

VHIA SALARY CIRCULAR

Number: 870
Addressee: Public Sector & Community Health Members
Date: 3 September 2024
Agreement Nurses and Midwives (Victorian Public Sector) Single Interest Employer Agreement 2024-2028

Sheet 1 Wages

Sheet 2 Allowances

Sheet 3 Other Payments

Timeline of Events

1 May 2024 (FFPPOA)	Sole Midwife Allowance commences
1 May 2024	Telephone Allowance (from previous Agreement) ceases
17 May 2024	Increased On-Call Allowance commences
15 June 2024	3.0% increase to weekly rates, penalties <u>and</u> allowances
1 June 2024	Hyperbaric Allowance commences
26 June 2024	Change of Ward Allowance commences
1 July 2024 (FFPPOA)	1.94% increase to weekly rates, penalties <u>and</u> allowances
TBC	Operative Date of Agreement
12 May 2025 (FFPPOA)	Variable % / 3.0% increase to weekly rates, penalties <u>and</u> allowances
1 July 2025	Endorsed Midwife Allowance commences
24 November 2025 (FFPPOA)	1.19% increase to allowances only
29 November 2025	1.19% increase to weekly rate and penalties
11 May 2026 (FFPPOA)	3.0% increase to weekly rates, penalties <u>and</u> allowances
23 November 2026 (FFPPOA)	1.06% increase to allowances only
30 November 2026	1.06% increase to weekly rate and penalties
10 May 2027 (FFPPOA)	3.0% increase to weekly rates, penalties <u>and</u> allowances
29 November 2027	9.43% increase to weekly rates, penalties
17 April 2028 (FFPPOA)	9.43% increase to allowances only
30 April 2028	Nominal Expiry Date

This Salary Circular incorporates the increases to the Nurses Award 2020 minimum wages from 1 July 2024 as determined by the Fair Work Commission on **3 June 2024**

IMPORTANT NOTE:

DEFINITION OF 'AGED CARE EMPLOYEE' FROM NURSES AWARD

'Aged Care Employee' means an employee engaged in the provision of:

- services for aged persons in a hostel, nursing home, aged care independent living units, aged care serviced apartments, garden settlement, retirement village or any other residential accommodation facility; or
- services for an aged person in a private residence.

IMPORTANT NOTE:

AWARD RATES EXCEED SOME AGREEMENT RATES IN THIS SALARY CIRCULAR FROM FFPPOA 1 JULY 2024

Where the Award Rate exceeds the Agreement rate, the cell in Sheet 1 - Wages has been marked in

green and the rate amended to match the Award
Rate from FFPPOA 1 July 2024

Classification	Paycode	On and from 15 June 2024	FFPPOA 1 July 2024	FFPPOA 12 May 2025	On and from 29 November 2025	FFPPOA 11 May 2026	On and from 30 November 2026	FFPPOA 10 May 2027	On and from 29 November 2027	FFPPOA 1 July 2024 (Aged Care Employee only)
Enrolled Nurses										
Trainee Year 1	IB40	\$996.40	\$1,015.70	\$1,046.20	\$1,058.60	\$1,090.40	\$1,102.00	\$1,135.10	\$1,242.10	
Trainee Year 2	IB41	\$1,078.30	\$1,099.20	\$1,132.20	\$1,145.70	\$1,180.10	\$1,192.60	\$1,228.40	\$1,344.20	
Trainee Year 1 (below 21 years) (Aged Care Employees only)	AA14		See Column K							\$1,035.50
Trainee Year 1 (21+ years) (Aged Care Employees only)	AA15		See Column K							\$1,035.50
Trainee Year 2 (below 21 years) (Aged Care Employees only)	AA16	Move to IB41								
Trainee Year 2 (21+ years) (Aged Care Employees only)	AA17	Move to IB41								
EN Level 1 Year 1	IB60	\$1,180.30	\$1,203.20	\$1,239.30	\$1,254.00	\$1,291.60	\$1,305.30	\$1,344.50	\$1,471.30	
EN Level 1 Year 2	IB61	\$1,204.50	\$1,227.90	\$1,264.70	\$1,279.70	\$1,318.10	\$1,332.10	\$1,372.10	\$1,501.50	
EN Level 1 Year 3	IB62	\$1,228.30	\$1,252.10	\$1,289.70	\$1,305.00	\$1,344.20	\$1,358.40	\$1,399.20	\$1,531.10	
EN Level 1 Year 4	IB63	\$1,252.70	\$1,277.00	\$1,315.30	\$1,331.00	\$1,370.90	\$1,385.40	\$1,427.00	\$1,561.60	
EN Level 1 Year 5	IB64	\$1,300.70	\$1,325.90	\$1,365.70	\$1,382.00	\$1,423.50	\$1,438.60	\$1,481.80	\$1,621.50	
EN Level 1 Year 6	IB65	\$1,341.00	\$1,367.00	\$1,408.00	\$1,424.80	\$1,467.50	\$1,483.10	\$1,527.60	\$1,671.70	
EN Level 1 Year 1 (Aged Care Employees only)	AA18		See Column K							\$1,209.10
EN Level 1 Year 2 (Aged Care Employees only)	AA19	Move to IB61								
EN Level 1 Year 3 (Aged Care Employees only)	AA20	Move to IB62								
EN Level 1 Year 4 (Aged Care Employees only)	AA21	Move to IB63								
EN Level 1 Year 5 (Aged Care Employees only)	AA22	Move to IB64								
EN Level 2 (Cert IV) Year 1	IB66	\$1,267.50	\$1,292.10	\$1,330.90	\$1,346.70	\$1,387.10	\$1,401.80	\$1,443.90	\$1,580.10	
EN Level 2 (Cert IV) Year 2	IB67	\$1,295.70	\$1,320.80	\$1,360.40	\$1,376.60	\$1,417.90	\$1,432.90	\$1,475.90	\$1,615.10	
EN Level 2 (Cert IV) Year 3	IB92	\$1,324.30	\$1,350.00	\$1,390.50	\$1,407.00	\$1,449.20	\$1,464.60	\$1,508.50	\$1,650.80	
EN Level 2 (Cert IV) Year 4	IB93	\$1,352.50	\$1,378.70	\$1,420.10	\$1,437.00	\$1,480.10	\$1,495.80	\$1,540.70	\$1,686.00	
EN Level 2 (Cert IV) Year 5	IB94	\$1,380.70	\$1,407.50	\$1,449.70	\$1,467.00	\$1,511.00	\$1,527.00	\$1,572.80	\$1,721.10	
EN Level 2 (Cert IV) Year 6	IB95	\$1,395.10	\$1,422.20	\$1,464.90	\$1,482.30	\$1,526.80	\$1,543.00	\$1,589.30	\$1,739.20	
EN Level 2 (Diploma) Year 1	IB68	\$1,324.30	\$1,350.00	\$1,390.50	\$1,407.00	\$1,449.20	\$1,464.60	\$1,508.50	\$1,650.80	
EN Level 2 (Diploma) Year 2	IB69	\$1,352.50	\$1,378.70	\$1,420.10	\$1,437.00	\$1,480.10	\$1,495.80	\$1,540.70	\$1,686.00	
EN Level 2 (Diploma) Year 3	IB70	\$1,380.70	\$1,407.50	\$1,449.70	\$1,467.00	\$1,511.00	\$1,527.00	\$1,572.80	\$1,721.10	
EN Level 2 (Diploma) Year 4	IB71	\$1,395.10	\$1,422.20	\$1,464.90	\$1,482.30	\$1,526.80	\$1,543.00	\$1,589.30	\$1,739.20	
EN Level 2 (Diploma) Year 5 (five routes)	IB72	\$1,409.10	\$1,436.40	\$1,479.50	\$1,497.10	\$1,542.00	\$1,558.30	\$1,605.00	\$1,756.40	
EN Level 3	IB73	\$1,479.70	\$1,508.40	\$1,553.70	\$1,572.20	\$1,619.40	\$1,636.60	\$1,685.70	\$1,844.70	
EN Level 3 (four routes)	IB74	\$1,532.70	\$1,562.40	\$1,609.30	\$1,628.50	\$1,677.40	\$1,695.20	\$1,746.10	\$1,910.80	
EN Level 3 (five routes)	IB75	\$1,557.60	\$1,587.80	\$1,635.40	\$1,654.90	\$1,704.50	\$1,722.60	\$1,774.30	\$1,941.60	\$1,209.10
Bank EN Level 1 Year 1	IB76	\$1,180.30	\$1,203.20	\$1,239.30	\$1,254.00	\$1,291.60	\$1,305.30	\$1,344.50	\$1,471.30	
Bank EN Level 1 Year 2	IB77	\$1,204.50	\$1,227.90	\$1,264.70	\$1,279.70	\$1,318.10	\$1,332.10	\$1,372.10	\$1,501.50	
Bank EN Level 1 Year 3	IB78	\$1,228.30	\$1,252.10	\$1,289.70	\$1,305.00	\$1,344.20	\$1,358.40	\$1,399.20	\$1,531.10	
Bank EN Level 1 Year 4	IB79	\$1,252.70	\$1,277.00	\$1,315.30	\$1,331.00	\$1,370.90	\$1,385.40	\$1,427.00	\$1,561.60	
Bank EN Level 1 Year 5	IB80	\$1,300.70	\$1,325.90	\$1,365.70	\$1,382.00	\$1,423.50	\$1,438.60	\$1,481.80	\$1,621.50	
Bank EN Level 1 Year 6	IB81	\$1,341.00	\$1,367.00	\$1,408.00	\$1,424.80	\$1,467.50	\$1,483.10	\$1,527.60	\$1,671.70	
Bank EN Level 2 (Cert IV) Year 1	IB82	\$1,267.50	\$1,292.10	\$1,330.90	\$1,346.70	\$1,387.10	\$1,401.80	\$1,443.90	\$1,580.10	
Bank EN Level 2 (Cert IV) Year 2	IB83	\$1,295.70	\$1,320.80	\$1,360.40	\$1,376.60	\$1,417.90	\$1,432.90	\$1,475.90	\$1,615.10	
Bank EN Level 2 (Cert IV) Year 3	IB96	\$1,324.30	\$1,350.00	\$1,390.50	\$1,407.00	\$1,449.20	\$1,464.60	\$1,508.50	\$1,650.80	
Bank EN Level 2 (Cert IV) Year 4	IB97	\$1,352.50	\$1,378.70	\$1,420.10	\$1,437.00	\$1,480.10	\$1,495.80	\$1,540.70	\$1,686.00	
Bank EN Level 2 (Cert IV) Year 5	IB98	\$1,380.70	\$1,407.50	\$1,449.70	\$1,467.00	\$1,511.00	\$1,527.00	\$1,572.80	\$1,721.10	
Bank EN Level 2 (Cert IV) Year 6	IB99	\$1,395.10	\$1,422.20	\$1,464.90	\$1,482.30	\$1,526.80	\$1,543.00	\$1,589.30	\$1,739.20	
Bank EN Level 2 (Diploma) Year 1	IB84	\$1,324.30	\$1,350.00	\$1,390.50	\$1,407.00	\$1,449.20	\$1,464.60	\$1,508.50	\$1,650.80	
Bank EN Level 2 (Diploma) Year 2	IB85	\$1,352.50	\$1,378.70	\$1,420.10	\$1,437.00	\$1,480.10	\$1,495.80	\$1,540.70	\$1,686.00	
Bank EN Level 2 (Diploma) Year 3	IB86	\$1,380.70	\$1,407.50	\$1,449.70	\$1,467.00	\$1,511.00	\$1,527.00	\$1,572.80	\$1,721.10	
Bank EN Level 2 (Diploma) Year 4	IB87	\$1,395.10	\$1,422.20	\$1,464.90	\$1,482.30	\$1,526.80	\$1,543.00	\$1,589.30	\$1,739.20	
Bank EN Level 2 (Diploma) Year 5 (five routes)	IB88	\$1,409.10	\$1,436.40	\$1,479.50	\$1,497.10	\$1,542.00	\$1,558.30	\$1,605.00	\$1,756.40	
Bank EN Level 3	IB89	\$1,479.70	\$1,508.40	\$1,553.70	\$1,572.20	\$1,619.40	\$1,636.60	\$1,685.70	\$1,844.70	
Bank EN Level 3 (four routes)	IB90	\$1,532.70	\$1,562.40	\$1,609.30	\$1,628.50	\$1,677.40	\$1,695.20	\$1,746.10	\$1,910.80	
Bank EN Level 3 (five routes)	IB91	\$1,557.60	\$1,587.80	\$1,635.40	\$1,654.90	\$1,704.50	\$1,722.60	\$1,774.30	\$1,941.60	
RUSON/RUSOM										
RUSON Year 1	YP12	\$1,003.20	\$1,243.70	\$1,281.00	\$1,281.00	\$1,319.40	\$1,319.50	\$1,359.10	\$1,359.10	
RUSON Year 2	YP13	\$1,003.20								
RUSON Year 3	YP14	\$1,003.20								
REN	AA40	\$1,003.20	\$1,243.70	\$1,281.00	\$1,281.00	\$1,319.40	\$1,319.50	\$1,359.10	\$1,359.10	
RUSOM Year 1	YP15	\$1,003.20	\$1,243.70	\$1,281.00	\$1,281.00	\$1,319.40	\$1,319.50	\$1,359.10	\$1,359.10	
RUSOM Year 2	YP16									
RUSOM Year 3	YP17									
Bank RUSON	AA41	\$1,003.20	\$1,243.70	\$1,281.00	\$1,281.00	\$1,319.40	\$1,319.50	\$1,359.10	\$1,359.10	
Bank RUSOM	AA42	\$1,003.20	\$1,243.70	\$1,281.00	\$1,281.00	\$1,319.40	\$1,319.50	\$1,359.10	\$1,359.10	
Bank REN	AA43	\$1,003.20	\$1,243.70	\$1,281.00	\$1,281.00	\$1,319.40	\$1,319.50	\$1,359.10	\$1,359.10	
Registered Nurse Student Midwife										
RN Grade 2 Year 1 (3 year degree entry) (Student Midwife)	YO1	\$1,337.60	\$1,526.00	\$1,571.80	\$1,571.80	\$1,619.00	\$1,619.00	\$1,667.60	\$1,667.60	
RN Grade 2 Year 1 (4 year degree entry) (Student Midwife)	YO1	\$1,337.60	\$1,526.00	\$1,571.80	\$1,571.80	\$1,619.00	\$1,619.00	\$1,667.60	\$1,667.60	
RN Grade 2 Year 1 (Masters degree entry) (Student Midwife)	YO1	\$1,337.60	\$1,526.00	\$1,571.80	\$1,571.80	\$1,619.00	\$1,619.00	\$1,667.60	\$1,667.60	
RN Grade 2 Year 2 (Student Midwife)	YO2	\$1,413.00	\$1,564.70	\$1,611.60	\$1,616.50	\$1,665.00	\$1,669.60	\$1,719.70	\$1,761.40	
RN Grade 2 Year 3 (Student Midwife)	YO3	\$1,488.20	\$1,609.60	\$1,657.90	\$1,667.00	\$1,717.00	\$1,725.40	\$1,777.20	\$1,	

Bank RM Year 3		RN75	\$1,488.20	\$1,609.60	\$1,657.90	\$1,667.00	\$1,717.00	\$1,725.40	\$1,777.20	\$1,855.30	
Bank RM Year 4		RN76	\$1,569.00	\$1,658.90	\$1,708.70	\$1,722.20	\$1,773.90	\$1,786.30	\$1,839.90	\$1,956.00	
Bank RM Year 5		RN77	\$1,649.20	\$1,714.80	\$1,766.20	\$1,783.40	\$1,836.90	\$1,852.90	\$1,908.50	\$2,056.00	
Bank RM Year 6		RN78	\$1,727.30	\$1,771.00	\$1,824.10	\$1,844.70	\$1,900.00	\$1,919.10	\$1,976.70	\$2,153.30	
Bank RM Year 7		RN79	\$1,815.60	\$1,850.80	\$1,906.30	\$1,910.90	\$1,968.20	\$1,972.80	\$2,032.00	\$2,263.40	
Bank RM Year 8		RN80	\$1,889.20	\$1,925.90	\$1,983.70	\$2,007.30	\$2,067.50	\$2,089.40	\$2,152.10	\$2,355.00	
Research Nurse/Midwife											
Research Nurse Level 1, Year 1 (3 year degree entry)		RN10	\$1,337.60	\$1,526.00	\$1,571.80	\$1,571.80	\$1,619.00	\$1,619.00	\$1,667.60	\$1,667.60	
Research Nurse Level 1, Year 1 (4 year degree entry)		RN10	\$1,337.60	\$1,526.00	\$1,571.80	\$1,571.80	\$1,619.00	\$1,619.00	\$1,667.60	\$1,667.60	
Research Nurse Level 1, Year 1 (Masters degree entry)		RN10	\$1,337.60	\$1,526.00	\$1,571.80	\$1,571.80	\$1,619.00	\$1,619.00	\$1,667.60	\$1,667.60	
Research Nurse Level 1, Year 2		RN11	\$1,413.00	\$1,564.70	\$1,611.60	\$1,616.50	\$1,665.00	\$1,669.60	\$1,719.70	\$1,761.40	
Research Nurse Level 1, Year 3		RN12	\$1,488.20	\$1,609.60	\$1,657.90	\$1,667.00	\$1,717.00	\$1,725.40	\$1,777.20	\$1,855.30	
Research Nurse Level 1, Year 4		RN13	\$1,569.00	\$1,658.90	\$1,708.70	\$1,722.20	\$1,773.90	\$1,786.30	\$1,839.90	\$1,956.00	
Research Nurse Level 1, Year 5		RN14	\$1,649.20	\$1,714.80	\$1,766.20	\$1,783.40	\$1,836.90	\$1,852.90	\$1,908.50	\$2,056.00	
Research Nurse Level 1, Year 6		RN15	\$1,727.30	\$1,771.00	\$1,824.10	\$1,844.70	\$1,900.00	\$1,919.10	\$1,976.70	\$2,153.30	
Research Nurse Level 1, Year 7		RN16	\$1,815.60	\$1,850.80	\$1,906.30	\$1,910.90	\$1,968.20	\$1,972.80	\$2,032.00	\$2,263.40	
Research Nurse Level 1, Year 8		RN17	\$1,889.20	\$1,925.90	\$1,983.70	\$2,007.30	\$2,067.50	\$2,089.40	\$2,152.10	\$2,355.00	
Research Midwife Level 1, Year 1 (3 year degree entry)		RN18	\$1,337.60	\$1,526.00	\$1,571.80	\$1,571.80	\$1,619.00	\$1,619.00	\$1,667.60	\$1,667.60	
Research Midwife Level 1, Year 1 (4 year degree entry)		RN18	\$1,337.60	\$1,526.00	\$1,571.80	\$1,571.80	\$1,619.00	\$1,619.00	\$1,667.60	\$1,667.60	
Research Midwife Level 1, Year 1 (Masters degree entry)		RN18	\$1,337.60	\$1,526.00	\$1,571.80	\$1,571.80	\$1,619.00	\$1,619.00	\$1,667.60	\$1,667.60	
Research Midwife, Level 1, Year 2		RN19	\$1,413.00	\$1,564.70	\$1,611.60	\$1,616.50	\$1,665.00	\$1,669.60	\$1,719.70	\$1,761.40	
Research Midwife, Level 1, Year 3		RN20	\$1,488.20	\$1,609.60	\$1,657.90	\$1,667.00	\$1,717.00	\$1,725.40	\$1,777.20	\$1,855.30	
Research Midwife, Level 1, Year 4		RN21	\$1,569.00	\$1,658.90	\$1,708.70	\$1,722.20	\$1,773.90	\$1,786.30	\$1,839.90	\$1,956.00	
Research Midwife, Level 1, Year 5		RN22	\$1,649.20	\$1,714.80	\$1,766.20	\$1,783.40	\$1,836.90	\$1,852.90	\$1,908.50	\$2,056.00	
Research Midwife, Level 1, Year 6		RN23	\$1,727.30	\$1,771.00	\$1,824.10	\$1,844.70	\$1,900.00	\$1,919.10	\$1,976.70	\$2,153.30	
Research Midwife, Level 1, Year 7		RN24	\$1,815.60	\$1,850.80	\$1,906.30	\$1,910.90	\$1,968.20	\$1,972.80	\$2,032.00	\$2,263.40	
Research Midwife, Level 1, Year 8		RN25	\$1,889.20	\$1,925.90	\$1,983.70	\$2,007.30	\$2,067.50	\$2,089.40	\$2,152.10	\$2,355.00	
Research Nurse Level 2		YU13	\$2,025.90	\$2,065.20	\$2,127.20	\$2,152.50	\$2,217.10	\$2,240.60	\$2,307.80	\$2,525.40	
Research Midwife Level 2		AA45	\$2,025.90	\$2,065.20	\$2,127.20	\$2,152.50	\$2,217.10	\$2,240.60	\$2,307.80	\$2,525.40	
Research Nurse Level 3		YX13	\$2,251.10	\$2,294.80	\$2,363.60	\$2,391.70	\$2,463.50	\$2,489.60	\$2,564.30	\$2,806.10	
Research Midwife Level 3		RN37	\$2,251.10	\$2,294.80	\$2,363.60	\$2,391.70	\$2,463.50	\$2,489.60	\$2,564.30	\$2,806.10	
Research Nurse Level 4, Year 1		RN47	\$2,363.50	\$2,409.40	\$2,481.70	\$2,511.20	\$2,586.50	\$2,613.90	\$2,692.30	\$2,946.20	
Research Nurse Level 4, Year 2		RN48	\$2,419.80	\$2,466.70	\$2,540.70	\$2,570.90	\$2,648.00	\$2,676.10	\$2,756.40	\$3,016.30	
Research Midwife Level 4, Year 1		RN49	\$2,363.50	\$2,409.40	\$2,481.70	\$2,511.20	\$2,586.50	\$2,613.90	\$2,692.30	\$2,946.20	
Research Midwife Level 4, Year 2		RN50	\$2,419.80	\$2,466.70	\$2,540.70	\$2,570.90	\$2,648.00	\$2,676.10	\$2,756.40	\$3,016.30	
Bank Research Nurse Level 2		ZU25	\$2,025.90	\$2,065.20	\$2,127.20	\$2,152.50	\$2,217.10	\$2,240.60	\$2,307.80	\$2,525.40	
Bank Research Midwife Level 2		RN84	\$2,025.90	\$2,065.20	\$2,127.20	\$2,152.50	\$2,217.10	\$2,240.60	\$2,307.80	\$2,525.40	
Bank Research Nurse Level 3		ZU37	\$2,251.10	\$2,294.80	\$2,363.60	\$2,391.70	\$2,463.50	\$2,489.60	\$2,564.30	\$2,806.10	
Bank Research Midwife Level 3		RN85	\$2,251.10	\$2,294.80	\$2,363.60	\$2,391.70	\$2,463.50	\$2,489.60	\$2,564.30	\$2,806.10	
District Nurse											
District Nurse Level 1		YQ1	\$1,649.20	\$1,714.80	\$1,766.20	\$1,783.40	\$1,836.90	\$1,852.90	\$1,908.50	\$2,056.00	
District Nurse Level 1		YQ2	\$1,727.30	\$1,771.00	\$1,824.10	\$1,844.70	\$1,900.00	\$1,919.10	\$1,976.70	\$2,153.30	
District Nurse Level 1		YQ3	\$1,815.60	\$1,850.80	\$1,906.30	\$1,910.90	\$1,968.20	\$1,972.80	\$2,032.00	\$2,263.40	
District Nurse Level 1		YF4	\$1,889.20	\$1,925.90	\$1,983.70	\$2,007.30	\$2,067.50	\$2,089.40	\$2,152.10	\$2,355.00	
District Nurse Level 2		YU1	\$1,969.70	\$2,007.91	\$2,068.10	\$2,092.70	\$2,155.50	\$2,178.30	\$2,243.60	\$2,455.20	
Ast Super District Nursing		YX7	\$2,138.50	\$2,180.00	\$2,245.40	\$2,272.10	\$2,340.30	\$2,365.10	\$2,436.10	\$2,665.80	
Clinical Coordinator District Nursing		YY4	\$2,138.50	\$2,180.00	\$2,245.40	\$2,272.10	\$2,340.30	\$2,365.10	\$2,436.10	\$2,665.80	
Liason Officer District Nursing		YY7	\$2,138.50	\$2,180.00	\$2,245.40	\$2,272.10	\$2,340.30	\$2,365.10	\$2,436.10	\$2,665.80	
Clinical Nurse/Midwife Specialist											
Clinical Nurse Specialist		YS9	\$1,966.00	\$2,004.10	\$2,064.20	\$2,088.80	\$2,151.50	\$2,174.30	\$2,239.50	\$2,450.70	
Clinical Midwife Specialist		JC5	\$1,966.00	\$2,004.10	\$2,064.20	\$2,088.80	\$2,151.50	\$2,174.30	\$2,239.50	\$2,450.70	
Clinical Specialist Student Midwife		RN26	\$1,966.00	\$2,004.10	\$2,064.20	\$2,088.80	\$2,151.50	\$2,174.30	\$2,239.50	\$2,450.70	
Bank Clinical Nurse Specialist		ZU9	\$1,966.00	\$2,004.10	\$2,064.20	\$2,088.80	\$2,151.50	\$2,174.30	\$2,239.50	\$2,450.70	
Bank Clinical Midwife Specialist		RN81	\$1,966.00	\$2,004.10	\$2,064.20	\$2,088.80	\$2,151.50	\$2,174.30	\$2,239.50	\$2,450.70	
Community Health Nurse/Midwife & Maternal & Child Health Nurse											
Community Health Nurse		ZJ1	\$2,025.90	\$2,065.20	\$2,127.20	\$2,152.50	\$2,217.10	\$2,240.60	\$2,307.80	\$2,525.40	
Community Health Midwife		RN27	\$2,025.90	\$2,065.20	\$2,127.20	\$2,152.50	\$2,217.10	\$2,240.60	\$2,307.80	\$2,525.40	
Community Health Nurse (Sole)		YW7	\$2,138.50	\$2,180.00	\$2,245.40	\$2,272.10	\$2,340.30	\$2,365.10	\$2,436.10	\$2,665.80	
Community Health Midwife (Sole)		RN32	\$2,138.50	\$2,180.00	\$2,245.40	\$2,272.10	\$2,340.30	\$2,365.10	\$2,436.10	\$2,665.80	
Community Health Nurse (In-Charge)		ZA1	\$2,251.10	\$2,294.80	\$2,363.60	\$2,391.70	\$2,463.50	\$2,489.60	\$2,564.30	\$2,806.10	
Maternal & Child Health Nurse		AA44	\$2,180.10	\$2,245.40	\$2,272.10	\$2,340.30	\$2,365.10	\$2,436.10	\$2,463.10	\$2,665.80	
Maternal & Child Health Nurse Student		ZJ5	\$2,251.10	\$2,294.80	\$2,363.60	\$2,391.70	\$2,463.50	\$2,489.60	\$2,564.30	\$2,806.10	
Maternal & Child Health Nurse Coordinator		RN52	\$2,363.50	\$2,409.40	\$2,481.70	\$2,511.20	\$2,586.50	\$2,613.90	\$2,692.30	\$2,946.20	
Clinical Support Nurse/Midwife											
Clinical Support Nurse		RN28	\$2,025.90	\$2,065.20	\$2,127.20	\$2,152.50	\$2,217.10	\$2,240.60	\$2,307.80	\$2,525.40	
Clinical Support Midwife		RN29	\$2,025.90	\$2,065.20	\$2,127.20	\$2,152.50	\$2,217.10	\$2,240.60	\$2,307.80	\$2,525.40	
Occupational Health Nurse											
Occupational Health Nurse - Sole/Super		YV7	\$2,025.90	\$2,065.20	\$2,127.20	\$2,152.50	\$2,217.10	\$2,240.60	\$2,307.80	\$2,525.40	
HITH/PAC											
HITH/PAC Nurse Level 1		YU15	\$2,025.90	\$2,065.20	\$2,127.20	\$2,152.50	\$2,217.1				

MUM Level 1		RN38	\$2,409.50	\$2,456.20	\$2,529.90	\$2,560.00	\$2,636.80	\$2,664.80	\$2,744.70	\$3,003.50		
MUM Level 2		RN39	\$2,487.20	\$2,545.60	\$2,622.00	\$2,653.20	\$2,732.80	\$2,761.80	\$2,844.70	\$3,113.00		
MUM Level 3		RN40	\$2,585.10	\$2,635.30	\$2,714.40	\$2,746.70	\$2,829.10	\$2,859.10	\$2,944.90	\$3,222.60		
Clinical Liason Nurse												
Clinical Liason Nurse Year 1		RN43	\$2,363.50	\$2,409.40	\$2,481.70	\$2,511.20	\$2,586.50	\$2,613.90	\$2,692.30	\$2,946.20		
Clinical Liason Nurse Year 2		RN44	\$2,419.80	\$2,466.70	\$2,540.70	\$2,570.90	\$2,648.00	\$2,676.10	\$2,756.40	\$3,016.30		
Day Hospital Coordinator												
Day Hospital Coordinator Level 1		ZP4	\$2,363.50	\$2,409.40	\$2,481.70	\$2,511.20	\$2,586.50	\$2,613.90	\$2,692.30	\$2,946.20		
Day Hospital Coordinator Level 2		RN51	\$2,363.50	\$2,409.40	\$2,481.70	\$2,511.20	\$2,586.50	\$2,613.90	\$2,692.30	\$2,946.20		
Nurse Practitioner												
Nurse Practitioner Year 1		NO1	\$2,622.90	\$2,673.80	\$2,754.00	\$2,786.80	\$2,870.40	\$2,900.80	\$2,987.80	\$3,269.50		
Nurse Practitioner Year 2		NO2	\$2,672.70	\$2,724.60	\$2,806.30	\$2,839.70	\$2,924.90	\$2,955.90	\$3,044.60	\$3,331.70		
After Hours Coordinator												
After Hours Coordinator - 7B or 8D Campus		ZC4	\$2,251.10	\$2,294.80	\$2,363.60	\$2,391.70	\$2,463.50	\$2,489.60	\$2,564.30	\$2,806.10		
After Hours Coordinator - 7A or 8C Campus		ZC5	\$2,363.50	\$2,409.40	\$2,481.70	\$2,511.20	\$2,586.50	\$2,613.90	\$2,692.30	\$2,946.20		
After Hours Coordinator - 8B Campus		ZC6	\$2,419.80	\$2,466.70	\$2,540.70	\$2,570.90	\$2,648.00	\$2,676.10	\$2,756.40	\$3,016.30		
After Hours Coordinator - 8A Campus		ZC7	\$2,476.10	\$2,524.10	\$2,599.80	\$2,630.70	\$2,709.60	\$2,738.30	\$2,820.40	\$3,086.40		
ADON/ADOM												
ADON/ADOM Level 1		RN45	\$2,419.80	\$2,466.70	\$2,540.70	\$2,570.90	\$2,648.00	\$2,676.10	\$2,756.40	\$3,016.30		
ADON/ADOM Level 2		RN46	\$2,363.50	\$2,409.40	\$2,481.70	\$2,511.20	\$2,586.50	\$2,613.90	\$2,692.30	\$2,946.20		
ADON - 7B or 8D Campus		ZB7	\$2,251.10	\$2,294.80	\$2,363.60	\$2,391.70	\$2,463.50	\$2,489.60	\$2,564.30	\$2,806.10		
ADON - 7A or 8C Campus		ZB8	\$2,363.50	\$2,409.40	\$2,481.70	\$2,511.20	\$2,586.50	\$2,613.90	\$2,692.30	\$2,946.20		
ADON - 8B Campus		ZB9	\$2,419.80	\$2,466.70	\$2,540.70	\$2,570.90	\$2,648.00	\$2,676.10	\$2,756.40	\$3,016.30		
ADON - 8A Campus		ZC1	\$2,476.10	\$2,524.10	\$2,599.80	\$2,630.70	\$2,709.60	\$2,738.30	\$2,820.40	\$3,086.40		
Div/Clinical Director												
Div/Clinical Director - 7B or 8D Campus		RN58	\$2,363.50	\$2,409.40	\$2,481.70	\$2,511.20	\$2,586.50	\$2,613.90	\$2,692.30	\$2,946.20		
Div/Clinical Director - 7A or 8C Campus		RN59	\$2,476.10	\$2,524.10	\$2,599.80	\$2,630.70	\$2,709.60	\$2,738.30	\$2,820.40	\$3,086.40		
Div/Clinical Director - 8B Campus		RN60	\$2,813.90	\$2,868.50	\$2,954.60	\$2,989.80	\$3,079.50	\$3,112.10	\$3,205.50	\$3,507.80		
Div/Clinical Director - 8A Campus		RN61	\$3,264.00	\$3,327.30	\$3,427.10	\$3,467.90	\$3,571.90	\$3,609.80	\$3,718.10	\$4,068.70		
DDON												
DON - 7B or 8D Campus		ZE6	\$2,363.50	\$2,409.40	\$2,481.70	\$2,511.20	\$2,586.50	\$2,613.90	\$2,692.30	\$2,946.20		
DON - 7A or 8C Campus		ZE7	\$2,476.10	\$2,524.10	\$2,599.80	\$2,630.70	\$2,709.60	\$2,738.30	\$2,820.40	\$3,086.40		
DON - 8B Campus		ZE8	\$2,813.90	\$2,868.50	\$2,954.60	\$2,989.80	\$3,079.50	\$3,112.10	\$3,205.50	\$3,507.80		
DON - 8A Campus		ZF2	\$3,264.00	\$3,327.30	\$3,427.10	\$3,467.90	\$3,571.90	\$3,609.80	\$3,718.10	\$4,068.70		
Campus DON												
Campus DON - Group 7B		RN64	\$2,588.70	\$2,638.90	\$2,718.10	\$2,750.40	\$2,832.90	\$2,862.90	\$2,948.80	\$3,367.30		
Campus DON - Group 8D		RN65	\$2,588.70	\$2,638.90	\$2,750.40	\$2,718.10	\$2,832.90	\$2,862.90	\$2,948.80	\$3,367.30		
Campus DON - Group 7A		RN66	\$2,701.30	\$2,753.70	\$2,836.30	\$2,870.10	\$2,956.20	\$2,987.50	\$3,077.10	\$3,367.30		
Campus DON - Group 8C		RN67	\$2,701.30	\$2,753.70	\$2,836.30	\$2,870.10	\$2,956.20	\$2,987.50	\$3,077.10	\$3,367.30		
Campus DON - Group 8B		RN68	\$2,948.90	\$3,006.10	\$3,096.30	\$3,133.10	\$3,227.10	\$3,261.30	\$3,359.10	\$3,675.90		
Campus DON - Group 8A		RN69	\$3,536.10	\$3,604.70	\$3,712.80	\$3,757.00	\$3,869.70	\$3,910.70	\$4,028.00	\$4,407.80		
Executive DON												
Executive DON - Group A		RN70	\$3,920.80	\$3,996.90	\$4,116.80	\$4,165.80	\$4,290.80	\$4,336.30	\$4,466.40	\$4,887.60		
Executive DON - Group B		RN71	\$3,151.40	\$3,212.50	\$3,308.90	\$3,348.30	\$3,448.70	\$3,485.30	\$3,589.90	\$3,928.40		
Executive DON - Group C		RN72	\$2,948.90	\$3,006.10	\$3,096.30	\$3,133.10	\$3,227.10	\$3,261.30	\$3,359.10	\$3,675.90		
Nurse/Midwife Manager not elsewhere classified												
Nurse/Midwife Manager not elsewhere classified		ZB4	\$2,363.50	\$2,409.40	\$2,481.70	\$2,511.20	\$2,586.50	\$2,613.90	\$2,692.30	\$2,946.20		
Nurse Practitioner Candidate												
Nurse Practitioner Candidate		RN62			To be paid their substantive salary							