

## Clinical and Dental Loadings Policy

Last updated: 15 May 2017(administrative amendments only)

Policy Assigned to: Director, Human Resources

### Overview

This policy defines eligibility for clinical and dental loadings detailed in [Schedule 1](#) of the University of Sydney Enterprise Agreement 2013-2017.

### 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 2013-2017](#)

### 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 |

<b>Para-Clinical loading:</b>	
• Medically qualified	YES
• Registered to work in Australia	YES
• Employed in the Sydney Medical School	YES
• Responsible for patient care	NO
<b>Pre-Clinical loading:</b>	
• Medically qualified	YES
• Eligible for Registration in Australia	NO
• Employed in the Sydney Medical School	YES
• Responsible for patient care	NO
<b>Dental Clinical loading:</b>	
• 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 2013-2017](#).

# Administration

## 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.

## 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

Director of Human Resources

## 4. Implementation Responsibility

Dean, Faculty of Medicine

Dean, Faculty of Dentistry

## 5. Dates

Approval (version 1)	28/04/06
Effect	02/05/06
Review	2008
Approval (version 2)	26/03/10
Effect	26/03/10

## 6. Approval

Version 1	Prof Ann Brewer
Version 2	Dr Michael Spence

## 7. Signatures

### Approved by:

Name

Dr Michael Spence

Position

Vice-Chancellor and Principal

Date

26 March 2010