

fact sheet - health professionals and support services award

The Health Professionals and Support Services Award 2010 came into effect on 1 January 2010. Along with the National Employment Standards (NES), this Award contains the minimum conditions of employment for Remedial Massage Therapists. Together, the Health Professionals Award and the NES are a safety net that cannot be altered to the disadvantage of the employee/therapist.

The Health Professionals and Support Services Award 2010 can be accessed from the Australian Industrial Relations Commission website:

http://www.airc.gov.au/awardmod/awards/professionals_t.pdf

The National Employment Standards set out 10 basic entitlements that employers must adhere to.

These 10 entitlements are:

1. **Maximum weekly hours of work** – 38 hours per week, plus reasonable additional hours.
2. **Requests for flexible working arrangements** – allows parents or carers of a child under school age or of a child under 18 with a disability, to request a change in working arrangements to assist with the child's care.
3. **Parental leave and related entitlements** – up to 12 months unpaid leave for every employee, plus a right to request an additional 12 months unpaid leave, plus other forms of maternity, paternity and adoption related leave.
4. **Annual leave** – 4 weeks paid leave per year, plus an additional week for certain shift workers.
5. **Personal / carer's leave and compassionate leave** – 10 days paid personal / carer's leave, two days unpaid carer's leave as required, and two days compassionate leave (unpaid for casuals) as required.
6. **Community service leave** – unpaid leave for voluntary emergency activities and leave for jury service, with an entitlement to be paid for up to 10 days for jury service.
7. **Long service leave** – a transitional entitlement for certain employees who had certain LSL entitlements before 1/1/10 pending the development of a uniform national long service leave standard.
8. **Public holidays** – a paid day off on a public holiday, except where reasonably requested to work.
9. **Notice of termination and redundancy pay** – up to 4 weeks notice of termination (5 weeks if the employee is over 45 and has at least 2 years of continuous service) and up to 16 weeks redundancy pay, both based on length of service.
10. **Provision of a Fair Work Information Statement** – employers must provide this statement to all new employees. It contains information about the NES, modern awards, agreement making, the right to freedom of association, termination of employment, individual flexibility arrangements, rights of entry, transfer of business, and the respective roles of Fair Work Australia and the Fair Work Ombudsman.

AMT advises that you seek legal advice before entering into a formal agreement or signing a contract with a potential employer. Be aware that most workplace agreements tend to heavily favour the employer, so seek appropriate advice and consult Fair Work Australia if you need clarification on your entitlements.

<https://www.fairwork.gov.au/>



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