

HEALTH PROFESSIONALS AWARD CHANGES

Important Changes for Sonographer Employees from 1 October 2026

If you are covered by the Health Professionals and Support Services Award, the changes may affect your classification, minimum pay and allowances.

These changes result from the Fair Work Commission's gender-based undervaluation review and will be implemented in stages through to 2030.

New Classification Structure

» What's Changing?

How Level 1 classification works:

- A sonographer's Level 1 classification is based on AQF Level 8 and their years of experience as a sonographer
- Previous experience as a sonographer counts, including experience with other employers

Other key classification changes:

- One classification now covers Sonographer/Ultrasonographer

Level 1 progression is now based on years of experience rather than the previous 1,824-hour rule

» What this means for you

- ☒ Check your current classification
- ☒ Confirm your qualification and experience are recognised
- ☒ Compare your duties with the new award structure
- ☒ Request a position-description update if needed

Pay Rate Increases Commencing

» What's Changing?

From 1 October 2026, Health professionals covered by the award will receive an increase to minimum pay rates. Further increases apply each 30 June, 2027-2030, plus annual wage review increases.

» What this means for you

- ☒ Check your minimum rate from 1 October 2026
- ☒ Check increases from 30 June each year
- ☒ Annual wage review increases also apply

Allowance Calculations

» What's Changing?

From 1 October 2026, the Award's standard rate will change. This may impact:

- First aid allowances
- On-call allowances
- Other award allowances linked to the standard rate

» What this means for you

- ☒ Check allowances shown on your payslip
- ☒ Ask how affected allowances were recalculated
- ☒ Use Fair Work updates to verify entitlements

What This Means for You

These changes mainly affect award-covered sonographers, most commonly in the private sector.

Enterprise agreement? Compare your pay with the award.

- ☒ Check whether the award covers your role
- ☒ Confirm you are correctly classified
- ☒ Ensure prior experience is recognised
- ☒ Check minimum pay and allowances
- ☒ Prepare for increases through to 2030