Clinical and Dental Loadings Policy

Overview

This policy defines eligibility for clinical and dental loadings detailed in Schedule 1 of the University of Sydney Enterprise Agreement 2018-2021.

Scope

This policy applies to all Academic staff covered by the University’s Enterprise Agreement. It does not apply to Casual staff.

References

- University of Sydney Enterprise Agreement 2018-2021

Policy

The University will pay clinical and dental loadings to Associate Lecturers, Lecturers, Senior Lecturers, Associate Professors, and Professors within the Faculty of Medicine where the staff member is medically qualified; and within the Faculty of Dentistry where the staff member is qualified as a Dentist. Full, Para-Clinical, Pre-Clinical and Dental loadings must be paid in accordance with the Guidelines below.

Where an Academic staff member has responsibility for patient care and is carrying out University approved activities, for example, teaching or supervision of students working with patients, the University’s professional indemnity insurance will cover the Academic staff member’s activity. In all other cases the staff member must obtain appropriate professional indemnity insurance.

Guidelines

Clinical and dental loadings for Academic staff specified in Schedule 1 of the University’s Enterprise Agreement are payable as follows:

**Full Clinical loading:**

- Medically qualified: YES
- Registered to work in Australia: YES
- Employed in the Sydney Medical School: YES
- Responsible for patient care: YES
Para-Clinical loading:

- Medically qualified YES
- Registered to work in Australia YES
- Employed in the Sydney Medical School YES
- Responsible for patient care NO

Pre-Clinical loading:

- Medically qualified YES
- Eligible for Registration in Australia NO
- Employed in the Sydney Medical School YES
- Responsible for patient care NO

Dental Clinical loading:

- Qualified as a Dentist YES
- Registered to work in NSW YES
- Employed in a Dentistry Faculty YES

Academic staff on fractional appointments will receive the clinical or dental loading on a pro rata basis.

Clinical and Dental Loadings Procedures

a) Recommendations for the payment of clinical and dental loadings are to be made by the Hiring Manager at the time of appointment, and must be approved by the Delegated Officer as specified in the Delegations of Authority.

b) All annual clinical and dental loadings are superannuable and are paid to staff during periods of paid leave, however where leave is taken at less than full pay, clinical and dental loadings will be paid on a pro rata basis.

c) Any approved loading should be paid at the appropriate rate set out in the University of Sydney Enterprise Agreement 2018-2021.
1. **Background**

   This policy was reviewed by HR advisors, in consultation with the Faculties of Medicine and Dentistry, Remuneration and Benefits and OGC and operates in conjunction with the University of Sydney Enterprise Agreement 2009-2012 or its replacement Agreement. Links in the policy were updated on 1 June 2015 to align with the current Agreement. In May 2017 date of the Agreement in the Overview was corrected. This policy was updated to reference the Enterprise Agreement 2018-2021.

2. **Policies, procedures etc which are now superseded by this document and its attachments**

   Annual Clinical Loadings Policy dated 2 May 2006

3. **Management Responsibility**

   Chief Human Resources Officer

4. **Implementation Responsibility**

   Dean, Faculty of Medicine
   Dean, Faculty of Dentistry

5. **Dates**

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6. **Approval**

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<tr>
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<th>Prof Ann Brewer</th>
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7. **Signatures**

   Approved by:

   Name
   
   Dr Michael Spence

   Position

   Vice-Chancellor and Principal

   Date

   26 March 2010