The employee may be responsible for a small team of Aboriginal &/or Torres Strait Islander Health Workers at this level, and will be required to hold expert knowledge of Aboriginal health issues, as well as assisting with the planning and supervision of other workers' duties.

Senior - Aboriginal and/or Torres Strait Islander Health Practitioner

A person who has completed a Diploma of Aboriginal &/or Torres Strait Islander Primary Health Care Practice or other qualifications or experience deemed equivalent to be classified at this grade; and has current registration with the Aboriginal & Torres Strait Islander Health Practice Board. Where required by State or Territory legislation to maintain registration as a condition of their employment who holds either a Diploma of Aboriginal &/or Torres Strait Islander Primary Health Care Practice or equivalent, will be classified at Grade 5 Level 2.

Coordinator - Aboriginal and/or Torres Strait Islander Health Worker

A person who has completed a Diploma or Advanced Diploma of Aboriginal &/or Torres Strait Islander Primary Health Care or other qualifications or has experience deemed equivalent to be classified at this grade.

Grade 5 Level 1
\$35.53

Grade 5 Level 2
\$36.37

Grade 5 Level 3
\$37.25

Allowances under the Aboriginal and Torres Strait Islander Health Workers and Practitioners and Aboriginal Community Controlled Health Services Award 2020

Allowance Descriptions	Rate
Bilingual qualification allowance Level 1: For employees who are capable of using a minimal knowledge of language for the purpose of simple communication.	\$2290.09 per year
Bilingual qualification allowance Level 2: Representing a level of ability for the ordinary purposes of general business, conversation, reading and writing.	\$4,583.73 per year
Blood count allowance: Any employee exposed to radiation hazards in the course of their work will be entitled to a blood count as often as is considered necessary.	Reimbursement for any out of pocket expenses for tests.
Laundry allowance: Where an employer requires an employee to wear any special clothing such as uniform, overalls or suitable industrial clothing.	For Laundry: Reimbursement for reasonable laundering and maintenance of special clothing, or an allowance of \$0.26 per day or part thereof or \$1.29 per week (whichever is less)
Meal allowance—overtime: An employee required to work more than one hour after the usual finishing time or, in the case of a shift worker, when the overtime work on any shift exceeds one hour.	\$15.20 for the first meal and \$13.70 per meal for further meals
Medication administration allowance: For employees who are qualified and permitted under law to administer medications in the performance of their duties.	\$2.77 per week
Nauseous work allowance: Handling linen of a nauseous nature, other than linen sealed in airtight containers, and/or for work which is of an unusually dirty or offensive nature.	\$0.55 per hour or part thereof with a minimum amount of \$2.99 per week
On call—off duty period: If an employee is rostered by the employer to remain on-call and in readiness to be recalled to work after ordinary working hours.	\$21.80 per 24 hour period or part thereof
On call—public holiday: If an employee is rostered by the employer to remain on-call and in readiness to be recalled to work after ordinary working hours.	\$43.60 per 24 hour period or part thereof
Telephone allowance: Where the employer requires an employee to install and/or maintain a telephone for the purpose of being on call. This does not apply if the employer provides the employee with a mobile telephone.	Reimbursement for the telephone installation cost and ongoing rental charges
Travelling expenses reimbursement: When an employee is involved in travelling on duty. The employee and employer must agree on the provision of expenses prior to travel commencing.	Reimbursement for the reasonably incurred costs of fares, meals and accommodation on producing of receipts or other acceptable evidence
Travelling time allowance: Where an employee is required to work at a place away from their normal place of work.	Payment at the minimum hourly rate of pay for all time reasonably spent travelling to and from the place of work
Uniform and special clothing allowance: Where an employer requires an employee to wear any special clothing such as uniform, overalls or suitable industrial clothing.	Reimbursement of the cost of purchasing a reasonable number of the special clothing, or an allowance of \$1.20 per day or part thereof or \$5.92 per week (whichever is less)
Vehicle allowance: An employee required and authorised to use their own motor vehicle in the course of their duties.	\$0.96 per km

These allowances are in effect as of the 1st July 2023. For further, and up to date information, please review the [Modern Award](#) and the [Fair Work Ombudsman Pay Guide](#).



NAATSIHWP
National Association of Aboriginal and Torres Strait Islander Health Workers and Practitioners

Entitlements under the Aboriginal and Torres Strait Islander Health Workers and Practitioners and Aboriginal Community Controlled Health Services Award

Heat Breaks

Aboriginal and Torres Strait Islander Health Workers and Practitioners working in temperatures exceeding 46°C are entitled to a 20 minute break every 2 hours without a deduction from pay.

Ceremonial Leave

Employees required by cultural tradition to be absent from work for Aboriginal or Torres Strait Islander Ceremonial purposes, including bereavement related ceremonies and obligations will be entitled to up to 10 working days of unpaid leave in any one year with the approval of the employer.

Family and domestic violence leave

Employees employed on a full-time, part-time and casual basis are entitled to 10 days of paid family and domestic violence leave in a 12 month period.

Part time Employment

Part-time workers will accrue benefits (such as annual leave) on a pro-rata basis, according to how much of their workload relates to an Aboriginal and/or Torres Strait Islander Health Worker.

For example, if an employee works 60% of full-time hours, they will accrue 60% the annual leave that a full-time employee does. Where the hours are more than 90% of a full time load, service will count as a full time year.

For casual employees, the equivalent of a full time year of service is 200 casual days.

Casual workers

Casual loading: For casual employees and/or shift-workers, 25% casual loading should be added to the minimum hourly payrates.

Weekend rates: On hours worked on Saturdays or Sundays, a casual employee will be paid respectively at 175% or 225% of the minimum hourly rate for their classification (this includes casual loading).

Public holidays: For hours required to be worked on a public holiday, a casual/shift worker employee will be paid 150% of the minimum hourly rate for their classification (this includes casual loading).

Pay Calculator

A quick, useful guide and further information about full-time, part-time, casual and shiftwork entitlements such as overtime pay, allowances and payrates for different ages, can be found here:

<https://calculate.fairwork.gov.au/FindYourAward>

