

# Remuneration Information Sheet

## Salary

The majority of Primary Health Tasmania (PHT) employees are covered by the *Tasmania Medicare Local Enterprise Agreement*.

The following table details the salary ranges for the various classification streams within the Enterprise Agreement and new roles which are not classified in the Agreement.

Each position includes details of the position title and new classification and how this aligns to the current relevant classification stream.

Position Classification	EA Classification	Salary Range	
Administration Officer (Support – Corporate)	Administration Officer	\$39,444.08	\$54,216.29
Officer - Functional/ Corporate (Senior Administration Officer)	Senior Administration Officer	\$51,751.92	\$69,217.38
Officer – Corporate (Finance Officer)	Finance Officer	\$44,774.36	\$59,145.06
Officer – Corporate (Senior ICT Officer)	Senior ICT Support Officer	\$51,751.92	\$69,217.38
Officer – Corporate (Project Officer)	Program / Project Support Officer	\$59,145.06	\$72,492.86
Advisor – Technical/ Functional/Corporate (Coordinator)	Coordinator	\$67,770.38	\$86,253.20
Specialist – Technical/ Functional/Corporate (Manager)*	Manager	\$85,000.00	\$105,000.00
Health Stream Lead	-	\$100,000.00	\$115,000.00

## Superannuation

Primary Health Tasmania makes the necessary superannuation payment in accordance with the Superannuation Guarantee Levy (SGL) required by legislation to your nominated superannuation fund. Where a fund is not nominated, payments will be made to Primary Health Tasmania's chosen default fund, HESTA.

The salary ranges detailed in the table above are not inclusive of superannuation.

## Salary Packaging

Salary packaging is an entitlement granted by the federal government to workers in Public Benevolent Institutions and Health Promotion Charities allowing you to take part of your income as tax-free benefit and get more money in your take home pay. As an employee of Primary Health Tasmania, you can access up to \$15,900.00 in tax-free earnings every year.

Salary packaging works by allowing you to receive part of your pay in a form other than cash – you are able to make payments directly from your gross salary and use the tax-free earnings to pay for every day expenses such as your mortgage or rent, school fees, utility bills, groceries, fuel, insurance and car packaging (novated lease) etc.

You can also use pre-tax dollars to pay for holiday accommodation, venue hire and dining out up to \$2,650.00 per year.

Primary Health Tasmania partners with Access Pay to provide our staff with this service. More information about salary packaging is available at: [www.accesspay.com.au](http://www.accesspay.com.au)

Employees, and potential employees, are encouraged to contact Access Pay for individual advice about how salary packaging may work for them.

## Other Benefits of working at Primary Health Tasmania

Primary Health Tasmania provides other benefits to support the health and wellbeing of its staff, including the following:

- Primary Health Tasmania recognises that employees sometimes face violence or abuse in their personal life that may affect their attendance or performance at work. We are committed to supporting our employees who are experiencing domestic/family violence by providing access to 5 days paid leave per year for medical appointments, legal proceedings and other activities related to domestic/family violence. This leave is in addition to all other leave entitlements.
- To assist our employees to balance their work/life responsibilities, up to an additional 5 days of paid Carer's Leave per year is provided to employees to care for their family.
- We are fortunate to work in an environment where we can generally offer staff flexible working hours and arrangements subject to the approval of your manager giving consideration to the role requirements and business needs.
- Additional holidays are always welcome, and at Primary Health Tasmania we provide employees with an additional 3 day of paid leave (Annual Close Down) between Christmas and New Year without deduction from accrued annual leave, and also Easter Tuesday public holiday day off.
- Employees who have worked with Primary Health Tasmania for 12-months are provided with 6 weeks of paid parental leave over and above the governments paid parental leave (PPL) and Dad's and Partner Pay (DaPP) schemes. We support parents returning to work by assisting with breast feeding facilities and flexible return to work options.
- Primary Health Tasmania also provides employees with access to further paid and unpaid leave such as; blood donor leave, defence Leave, Community Service Leave and Ceremonial Leave.