

AUSTRALIAN INDUSTRIAL RELATIONS COMMISSION

*Workplace Relations Act 1996*  
s.99 notification of industrial dispute

**Victorian Hospitals' Industrial Association**

and

**Health Services Union of Australia**  
**(Victoria No. 3 Branch)**  
(C No. 38407 of 2000)

**HEALTH SERVICES UNION OF AUSTRALIA – HEALTH  
PROFESSIONALS – VICTORIAN PUBLIC SECTOR – MULTI EMPLOYER  
CERTIFIED AGREEMENT 2000 – 2004**

Health employees

Health and welfare services

COMMISSIONER BLAIR

*Wages and conditions*

Further to the decision issued by the Commission on 21 December, 2000[Print T4819], the following agreement is made:

**1. TITLE**

This agreement shall be known as the Health Services Union of Australia – Health Professionals – Victorian Public Sector – Multi Employer Certified Agreement 2000 – 2004.

**2. ARRANGEMENT**

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- 2 - Wages and Classifications
- 3 - PMCI - RTT Structure & Grades effective 21 December 2000
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- 5 - The Alfred - RTT Structure & Grades effective 21 December 2000
- 6 - Barwon Health- RTT Structure & Grades effective 21 December 2000
- 7 - Medical Imaging ~ Additional EFT
- 8 - Miscellaneous

**3. PERIOD OF OPERATION**

This agreement comes into operation on [insert date] and shall nominally expire on 31 March, 2004. The agreement shall continue in force after the expiry date in accordance with the provisions of the Act.

**4. INCIDENCE AND PARTIES BOUND**

- 4.1.1** This agreement shall apply to and be binding on:
- 4.1.2** The employers listed in Schedule 1 to this agreement; and
- 4.1.3** The Health Services Union of Australia in respect of all employees eligible to be members of the Health Services Union of Australia employed in classifications covered by this agreement.
- 4.1.4** This agreement shall apply to the employment of all employees (including temporary, part-time and casual employees) of an employer bound by this agreement in the occupations of:

Physiotherapist, Occupational Therapist, Speech Pathologist, Medical Imaging Technologist (MIT), Podiatrist, Health Information Manager, Medical Photographer/Illustrator, Medical Librarian, Music Therapist, Research Technologist, Nuclear Medicine Technologist (NMT), Radiation Therapy Technologist (RTT), Recreation Therapist, Cardiac Technologist, Orthoptist, Social Worker, Orthotist/Prosthetist, Medical Laboratory Technician, Medical Technician/Renal Dialysis Technician, Child Psychotherapist, Welfare Worker, Community Development Worker, Technical Officer, Biomedical Technologist, Client Adviser/Rehabilitation Consultant, Health Aide and Dental Technician.

- 4.2 Provided however, that this agreement shall not apply to Social Workers engaged in Community Health Centres other than Community Health Centres to which the HSUA Interim Award and the RDNS Award applied at 23 February, 2000.
- 4.3 This agreement shall apply to any successor, assignee or transmittee (whether immediate or not) to or of the business or part of the business of an employer respondent to this agreement, or any work performed by employees whose employment is subject to this agreement.

## **5. RELATIONSHIP TO PREVIOUS AWARDS AND AGREEMENTS**

- 5.1 This agreement shall be read in conjunction with the Health Services Union of Australia (Victoria – Public Sector) Interim Award 1993, Health Professionals Part and the Dental Technicians Part A (“HSUA Interim Award”), and the Health Services Union of Australia (Royal District Nursing Service) Award 1994 (“the RDNS Award”), or any successor awards thereto, insofar as those Awards apply to employees engaged in classifications covered by this agreement.
- 5.2 The terms of the applicable award made under s.170MX(3) of the *Workplace Relations Act 1996* pursuant to the decision of the Commission dated 23 February, 2000 [Print S3476] as that award operated on 16 May, 2000 (the MX Award) shall be incorporated into this agreement and are enforceable as provisions of this agreement. In the event of any inconsistency between the MX Award and this agreement, this agreement will prevail.
- 5.3 The conditions of applicable certified agreements between the HSUA and the respondent employers, insofar as they apply to employees engaged in classifications covered by this agreement, shall be incorporated in this agreement and are enforceable as provisions of this agreement.
- 5.4 In the event of any inconsistency between the provisions of this agreement and the provisions of the HSUA Interim Award, the RDNS Award, the MX Award and/or earlier certified agreement(s), this agreement shall prevail.
- 5.5 No employee who is covered by this agreement shall suffer any loss or diminution of entitlements (whether accrued or otherwise) or any disadvantage to their terms and conditions of employment by reason of this agreement.
- 5.6 The Schedules and Appendices attached to this agreement form part of this agreement and are to be read in conjunction with the agreement.

## **6. MAINTENANCE OF AWARD CONDITIONS**

The terms and conditions of employment for employees covered by the HSUA Interim Award, the RDNS Award, and/or the MX Award, who are subject to this agreement will have their terms and conditions maintained (other than those that are inconsistent with this agreement) including non allowable award matters under the provisions of the *Workplace Relations Act 1996*.

## **7. EMPLOYMENT ARRANGEMENTS**

- 7.1** No employee is to be offered an Australian Workplace Agreement during the life of this agreement.
- 7.2** Fixed term employment can only be offered for true fixed term arrangements, including special projects, post graduate training, graduate year positions, maternity leave and long service leave relief. The application of this clause should be consistent with the requirements of the HSUA Interim Award.
- 7.3** Where a vacancy arises within an allied health staffing profile, the responsible manager will initiate action to advertise the vacant position internally and/or externally immediately after receiving notice of resignation. The employer shall advertise all vacancies that arise where the vacancy relates to a position that, but for the vacancy occurring would have been ongoing, as soon as practicable (ordinarily within 8 working days).

## **8. WAGES**

- 8.1** Wages shall be increased by the following amounts:

<b>8.1</b>	the first pay period on or after 1 April, 2000	.8%*
<b>8.2</b>	the first pay period on or after 1 October, 2000	3%**
<b>8.3</b>	the first pay period on or after 1 March, 2001	3%
<b>8.4</b>	the first pay period on or after 1 March, 2002	3%
<b>8.5</b>	the first pay period on or after 1 March, 2003	3%

\* represents compensation in relation to fringe benefits tax (FBT)

\*\* represents a one off special payment

Note: Under the s.170MX decision dated 23 February, 2000 [Print S3476]:

1. A 2% increase in wages was payable from 1 July, 2000;
2. Effective from 16 May, 2000 changes to the classification structure were introduced including Grade 3 classifications for HIMs, Podiatrists, Prosthetists and Orthotists, Orthoptists, Medical Photographers and Illustrators, Medical Librarians and Recreation Therapists; HIMs were aligned with the UG1 rates in the HSUA Interim Award and a Grade 4 classification was introduced for MIT/NMT.

- 8.2** Employers respondent to this agreement other than St Vincent's Hospital shall pay the rates of pay that are set out in Schedule 2 – Wages and Classifications, to this agreement.

## **9. CLASSIFICATIONS AND STAFFING**

### **9.1 Allied Health – Grade 4**

If an employer elects to classify a Physiotherapist, Occupational Therapist, Speech Pathologist, Podiatrist, Prosthetist and Orthotist. Orthoptist, Medical Photographer

and/or Illustrator, Medical librarian, Music Therapist, Recreation Therapist or Social Worker at Grade 4/Tutor level, an employee so classified shall be paid the rates of pay set out in Schedule 2 – Wages and Classifications, to this Agreement. An employer is not obliged by this provision to employ to the grade of Grade 4/Tutor.

## **9.2 Allied Health – Other Classifications**

The parties are committed to ongoing discussions to try to reach agreement regarding on the appropriate rates of pay and definitions for new classifications not presently covered by the *HSUA Interim Award* or the *MX Award*. These classifications include, but are not limited to, case managers, play therapists, creative arts therapists, sleep technologists, hyperbaric technologists, clinical trials co-ordinators, data managers, health promotions.

In the event agreement is reached in relation to these matters, application may be made to vary the agreement pursuant to section 170MD or the *Workplace Relations Act 1996*.

## **9.3 Peter MacCallum Cancer Institute [PMCI]**

Effective from 21 December, 2000 the classification structure for Radiation Therapy at the Peter MacCallum Cancer Institute shall be as set out in Schedule 3 to this Agreement entitled “PMCI - RTT Structure & Grades effective 21 December, 2000”. The employer shall pay the rates of pay applicable to the new classification structure that are set out in Schedule 2 – Wages and Classifications, to this agreement.

## **9.4 Other Radiation Therapy Centres**

Effective from 21 December, 2000 the classification structure for the other radiation therapy centres named below shall be:

- 9.4.1** Austin & Repatriation Medical Centre, Radiation Oncology Centre – as set out in Schedule 4 to this agreement, entitled “A&RMC – RTT Structure & Grades effective 21 December, 2000”
- 9.4.2** The Alfred, William Buckland Radiotherapy Centre – as set out in Schedule 5 to this agreement, entitled “The Alfred, William Buckland Radiotherapy Centre – RTT Structure & Grades effective 21 December, 2000”
- 9.4.3** Barwon Health, the Andrew Love Cancer Centre – as set out in Schedule 6 to this agreement, entitled “Barwon Health, the Andrew Love Cancer Centre – RTT Structure & Grades effective 21 December, 2000”

The employers shall pay the rates of pay applicable to the new classification structures for each Centre that are set out in Schedule 2 – Wages and Classifications, to this agreement.

## **9.5 Radiation Therapy Technologists – Additional EFT**

Each of the employers named in clause 9.4 shall take immediate steps to recruit an additional 3.5 Effective Full Time radiation therapy technologists. The additional staff are to be employed up to and including Grade 3, to fill vacancies in the new classification structures annexed to this agreement.

## **9.6 Medical Imaging – Additional EFT**

An additional 20 EFT medical imaging technologists are to be employed in accordance with Schedule 7, with approximately half to be employed as Medical Imaging Technologist Grade 1 and the remainder to be classified as Medical Imaging Technologist Grade 2. This provision does not preclude additional Grade 2 positions being achieved through a reclassification of existing Grade 1 medical imaging technologists, provided the equivalent number of Grade 1 positions are filled.

## **10. LEAVE ENTITLEMENTS**

### **10.1 Parental Leave**

An employee will be entitled to payment of six weeks salary, or 12 weeks salary on half pay, upon commencement of maternity leave or adoption leave. Previous service within the public health sector is to be regarded for the purposes of accessing the entitlement to paid maternity leave or adoption leave for employees with less than 12 months service with an employer.

An employee who will be the primary care giver of an adopted child is entitled to the payment of six weeks salary, or 12 weeks salary on half pay, upon from the date that the child is placed with the employee.

An employee, whose spouse or de facto spouse (including same sex couples) is giving birth or will be the primary care giver of an adopted child, is entitled to payment of one week's salary upon the commencement of parental leave.

### **10.2 Leave Loading Cap**

Effective from 1 September, 2000, the cap on the leave loading of 17.5 percent payable to employees on the first four weeks of annual leave per year, shall be increased to a maximum annual salary of \$56,435 and shall be adjusted by movements in the salary rates for health professionals classified at UG1 Grade 3, Year 1.

### **10.3 Professional Development Leave**

Effective from 1 January, 2001, all full time allied health professionals shall be entitled to three days paid professional development leave per year, in addition to other prescribed leave entitlements.

To access the benefits of this provision it is the responsibility of the employee to make an application for this leave.

The leave is to be taken within each calendar year and is not cumulative.

An application for this leave, nominating the preferred date(s) will be made in writing to the Chief/Manager providing a brief description of the nature of the professional development activity to be undertaken. The application may be utilised for, but not limited to, research, home study, attendance at seminars and conferences and shall be granted without conditions such as a compulsory requirement to report on the seminar, conference, etc.

The application must be made at least six weeks prior to the requested date(s) and shall be approved by the Chief/Manager unless there are exceptional circumstances that exist that justify non-approval. The applicant will be notified in writing if the leave is approved or not within seven (7) days of the request being made. If leave is not granted the reasons will be included in the notification to the applicant.

The entitlement of employees covered by the Women's and Children's Health Care Network and Health Services Union of Australia [Health Professionals] Enterprise Agreement 1997 [C33399 or 1998] to professional development leave shall continue to be governed by clause 27 of that agreement and not the foregoing.

#### **10.4 Study Leave**

**10.4.1** Except as provided for in Schedule 8, paid study leave will be available to all full-time and part-time employees at the employer's discretion.

**10.4.2** Paid study leave may be taken as mutually agreed by, for example, 4 hours per week, 8 hours per fortnight or blocks of 38 hours at a residential school.

**10.4.3** A part-time employee will be entitled to paid study leave on a pro-rata basis.

**10.4.4** An employee wishing to take study leave in accordance with this clause must apply in writing to the employer as early as possible prior to the proposed leave date. The employee's request should include:

- Details of the course and institution in which the employee is enrolled or proposes to enroll; and
- Details of the relevance of the course to the employee's employment.

**10.4.5** The employer will notify the employee of whether her or his request for study leave has been approved within 7 days of the application being made.

**10.4.6** Leave pursuant to this clause does not accumulate from year to year.

## **10.5 Conference/Seminar Leave**

**10.5.1** From 1 January 2001 all full-time and part-time employees are entitled to two days' paid study/conference/seminar leave per annum. "Days pay" will be based on the individual employee's usual shift length.

**10.5.2** Leave pursuant to this clause does not accumulate from year to year.

**10.5.3** Study/conference/seminar leave may be taken:

- to attend a health related conference or seminar ; or
- for undertaking study.

**10.5.4** An employee seeking leave in accordance with this clause can be requested to provide details of the conference/seminar name, venue and date/time. An employee is not required to report back in any way or provide in-services following conference/seminar attendance.

**10.5.5** Where possible the leave should be requested in writing 6 weeks in advance of the proposed leave date.

**10.5.6** The approval of leave will not be unreasonably withheld provided the leave is for a health related conference/seminar or for undertaking study.

**10.5.7** The employer must, wherever possible, notify the employee whether leave will be granted within 7 days of the application being made.

## **11. BACKFILL FOR EMPLOYEES ABSENT FROM DUTY**

**11.1** Where an employee is absent on annual leave for a period of 10 days or more, management should seriously consider providing 100% leave cover for that period where the services provided by the relevant work area would be seriously jeopardised by the absence of the employee.

**11.2** Employers will use their discretion to provide backfill for Conference Leave, Study Leave and Accrued Days Off.

**11.3** For the purposes of this clause, the employer shall consult with the Head/Chief of the allied health department or facility, community health centre, mental health team.

## **12. ONCALL/RECALL**

### **12.1 Recall to Duty**

Effective from 1 September, 2000, in the event of an employee being recalled to duty during an off duty period where the work is not continuous with the next succeeding rostered period of duty, such employee shall be paid a minimum of three hours pay at the appropriate overtime rates.



## **12.2 Telephone Recall (non CATT areas)**

Effective from 1 September, 2000 where recall to duty can be managed without the employee returning to his/her workplace (ie, by telephone) such employee shall be paid a minimum of one hours overtime for such recall work.

For subsequent recalls beyond the first hour, the employee will be paid a minimum of one hours overtime, provided that multiple recalls within a discrete hour will not attract additional overtime.

## **12.3 Period of On-call**

Each period of on-call shall be no longer than twelve hours. Any period of on-call that exceeds twelve hours, shall attract a further on-call allowance.

## **13. ALLOWANCES**

### **13.1 Night Shift Allowance**

Effective from 1 September, 2000 the night shift allowance shall be \$38.00.

### **13.2 Permanent Night Shift Allowance**

Effective from 1 September, 2000 the permanent night shift allowance shall be \$44.90.

## **14. PSYCHIATRIC SERVICES (CATT ONLY)**

### **14.1 CATT oncall allowance and arrangements**

The Commission recommends as follows:

The existing on-call allowances of \$60.00 will be increased to \$67.00 from 1 September 2000 and then by wage movement.

**14.1.1** The parties are to regard telephone attendance as recall to duty.

**14.1.2** Employees are to receive an uninterrupted break of at least eight hours between the end of the re-call and the next shift. Where the eight hour break is not observed double time will be paid until such break is observed.

**14.1.3** The maximum period of on-call for CATT is to be twelve hours, with existing arrangements below the twelve hours not to be disturbed.

**14.1.4** The Commission and the parties acknowledge the unique nature of the on-call requirements for crisis response (CATT type functions) and that it is not comparable to any other health care arrangement or setting.

**14.1.5** From 1 October 2000, the CATT on-call/re-call allowance and arrangements, as described in clause 34.4 of the Victorian Psychiatric Services Certified Agreements 1997/98 are to apply to all employees, including health professionals, who are engaged on on-call/re-call for the provision of a crisis response (CATT type function).

## **15. HOURS**

### **15.1 Accrued Day Off**

Effective from 1 January, 2001 all full-time employees covered by this agreement are entitled to an accrued day off (ADO).

### **15.2 Ten Hour Break**

**15.2.1** When overtime work, including re-call work, is necessary it should be so arranged that employees have at least ten consecutive hours off duty between all bodies of work.

**15.2.2** An employee who works so much overtime or re-call between the termination of their previous rostered ordinary hours and the commencement of the next succeeding rostered period of duty, that they would not have at least ten consecutive hours off duty between the end of the recall or overtime and the commencement of the next rostered shift shall, subject to this clause, be released after completion of such overtime or re-call worked until they have had ten consecutive hours off duty without loss of pay for rostered ordinary hours occurring during such absence.

**15.2.3** If on the instructions of his or her employee, such an employee resumes or continues work without having had ten successive hours off duty they shall be paid at the rate of double time until they are released from duty for such rest period and they shall then be entitled to be absent until they have had ten consecutive hours off duty without loss or pay for rostered hours occurring during such absence.

If an employee resumes work of his or her own violation overtime will be computed in the terms of the overtime clause in the HSUA Interim Award. An employee who resumes work voluntarily shall be entitled without loss of pay to attend to ablution and sustenance matters.

### **15.3 On Call Allowance (Four Clear Days)**

(a) An employee may be rostered to be “on call” ( that is to be available to be recalled to duty in that period of time beyond the employee’s rostered hours of duty).

(b) An employee is entitled to 4 clear days per fortnight free of duty, including on-call/recall work.

(c) Despite clause 15.3 (b):

- (i) An employee who is regularly rostered to be on-call will receive an extra 5 days' leave per anniversary year subject to that employee:
  - a) being rostered to be on call during weekend days or public holidays; or
  - b) being rostered to be on call on days that the employee is not rostered for duty; and
  - c) being rostered to be on call on a minimum of 2 days in every 4 week cycle over 12 cycles in an anniversary year.
- (ii) An employee who is regularly rostered to be on call can accrue such leave on a pro rata basis at the rates as follows:

<b>Number of 4 week <u>Cycles on call</u></b>	<b>Number of <u>Additional days</u></b>
4	1
6	2
8	3
10	4
12	5

- (iii) Within the accrual year a window period of any 3 consecutive months, determined by the employer, which excludes any leave, shall be used to calculate the number of additional days leave to which the employee is entitled. If the employee is rostered to be on call for a minimum of 2 days on either Weekend Days, Public Holidays or Rostered Days off, in each 4 week roster during each of the 3 consecutive months, the employee will be entitled to the 5 full days additional leave. An Employee rostered to be on call, who does not meet these criteria, will have her or his additional leave entitlement calculated in accordance with clause 15.3(c)(ii) above.
  - (iv) Leave, which accrues in accordance with clause 15.3(c), is to be taken by agreement between the employer and the employee within the operational needs of the hospital.
- (d) The obligations as they apply to a particular Hospital or department, under clause 15.3(a) to (c) may be varied by agreement between the employer, the Union, and the employees of the affected department.
- (i) Hospital or department arrangements may be made to improve operational arrangements for both management and employees.

- (ii) Arrangements agreed at the Hospital or department level, in accordance with this clause must not result, on balance, in a reduction in the overall terms and conditions of employment of the employee to whom the proposed arrangements would apply.
- (iii) Any arrangements adopted in accordance with this clause shall be recorded in writing and copies shall be provided to employees to whom the arrangements apply.

## **16. ACCESS TO NEW EMPLOYEES**

- 16.1** The Union shall be provided, in writing on a quarterly basis, with the dates, times and venues of any orientation/induction programs and be permitted to attend. If the dates of these programs are fixed in advance for a regular day and time then a list should be sent to the Union forthwith.
- 16.2** Where the dates of orientation/induction programs employees are not fixed in advance, the Union should receive reasonable notification of at least 14 days to enable a Union representative to attend.
- 16.3** Policy is to be introduced that requires an employer to ask each new employee if his or her details may be provided to the Union. The employee must provide the employer with written consent before an employer may supply those details to the Union. If the employee's consent is provided, the employer will provide the details to the Union.
- 16.4** With respect to this clause the Union means Health Services Union of Australia No 3 Branch.

## **17. AMENITIES**

- 17.1** As soon as practicable, each agency respondent to this agreement is to provide private and comfortable areas at each worksite for staff members who are breast feeding to enable them to express or feed children while at work.
- 17.2** Each agency respondent to this agreement is to provide access to facilities such as telephones, computers, e-mail, noticeboards and meeting rooms in a manner for union officials, union job representatives and employees, that does not adversely effect service delivery and work requirements.

## **18. GRIEVANCE PROCEDURE & DISPUTE SETTLEMENT**

### **18.1 Preamble**

The parties to this agreement recognise that from time to time individual employees may have grievances that need to be resolved in the interest of good relationships. It is also recognised that disputes may arise between the parties concerning the application of the Agreement.

It is the objective of this procedure to ensure that such matters are resolved by negotiation and discussion between the parties.

These procedures should be applied in all circumstances where individual grievances or disputes between the parties to the agreement arise over the application of the agreement.

### **18.2 Procedures**

Employees covered by this Agreement have the right for grievances to be heard through all levels of line management. The HSUA, as a party to this Agreement, has the right to raise matters concerning the application of this Agreement at the local workplace level. Accordingly the following steps are to be applied in the resolution of grievances or disputes:

- a) In the first instance the employee shall attempt to resolve a grievance with his/her immediate supervisor. The local union representative shall be present if desired by either party. Where a possible dispute arises the local union representative shall attempt to resolve the matter with the relevant workplace supervisor or manager.
- b) If the employee or union still feels aggrieved, then the matter shall be referred to the relevant Department Head. In the case of employee grievance the local union representative shall be present if desired by either party.
- c) If the matter is still unresolved then it shall be referred to senior management and the senior local or state union representative.
- d) If the matter is still unresolved then the state union representative shall be advised and a meeting arranged. At this stage the employer's representative shall be advised and will be represented at the request of either party.
- e) It is agreed steps a) to d) shall take place within seven days.

- f) Until the matter is determined, work shall continue normally in accordance with custom or practice existing before the grievance arose, while discussions take place.

No party shall be prejudice as to the final settlement by the continuance of work. Health and Safety matters are exempted from sub-clause f).

### **18.3 Role of Commission**

Where matters remain unresolved following application of the steps referred to in sub-clause 18.2 above, then as provided by s170LW(a) of the Workplace Relations Act, they shall be referred to the Australian Industrial Relations Commission for assistance in reaching settlement, through conciliation in the first instance or, where necessary, arbitration.

## **19. NEGOTIATIONS FOR FUTURE AGREEMENTS**

The parties shall, three months prior to the nominated expiry date of this agreement, commence negotiations to replace this agreement with a new certified agreement.

## **20. NO EXTRA CLAIMS**

**20.1** The HSUA, employees and employers bound by this agreement acknowledge that this agreement settles all claims in relation to the terms and conditions of employment of the employees to whom it applies and agree that they will not pursue any extra claims during the term of this agreement.

**20.2** The development of arrangements to safe guard the portability of long service leave and the establishment of a major change management agreement are excluded from the operation of this clause.

**20.3** Subject to an employer meeting obligations to consult arising under the Award, this agreement or a contract of employment binding on it, it is not the intent of this provision to inhibit, limit or restrict an employer's right or ability to introduce change at the workplace.

## **21. CAPACITY TO VARY AGREEMENT**

**21.1** subject to the requirements of the Workplace Relations Act 1996, an application to vary any terms of this Agreement may be made under section 170MD of the *Workplace Relations Act 1996*.

**21.2** Such application must be in writing and agreed to by the parties.

## **SCHEDULE 1 – LIST OF RESPONDENTS**

Alexandra District Hospital  
Alpine Health Service  
Austin & Repatriation Medical Centre  
Bairnsdale Regional Health Service  
Ballarat Community Health Centre  
Ballarat Health Services  
Banyule Community Health Service  
Barwon Health  
Bayside Health  
Beaufort & Skipton Health Service  
Beechworth Health Service  
Bellarine Peninsula Community Health Service  
Inc.  
Benalla & District Memorial Hospital  
Bendigo Health Care Group Inc.  
Bendigo Healthcare Group Inc  
Bentleigh Bayside Community Health Service  
Bethlehem Health Care Melbourne Inc.  
Boort District Hospital  
Casterton Memorial Hospital  
Castlemaine District Community Health Centre  
Central Bayside Community Health Service  
Central Gippsland Health Service  
Central Health Interpreter Service  
Central Wellington Health Service  
Cobaw Community Health Service  
Cobram District Hospital  
Cohuna District Hospital  
Colac Community Health Services  
Coleraine and District Hospital  
Community Health Bendigo  
Corangamite Regional Hospital  
Darebin Health Service  
Darlingford Upper Goulburn Nursing Home Inc  
Dental Health Services Victoria  
Dianella Community Health Incorporated  
Djerriwarrh Health Service  
Doutta Galla Community Health Service  
Dunmunkle Health Services  
East Grampians Health Service  
East Wimmera Health Service  
Eastern Access Community Health  
Eastern Health  
Eastern Palliative Care Service  
Echuca Regional Health  
Edenhope & District Memorial Hospital  
Eltham Community Health Centre

Ensay Community Health Centre  
Forensicare  
Gippsland Southern Health Service  
Glenview Community Care  
Goulburn Valley Community Health Service  
Goulburn Valley Health  
Grampians Community Health Centre  
Hepburn Health Service Inc  
Hesse Rural Health Service  
Heywood Rural Health  
Inglewood & Districts Health Service  
Inner East Community Health Service  
Inner South Community Health Service  
Isis Primary Care Inc.  
Kerang & District Hospital  
Kilmore & District Hospital (The)  
Knox Community Health Service  
Koo Wee Rup Regional Health Service  
Korumburra District Hospital  
Kyabram & District Memorial Community  
Hospital  
Kyneton District Health Service  
Lakes Entrance Community Health Centre  
Latrobe Community Health Service  
Latrobe Regional Hospital  
Lorne Community Hospital  
Lyndoch Warrnambool Inc  
Macarthur District Hospital  
Macedon Ranges Health Services (CHC only)  
Maffra District Hospital  
Maldon Hospital and Community Care (The)  
Mallee Track Health & Community Service  
Manangatang & District Hospital  
Manningham Community Health Service  
Mansfield District Hospital  
Maroondah Social and Community Health  
Centre  
Maryborough District Health Service  
Mclvor Health & Community Services  
Melbourne Health  
Merbein Community Health Centre (administered  
by Sunrasia Community Health Services Inc)  
Mercy Public Hospitals Inc.  
Mildura Base Hospital  
Mitchell Community Health Service  
Monashlink Community Health Centre  
Moreland Community Health Service  
Moyne Health Services  
Mt Alexander Hospital  
Murrindindi Community Health Service



North Richmond Community Health Centre  
North Yarra Community Health Inc  
Northern District Community Health Service  
Northern Health  
Numurkah & District Health Service  
Omeo District Hospital  
Orbost Regional Health  
Otway Health & Community Services  
Ovens & King Community Health Centre  
Peninsula Community Health Service  
Peninsula Health  
Peter MacCallum Cancer Institute  
Plenty Valley Community Health Services Inc  
Portland & District Community Health Centre  
Portland & District Hospital  
Queen Elizabeth Centre Noble Park  
Ranges Community Health Service  
Robinvale District Hospital and Health Services  
Rochester & Elmore District Health Service  
Rosedale & District Community Care Centre  
Royal District Nursing Service  
Royal Victorian Eye & Ear Hospital, The  
Rural Northwest Health  
San Remo & District Community Health Centre  
Seymour District Memorial Hospital  
Sisters of Charity Health Service (incl. -St  
Vincent's Health Services)  
South East Palliative Care Service Inc  
South Gippsland Hospital  
South West Healthcare  
Southern Health  
Stawell Regional Health  
Sunbury Community Health Centre  
Sunraysia Community Health Centre  
Swan Hill District Hospital  
Tallangatta Hospital  
Terang & Mortlake Health Service  
The Red Cliffs & Community Aged Care Service  
Timboon & District Healthcare Service  
Tweddle Child & Family Health Service  
Upper Hume Community Health Service  
Upper Murray Health & Community Services  
Victorian Aids Council/Gay Men's Health Centre  
Wangaratta District Base Hospital  
West Gippsland Health Care Group  
West Goulburn Community Health Services  
West Wimmera Health Service  
Western District Health Service  
Western Health  
Western Region Health Centre

Whitehorse Community Health Service  
Wimmera Health Care Group  
Wodonga Regional Health Service  
Women's & Children's Health  
Wonthaggi & District Hospital  
Yarram & District Health Service  
Yarrawonga District Health

**Schedule 2 Wages**

<b>CLASSIFICATION</b>	<b>4% incr. 1999</b>	<b>0.8% incr. 01.04.00</b>	<b>2% incr. 01.07.00</b>	<b>3% incr. 01.10.00</b>	<b>3% incr. 01.03.0 1</b>	<b>3% incr. 01.03.02</b>	<b>3% incr. 01.03.03</b>
INTERN MED IMAG TECH	480.30	484.20	493.80	508.60	523.90	539.60	555.80
MED IMAG TECH GR1 Y1	600.40	605.20	617.30	635.80	654.90	674.50	694.70
MED IMAG TECH GR1 Y2	644.40	649.60	662.60	682.50	703.00	724.10	745.80
MED IMAG TECH GR1 Y3	682.00	687.50	701.30	722.30	744.00	766.30	789.30
MED IMAG TECH GR1 Y4	729.60	735.40	750.10	772.60	795.80	819.70	844.30
MED IMAG TECH GR1 Y5	765.60	771.70	787.10	810.70	835.00	860.10	885.90
MED IMAG TECH GR1 Y6	804.80	811.20	827.40	852.20	877.80	904.10	931.20
MED IMAG TECH GR2 Y1	804.80	811.20	827.40	852.20	877.80	904.10	931.20
MED IMAG TECH GR2 Y2	850.50	857.30	874.40	900.60	927.60	955.40	984.10
MED IMAG TECH GR2 Y3	892.60	899.70	917.70	945.20	973.60	1002.80	1032.90
MED IMAG TECH GR2 Y4	938.30	945.80	964.70	993.60	1023.40	1054.10	1085.70
MED IMAG TECH GR3 Y1	989.10	997.00	1016.90	1047.40	1078.80	1111.20	1144.50
MED IMAG TECH GR3 Y2	1023.90	1,032.10	1052.70	1084.30	1116.80	1150.30	1184.80
MED IMAG TECH GR3 Y3	1051.20	1,059.60	1080.80	1113.20	1146.60	1181.00	1216.40
MED IMAG TECH GR3 Y4	1109.30	1,118.20	1140.60	1174.80	1210.00	1246.30	1283.70
MED IMAG TECH GR4	1249.80	1,259.80	1285.00	1323.60	1363.30	1404.20	1446.30
TUTOR M I T YEAR 1	989.10	997.00	1016.90	1047.40	1078.80	1111.20	1144.50
TUTOR M I T YEAR 2	1023.90	1,032.10	1052.70	1084.30	1116.80	1150.30	1184.80
TUTOR M I T YEAR 3	1051.20	1,059.60	1080.80	1113.20	1146.60	1181.00	1216.40
TUTOR M I T YEAR 4	1109.30	1,118.20	1140.60	1174.80	1210.00	1246.30	1283.70
DEP CHF M I T GR1 Y1	989.10	997.00	1016.90	1047.40	1078.80	1111.20	1144.50
DEP CHF M I T GR1 Y2	1023.90	1,032.10	1052.70	1084.30	1116.80	1150.30	1184.80
DEP CHF M I T GR2 Y1	1109.30	1,118.20	1140.60	1174.80	1210.00	1246.30	1283.70
DEP CHF M I T GR2 Y2	1159.50	1,168.80	1192.20	1228.00	1264.80	1302.70	1341.80
DEP CHF M I T GR2 Y3	1109.30	1,118.20	1140.60	1174.80	1210.00	1246.30	1283.70
DEP CHF M I T GR3	1249.80	1,259.80	1285.00	1323.60	1363.30	1404.20	1446.30
DEP CHF MIT GR 4	1349.50	1,360.30	1387.50	1429.10	1472.00	1516.20	1561.70
CHIEF M I T GR 1 YR1	989.10	997.00	1016.90	1047.40	1078.80	1111.20	1144.50
CHIEF M I T GR 1 YR2	1023.90	1,032.10	1052.70	1084.30	1116.80	1150.30	1184.80
CHIEF M I T GR 1 YR3	1051.20	1,059.60	1080.80	1113.20	1146.60	1181.00	1216.40
CHIEF M I T GR 2 YR1	1109.30	1,118.20	1140.60	1174.80	1210.00	1246.30	1283.70
CHIEF M I T GR 2 YR2	1159.50	1,168.80	1192.20	1228.00	1264.80	1302.70	1341.80
CHIEF M I T GRADE 3	1249.80	1,259.80	1285.00	1323.60	1363.30	1404.20	1446.30
CHIEF M I T GRADE 4	1349.50	1,360.30	1387.50	1429.10	1472.00	1516.20	1561.70
CHIEF M I T GR5	1488.90	1,500.80	1530.80	1576.70	1624.00	1672.70	1722.90
UNQLF WELFARE WKR Y1	434.90	438.40	447.10	460.50	474.40	488.60	503.20
UNQLF WELFARE WKR Y2	462.70	466.40	475.80	490.00	504.70	519.90	535.40
UNQLF WELFARE WKR Y3	474.30	478.10	487.70	502.40	517.40	533.00	548.90
UNQLF WELFARE WKR Y4	494.60	498.60	508.60	523.80	539.50	555.70	572.30
UNQLF WELFARE WKR Y5	510.30	514.40	524.70	540.40	556.70	573.30	590.50
UNQLF WELFARE WKR Y6	532.70	537.00	547.70	564.10	581.00	598.40	616.30
UNQLF WELFARE WKR Y7	550.00	554.40	565.40	582.40	599.90	618.00	636.50
WELFARE WKR CL 1 YR1	511.60	515.70	526.00	541.80	558.10	574.80	592.00
WELFARE WKR CL 1 YR2	544.30	548.70	559.70	576.50	593.80	611.60	629.90
WELFARE WKR CL 1 YR3	558.00	562.50	573.80	591.00	608.70	627.00	645.80
WELFARE WKR CL 1 YR4	581.90	586.60	598.30	616.20	634.70	653.70	673.30
WELFARE WKR CL 1 YR5	600.40	605.20	617.30	635.80	654.90	674.50	694.70
WELFARE WKR CL 1 YR6	626.70	631.70	644.30	663.60	683.50	704.00	725.10
WELFARE WKR CL 1 YR7	647.00	652.20	665.20	685.20	705.80	727.00	748.80
WELFARE WKR CL 2 YR1	600.40	605.20	617.30	635.80	654.90	674.50	694.70

WELFARE WKR CL 2 YR2	626.70	631.70	644.30	663.60	683.50	704.00	725.10
WELFARE WKR CL 2 YR3	646.50	651.70	664.70	684.60	705.10	726.30	748.10
WELFARE WKR CL 2 YR4	672.30	677.70	691.30	712.00	733.40	755.40	778.10
WELFARE WKR CL 3 YR1	672.30	677.70	691.30	712.00	733.40	755.40	778.10
WELFARE WKR CL 3 YR2	698.40	704.00	718.10	739.60	761.80	784.70	808.20
WELFARE WKR CL 3 YR3	719.90	725.70	740.20	762.40	785.30	808.90	833.20
WELFARE WKR CL 4 YR1	740.60	746.50	761.40	784.20	807.70	831.90	856.90
WELFARE WKR CL 4 YR2	764.30	770.40	785.80	809.40	833.70	858.70	884.50
WELFARE WKR CL 4 YR3	786.40	792.70	808.60	832.90	857.90	883.60	910.10
COMM DEV WKR CL1 YR1	563.20	567.70	579.10	596.50	614.40	632.80	651.80
COMM DEV WKR CL1 YR2	589.30	594.00	605.90	624.10	642.80	662.10	682.00
COMM DEV WKR CL1 YR3	615.50	620.40	632.80	651.80	671.40	691.50	712.20
COMM DEV WKR CL1 YR4	641.70	646.80	659.70	679.50	699.90	720.90	742.50
COMM DEV WKR CL2A Y1	589.30	594.00	605.90	624.10	642.80	662.10	682.00
COMM DEV WKR CL2A Y2	615.50	620.40	632.80	651.80	671.40	691.50	712.20
COMM DEV WKR CL2A Y3	641.70	646.80	659.70	679.50	699.90	720.90	742.50
COMM DEV WKR CL2A Y4	668.20	673.50	687.00	707.60	728.80	750.70	773.20
COMM DEV WKR CL2A Y5	697.00	702.60	716.70	738.20	760.30	783.10	806.60
COMM DEV WKR CL2A Y6	724.90	730.70	745.30	767.70	790.70	814.40	838.80
COMM DEV WKR CL2A Y7	736.80	742.70	757.60	780.30	803.70	827.80	852.60
COMM DEV WKR CL2A Y8	779.20	785.40	801.10	825.10	849.90	875.40	901.70
COMM DEV WKR CL2A Y9	806.80	813.30	829.60	854.50	880.10	906.50	933.70
COM DEV WKR CL2A Y10	834.60	841.30	858.10	883.80	910.30	937.60	965.70
COMM DEV WKR CL2B Y1	779.20	785.40	801.10	825.10	849.90	875.40	901.70
COMM DEV WKR CL2B Y2	806.80	813.30	829.60	854.50	880.10	906.50	933.70
COMM DEV WKR CL2B Y3	834.60	841.30	858.10	883.80	910.30	937.60	965.70
COMM DEV WKR CL2B Y4	862.60	869.50	886.90	913.50	940.90	969.10	998.20
COMM DEV WKR CL2B Y5	888.70	895.80	913.70	941.10	969.30	998.40	1028.40
COMM DEV WKR CL2B Y6	916.70	924.00	942.50	970.80	999.90	1029.90	1060.80
COMM DEV WKR CL3 YR1	862.60	869.50	886.90	913.50	940.90	969.10	998.20
COMM DEV WKR CL3 YR2	888.70	895.80	913.70	941.10	969.30	998.40	1028.40
COMM DEV WKR CL3 YR3	916.70	924.00	942.50	970.80	999.90	1029.90	1060.80
INTERN RAD THER TECH	480.30	484.20	493.80	508.60	523.90	539.60	555.80
RAD THER TECH GR1 Y1	600.40	605.20	617.30	635.80	654.90	674.50	694.70
RAD THER TECH GR1 Y2	644.40	649.60	662.60	682.50	703.00	724.10	745.80
RAD THER TECH GR1 Y3	682.00	687.50	701.30	722.30	744.00	766.30	789.30
RAD THER TECH GR1 Y4	729.60	735.40	750.10	772.60	795.80	819.70	844.30
RAD THER TECH GR1 Y5	765.60	771.70	787.10	810.70	835.00	860.10	885.90
RAD THER TECH GR1 Y6	804.80	811.20	827.40	852.20	877.80	904.10	931.20
RAD THER TECH GR2 Y1	804.80	811.20	827.40	852.20	877.80	904.10	931.20
RAD THER TECH GR2 Y2	850.50	857.30	874.40	900.60	927.60	955.40	984.10
RAD THER TECH GR2 Y3	892.60	899.70	917.70	945.20	973.60	1002.80	1032.90
RAD THER TECH GR2 Y4	938.30	945.80	964.70	993.60	1023.40	1054.10	1085.70
RAD THER TECH G2A Y1	989.10	997.00	1016.90	1047.40	1078.80	1111.20	1144.50
RAD THER TECH G2A Y2	1023.90	1032.10	1052.70	1084.30	1116.80	1150.30	1184.80
RAD THER TECH G2B Y1	1051.20	1059.60	1080.80	1113.20	1146.60	1181.00	1216.40
RAD THER TECH G2B Y2	1109.30	1118.20	1140.60	1174.80	1210.00	1246.30	1283.70
RAD THER TECH GR 2C	1159.50	1168.80	1192.20	1228.00	1264.80	1302.70	1341.80
RAD THER TECH GR 3	1349.50	1360.30	1387.50	1429.10	1472.00	1516.20	1561.70
RAD THER TECH GR 4	1488.90	1500.80	1530.80	1576.70	1624.00	1672.70	1722.90
RAD THER TECH GR 5	1668.40	1681.70	1715.30	1766.80	1819.80	1874.40	1930.60
INTERN NUC MED TECH	480.30	484.20	493.80	508.60	523.90	539.60	555.80
NUC MED TECH GR 1 Y1	600.40	605.20	617.30	635.80	654.90	674.50	694.70

NUC MED TECH GR 1 Y2	644.40	649.60	662.60	682.50	703.00	724.10	745.80
NUC MED TECH GR 1 Y3	682.00	687.50	701.30	722.30	744.00	766.30	789.30
NUC MED TECH GR 1 Y4	729.60	735.40	750.10	772.60	795.80	819.70	844.30
NUC MED TECH GR 1 Y5	765.60	771.70	787.10	810.70	835.00	860.10	885.90
NUC MED TECH GR 1 Y6	804.80	811.20	827.40	852.20	877.80	904.10	931.20
NUC MED TECH GR 2 Y1	804.80	811.20	827.40	852.20	877.80	904.10	931.20
NUC MED TECH GR 2 Y2	850.50	857.30	874.40	900.60	927.60	955.40	984.10
NUC MED TECH GR 2 Y3	892.60	899.70	917.70	945.20	973.60	1002.80	1032.90
NUC MED TECH GR 2 Y4	938.30	945.80	964.70	993.60	1023.40	1054.10	1085.70
NUC MED TECH GR 3 Y1	989.10	997.00	1016.90	1047.40	1078.80	1111.20	1144.50
NUC MED TECH GR 3 Y2	1023.90	1032.10	1052.70	1084.30	1116.80	1150.30	1184.80
NUC MED TECH GR 3 Y3	1051.20	1059.60	1080.80	1113.20	1146.60	1181.00	1216.40
NUC MED TECH GR 3 Y4	1109.30	1118.20	1140.60	1174.80	1210.00	1246.30	1283.70
NUC MED TECH GR4	1249.80	1259.80	1285.00	1323.60	1363.30	1404.20	1446.30
DEP CHF N M T GR1 Y1	989.10	997.00	1016.90	1047.40	1078.80	1111.20	1144.50
DEP CHF N M T GR1 Y2	1023.90	1032.10	1052.70	1084.30	1116.80	1150.30	1184.80
DEP CHF N M T GR2 Y1	1023.90	1032.10	1052.70	1084.30	1116.80	1150.30	1184.80
DEP CHF N M T GR2 Y2	1051.20	1059.60	1080.80	1113.20	1146.60	1181.00	1216.40
DEP CHF N M T GR2 Y3	1109.30	1118.20	1140.60	1174.80	1210.00	1246.30	1283.70
CHIEF N M T GR 1 YR1	989.10	997.00	1016.90	1047.40	1078.80	1111.20	1144.50
CHIEF N M T GR 1 YR2	1023.90	1032.10	1052.70	1084.30	1116.80	1150.30	1184.80
CHIEF N M T GR 1 YR3	1051.20	1059.60	1080.80	1113.20	1146.60	1181.00	1216.40
CHIEF N M T GR 2 YR1	1109.30	1118.20	1140.60	1174.80	1210.00	1246.30	1283.70
CHIEF N M T GR 2 YR2	1159.50	1168.80	1192.20	1228.00	1264.80	1302.70	1341.80
CHIEF N M T GRADE 3	1249.80	1259.80	1285.00	1323.60	1363.30	1404.20	1446.30
TRNE MED LAB TECH Y1	288.55	290.85	296.65	305.55	314.70	324.15	333.85
TRNE MED LAB TECH Y2	346.25	349.00	356.00	366.65	377.65	389.00	400.60
TRNE MED LAB TECH Y3	432.85	436.30	445.00	458.35	472.05	486.25	500.80
TRNE MED LAB TECH Y4	519.40	523.55	534.00	550.00	566.45	583.45	600.90
ADT TRN MED LAB TECH	461.70	465.35	474.65	488.90	503.50	518.60	534.15
MED LAB TECH GR1 YR1	525.00	529.20	539.80	556.00	572.70	589.90	607.60
MED LAB TECH GR1 YR2	551.10	555.50	566.60	583.60	601.10	619.10	637.70
MED LAB TECH GR1 YR3	577.10	581.70	593.30	611.10	629.40	648.30	667.70
MED LEB TECH GR1 YR4	598.00	602.80	614.90	633.30	652.30	671.90	692.10
MED LAB TECH GR1 YR5	618.90	623.90	636.40	655.50	675.20	695.50	716.40
MED LAB TECH GR1 YR6	640.10	645.20	658.10	677.80	698.10	719.00	740.60
MED LAB TECH GR1 YR7	661.10	666.40	679.70	700.10	721.10	742.70	765.00
MED LAB TECH GR1 YR8	682.00	687.50	701.30	722.30	744.00	766.30	789.30
MED LAB TECH GR2 YR1	682.00	687.50	701.30	722.30	744.00	766.30	789.30
MED LAB TECH GR2 YR2	710.10	715.80	730.10	752.00	774.60	797.80	821.70
MED LAB TECH GR2 YR3	738.10	744.00	758.90	781.70	805.20	829.40	854.30
MED LAB TECH GR2 YR4	764.60	770.70	786.10	809.70	834.00	859.00	884.80
MED TECHNICIAN YR 1	525.00	529.20	539.80	556.00	572.70	589.90	607.60
MED TECHNICIAN YR 2	551.10	555.50	566.60	583.60	601.10	619.10	637.70
MED TECHNICIAN YR 3	561.40	565.90	577.20	594.50	612.30	630.70	649.60
MED TECHNICIAN YR 4	571.60	576.20	587.70	605.30	623.50	642.20	661.50
MED TECHNICIAN YR 5	589.00	593.70	605.60	623.80	642.50	661.80	681.70
MED TECHNICIAN YR 6	604.40	609.20	621.40	640.00	659.20	679.00	699.40
PHYSIO GR 1 YR 1	600.40	605.20	617.30	635.80	654.90	674.50	694.70
PHYSIO GR 1 YR 2	644.40	649.60	662.60	682.50	703.00	724.10	745.80
PHYSIO GR 1 YR 3	682.00	687.50	701.30	722.30	744.00	766.30	789.30
PHYSIO GR 1 YR 4	729.60	735.40	750.10	772.60	795.80	819.70	844.30
PHYSIO GR 1 YR 5	765.60	771.70	787.10	810.70	835.00	860.10	885.90
PHYSIO GR 1 YR 6	804.80	811.20	827.40	852.20	877.80	904.10	931.20

PHYSIO GR 2 YR 1	804.80	811.20	827.40	852.20	877.80	904.10	931.20
PHYSIO GR 2 YR 2	850.50	857.30	874.40	900.60	927.60	955.40	984.10
PHYSIO GR 2 YR 3	892.60	899.70	917.70	945.20	973.60	1002.80	1032.90
PHYSIO GR 2 YR 4	938.30	945.80	964.70	993.60	1023.40	1054.10	1085.70
SNR CLIN PHYSIO YR 1	989.10	997.00	1016.90	1047.40	1078.80	1111.20	1144.50
SNR CLIN PHYSIO YR 2	1023.90	1032.10	1052.70	1084.30	1116.80	1150.30	1184.80
SNR CLIN PHYSIO YR 3	1051.20	1059.60	1080.80	1113.20	1146.60	1181.00	1216.40
SNR CLIN PHYSIO YR 4	1109.30	1118.20	1140.60	1174.80	1210.00	1246.30	1283.70
PHYSIO GR 4	1249.80	1259.80	1285.00	1323.60	1363.30	1404.20	1446.30
DEP CHIEF PHYSIO YR1	989.10	997.00	1016.90	1047.40	1078.80	1111.20	1144.50
DEP CHIEF PHYSIO YR2	1023.90	1032.10	1052.70	1084.30	1116.80	1150.30	1184.80
DEP CHIEF PHYSIO YR3	1051.20	1059.60	1080.80	1113.20	1146.60	1181.00	1216.40
CHIEF PHYSIO GR1 YR1	989.10	997.00	1016.90	1047.40	1078.80	1111.20	1144.50
CHIEF PHYSIO GR1 YR2	1023.90	1032.10	1052.70	1084.30	1116.80	1150.30	1184.80
CHIEF PHYSIO GR1 YR3	1051.20	1059.60	1080.80	1113.20	1146.60	1181.00	1216.40
CHIEF PHYSIO GR2 YR1	1109.30	1118.20	1140.60	1174.80	1210.00	1246.30	1283.70
CHIEF PHYSIO GR2 YR2	1159.50	1168.80	1192.20	1228.00	1264.80	1302.70	1341.80
CHIEF PHYSIO GRADE 3	1249.80	1259.80	1285.00	1323.60	1363.30	1404.20	1446.30
CHIEF PHYSIO GRADE 4	1349.50	1360.30	1387.50	1429.10	1472.00	1516.20	1561.70
CHIEF PHYSIO GR5	1488.90	1500.80	1530.80	1576.70	1624.00	1672.70	1722.90
OCC THER GR 1 YR 1	600.40	605.20	617.30	635.80	654.90	674.50	694.70
OCC THER GR 1 YR 2	644.40	649.60	662.60	682.50	703.00	724.10	745.80
OCC THER GR 1 YR 3	682.00	687.50	701.30	722.30	744.00	766.30	789.30
OCC THER GR 1 YR 4	729.60	735.40	750.10	772.60	795.80	819.70	844.30
OCC THER GR 1 YR 5	765.60	771.70	787.10	810.70	835.00	860.10	885.90
OCC THER GR 1 YR 6	804.80	811.20	827.40	852.20	877.80	904.10	931.20
OCC THER GR 2 YR 1	804.80	811.20	827.40	852.20	877.80	904.10	931.20
OCC THER GR 2 YR 2	850.50	857.30	874.40	900.60	927.60	955.40	984.10
OCC THER GR 2 YR 3	892.60	899.70	917.70	945.20	973.60	1002.80	1032.90
OCC THER GR 2 YR 4	938.30	945.80	964.70	993.60	1023.40	1054.10	1085.70
SNR CLIN OCC THER Y1	989.10	997.00	1016.90	1047.40	1078.80	1111.20	1144.50
SNR CLIN OCC THER Y2	1023.90	1032.10	1052.70	1084.30	1116.80	1150.30	1184.80
SNR CLIN OCC THER Y3	1051.20	1059.60	1080.80	1113.20	1146.60	1181.00	1216.40
SNR CLIN OCC THER Y4	1109.30	1118.20	1140.60	1174.80	1210.00	1246.30	1283.70
OCC THER GR 4	1249.80	1259.80	1285.00	1323.60	1363.30	1404.20	1446.30
DEP CHF OCC THER YR1	989.10	997.00	1016.90	1047.40	1078.80	1111.20	1144.50
DEP CHF OCC THER YR2	1023.90	1032.10	1052.70	1084.30	1116.80	1150.30	1184.80
DEP CHF OCC THER YR3	1051.20	1059.60	1080.80	1113.20	1146.60	1181.00	1216.40
CHF OCC THER GR1 YR1	989.10	997.00	1016.90	1047.40	1078.80	1111.20	1144.50
CHF OCC THER GR1 YR2	1023.90	1032.10	1052.70	1084.30	1116.80	1150.30	1184.80
CHF OCC THER GR1 YR3	1051.20	1059.60	1080.80	1113.20	1146.60	1181.00	1216.40
CHF OCC THER GR2 YR1	1109.30	1118.20	1140.60	1174.80	1210.00	1246.30	1283.70
CHF OCC THER GR2 YR2	1159.50	1168.80	1192.20	1228.00	1264.80	1302.70	1341.80
CHF OCC THER GRADE 3	1249.80	1259.80	1285.00	1323.60	1363.30	1404.20	1446.30
CHF OCC THER GRADE 4	1349.50	1360.30	1387.50	1429.10	1472.00	1516.20	1561.70
CHIEF OCC THER GR5	1488.90	1500.80	1530.80	1576.70	1624.00	1672.70	1722.90
SPEECH PATH GR 1 YR1	600.40	605.20	617.30	635.80	654.90	674.50	694.70
SPEECH PATH GR 1 YR2	644.40	649.60	662.60	682.50	703.00	724.10	745.80
SPEECH PATH GR 1 YR3	682.00	687.50	701.30	722.30	744.00	766.30	789.30
SPEECH PATH GR 1 YR4	729.60	735.40	750.10	772.60	795.80	819.70	844.30
SPEECH PATH GR 1 YR5	765.60	771.70	787.10	810.70	835.00	860.10	885.90
SPEECH PATH GR 1 YR6	804.80	811.20	827.40	852.20	877.80	904.10	931.20
SPEECH PATH GR 2 YR1	804.80	811.20	827.40	852.20	877.80	904.10	931.20
SPEECH PATH GR 2 YR2	850.50	857.30	874.40	900.60	927.60	955.40	984.10

SPEECH PATH GR 2 YR3	892.60	899.70	917.70	945.20	973.60	1002.80	1032.90
SPEECH PATH GR 2 YR4	938.30	945.80	964.70	993.60	1023.40	1054.10	1085.70
SNR CLIN SPEECH P Y1	989.10	997.00	1016.90	1047.40	1078.80	1111.20	1144.50
SNR CLIN SPEECH P Y2	1023.90	1032.10	1052.70	1084.30	1116.80	1150.30	1184.80
SNR CLIN SPEECH P Y3	1051.20	1059.60	1080.80	1113.20	1146.60	1181.00	1216.40
SNR CLIN SPEECH P Y4	1109.30	1118.20	1140.60	1174.80	1210.00	1246.30	1283.70
SPEECH PATH GR 4	1249.80	1259.80	1285.00	1323.60	1363.30	1404.20	1446.30
DEP CHF SPEECH P YR1	989.10	997.00	1016.90	1047.40	1078.80	1111.20	1144.50
DEP CHF SPEECH P YR2	1023.90	1032.10	1052.70	1084.30	1116.80	1150.30	1184.80
DEP CHF SPEECH P YR3	1051.20	1059.60	1080.80	1113.20	1146.60	1181.00	1216.40
CHF SPEECH P GR1 YR1	989.10	997.00	1016.90	1047.40	1078.80	1111.20	1144.50
CHF SPEECH P GR1 YR2	1023.90	1032.10	1052.70	1084.30	1116.80	1150.30	1184.80
CHF SPEECH P GR1 YR3	1051.20	1059.60	1080.80	1113.20	1146.60	1181.00	1216.40
CHF SPEECH P GR2 YR1	1109.30	1118.20	1140.60	1174.80	1210.00	1246.30	1283.70
CHF SPEECH P GR2 YR2	1159.50	1168.80	1192.20	1228.00	1264.80	1302.70	1341.80
CHF SPEECH PATH GR 3	1249.80	1259.80	1285.00	1323.60	1363.30	1404.20	1446.30
MUSIC THER GR 1 YR 1	600.40	605.20	617.30	635.80	654.90	674.50	694.70
MUSIC THER GR 1 YR 2	644.40	649.60	662.60	682.50	703.00	724.10	745.80
MUSIC THER GR 1 YR 3	682.00	687.50	701.30	722.30	744.00	766.30	789.30
MUSIC THER GR 1 YR 4	729.60	735.40	750.10	772.60	795.80	819.70	844.30
MUSIC THER GR 1 YR 5	765.60	771.70	787.10	810.70	835.00	860.10	885.90
MUSIC THER GR 1 YR 6	804.80	811.20	827.40	852.20	877.80	904.10	931.20
MUSIC THER GR 2 YR 1	804.80	811.20	827.40	852.20	877.80	904.10	931.20
MUSIC THER GR 2 YR 2	850.50	857.30	874.40	900.60	927.60	955.40	984.10
MUSIC THER GR 2 YR 3	892.60	899.70	917.70	945.20	973.60	1002.80	1032.90
MUSIC THER GR 2 YR 4	938.30	945.80	964.70	993.60	1023.40	1054.10	1085.70
MUSIC THER GR3 YR1	989.10	997.00	1016.90	1047.40	1078.80	1111.20	1144.50
MUSIC THER GR3 YR2	1023.90	1032.10	1052.70	1084.30	1116.80	1150.30	1184.80
MUSIC THER GR3 YR3	1051.20	1059.60	1080.80	1113.20	1146.60	1181.00	1216.40
MUSIC THER GR3 YR4	1109.30	1118.20	1140.60	1174.80	1210.00	1246.30	1283.70
MUSIC THER GR 4	1249.80	1259.80	1285.00	1323.60	1363.30	1404.20	1446.30
MED LIBRARIAN GR1 Y1	600.40	605.20	617.30	635.80	654.90	674.50	694.70
MED LIBRARIAN GR1 Y2	644.40	649.60	662.60	682.50	703.00	724.10	745.80
MED LIBRARIAN GR1 Y3	682.00	687.50	701.30	722.30	744.00	766.30	789.30
MED LIBRARIAN GR1 Y4	729.60	735.40	750.10	772.60	795.80	819.70	844.30
MED LIBRARIAN GR1 Y5	765.60	771.70	787.10	810.70	835.00	860.10	885.90
MED LIBRARIAN GR1 Y6	804.80	811.20	827.40	852.20	877.80	904.10	931.20
MED LIBRARIAN GR2 Y1	804.80	811.20	827.40	852.20	877.80	904.10	931.20
MED LIBRARIAN GR2 Y2	850.50	857.30	874.40	900.60	927.60	955.40	984.10
MED LIBRARIAN GR2 Y3	892.60	899.70	917.70	945.20	973.60	1002.80	1032.90
MED LIBRARIAN GR2 Y4	938.30	945.80	964.70	993.60	1023.40	1054.10	1085.70
MED LIBRARIAN GR3 YR1	989.10	997.00	1016.90	1047.40	1078.80	1111.20	1144.50
MED LIBRARIAN GR3 YR2	1023.90	1032.10	1052.70	1084.30	1116.80	1150.30	1184.80
MED LIBRARIAN GR3 YR3	1051.20	1059.60	1080.80	1113.20	1146.60	1181.00	1216.40
MED LIBRARIAN GR3 YR4	1109.30	1118.20	1140.60	1174.80	1210.00	1246.30	1283.70
MED LIBRARIAN GR 4	1249.80	1259.80	1285.00	1323.60	1363.30	1404.20	1446.30
CHF LIBRARIAN GR1 Y1	989.10	997.00	1016.90	1047.40	1078.80	1111.20	1144.50
CHF LIBRARIAN GR1 Y2	1023.90	1032.10	1052.70	1084.30	1116.80	1150.30	1184.80
CHF LIBRARIAN GR1 Y3	1051.20	1059.60	1080.80	1113.20	1146.60	1181.00	1216.40
CHF LIBRARIAN GR2 Y1	1109.30	1118.20	1140.60	1174.80	1210.00	1246.30	1283.70
CHF LIBRARIAN GR2 Y2	1159.50	1168.80	1192.20	1228.00	1264.80	1302.70	1341.80
MED PHOTO/ILL GR1 Y1	600.40	605.20	617.30	635.80	654.90	674.50	694.70
MED PHOTO/ILL GR1 Y2	644.40	649.60	662.60	682.50	703.00	724.10	745.80

MED PHOTO/ILL GR1 Y3	682.00	687.50	701.30	722.30	744.00	766.30	789.30
MED PHOTO/ILL GR1 Y4	729.60	735.40	750.10	772.60	795.80	819.70	844.30
MED PHOTO/ILL GR1 Y5	765.60	771.70	787.10	810.70	835.00	860.10	885.90
MED PHOTO/ILL GR1 Y6	804.80	811.20	827.40	852.20	877.80	904.10	931.20
MED PHOTO/ILL GR2 Y1	804.80	811.20	827.40	852.20	877.80	904.10	931.20
MED PHOTO/ILL GR2 Y2	850.50	857.30	874.40	900.60	927.60	955.40	984.10
MED PHOTO/ILL GR2 Y3	892.60	899.70	917.70	945.20	973.60	1002.80	1032.90
MED PHOTO/ILL GR2 Y4	938.30	945.80	964.70	993.60	1023.40	1054.10	1085.70
MED PHOTO/ILL GR3 YR1	989.10	997.00	1016.90	1047.40	1078.80	1111.20	1144.50
MED PHOTO/ILL GR3 YR2	1023.90	1032.10	1052.70	1084.30	1116.80	1150.30	1184.80
MED PHOTO/ILL GR3 YR3	1051.20	1059.60	1080.80	1113.20	1146.60	1181.00	1216.40
MED PHOTO/ILL GR3 YR4	1109.30	1118.20	1140.60	1174.80	1210.00	1246.30	1283.70
MED PHOTO/ILL GR 4	1249.80	1259.80	1285.00	1323.60	1363.30	1404.20	1446.30
DEP CHF PHOTO/ILL Y1	989.10	997.00	1016.90	1047.40	1078.80	1111.20	1144.50
DEP CHF PHOTO/ILL Y2	1023.90	1032.10	1052.70	1084.30	1116.80	1150.30	1184.80
DEP CHF PHOTO/ILL Y3	1051.20	1059.60	1080.80	1113.20	1146.60	1181.00	1216.40
CHF PHOTO/ILL GR1 Y1	989.10	997.00	1016.90	1047.40	1078.80	1111.20	1144.50
CHF PHOTO/ILL GR1 Y2	1023.90	1032.10	1052.70	1084.30	1116.80	1150.30	1184.80
CHF PHOTO/ILL GR1 Y3	1051.20	1059.60	1080.80	1113.20	1146.60	1181.00	1216.40
CHF PHOTO/ILL GR2 Y1	1109.30	1118.20	1140.60	1174.80	1210.00	1246.30	1283.70
CHF PHOTO/ILL GR2 Y2	1159.50	1168.80	1192.20	1228.00	1264.80	1302.70	1341.80

TRNE RESRCH TECH YR1	300.20	302.60	308.65	317.90	327.45		
TRNE RESRCH TECH YR2	360.25	363.10	370.40	381.50	392.95		
TRNE RESRCH TECH YR3	450.30	453.90	463.00	476.85	491.20		
TRNE RESRCH TECH YR4	510.35	514.40	524.70	540.45	556.65		
TRNE RESRCH TECH YR5	540.35	544.70	555.55	572.20	589.40		
RESEARCH TECH GR1 Y1	600.40	605.20	617.30	635.80	654.90		
RESEARCH TECH GR1 Y2	644.40	649.60	662.60	682.50	703.00		
RESEARCH TECH GR1 Y3	682.00	687.50	701.30	722.30	744.00		
RESEARCH TECH GR1 Y4	729.60	735.40	750.10	772.60	795.80		
RESEARCH TECH GR1 Y5	765.60	771.70	787.10	810.70	835.00		
RESEARCH TECH GR1 Y6	804.80	811.20	827.40	852.20	877.80		
RESEARCH TECH GR2 Y1	804.80	811.20	827.40	852.20	877.80		
RESEARCH TECH GR2 Y2	850.50	857.30	874.40	900.60	927.60		
RESEARCH TECH GR2 Y3	892.60	899.70	917.70	945.20	973.60		
RESEARCH TECH GR2 Y4	938.30	945.80	964.70	993.60	1023.40		
RESEARCH TECH GR3 Y1	989.10	997.00	1016.90	1047.40	1078.80		
RESEARCH TECH GR3 Y2	1023.90	1032.10	1052.70	1084.30	1116.80		
RESEARCH TECH GR3 Y3	1051.20	1059.60	1080.80	1113.20	1146.60		
RESEARCH TECH GR3 Y4	1109.30	1118.20	1140.60	1174.80	1210.00		

**INSERTED NEW RESEARCH TECH STUCTURE FOR PETER MAC**

RESRCH ASST LEVEL A YR 1		788.90	812.60	837.00			
RESRCH ASST LEVEL A YR 2		833.90	858.90	884.70			
RESRCH ASST LEVEL A YR 3		878.90	905.30	932.50			
RESRCH ASST LEVEL A YR 4		924.00	951.70	980.30			
RESRCH ASST LEVEL A YR 5		960.70	989.50	1019.20			
RESRCH ASST LEVEL A YR 6		997.20	1027.10	1057.90			
RESRCH ASST LEVEL A YR 7		1033.90	1064.90	1096.80			
RESRCH ASST LEVEL A YR 8		1070.60	1102.70	1135.80			
RESRCH OFFICER YEAR 1		997.20	1027.10	1057.90			
RESRCH OFFICER YEAR 2		1033.90	1064.90	1096.80			
RESRCH OFFICER YEAR 3		1070.60	1102.70	1135.80			
SNR RESRCH OFFICER LEVEL B YR 1		1126.90	1160.70	1195.50			
SNR RESRCH OFFICER LEVEL B YR 2		1169.30	1204.40	1240.50			
SNR RESRCH OFFICER LEVEL B YR 3		1211.50	1247.80	1285.20			



SNR RESRCH OFFICER LEVEL B YR 4	1253.70	1291.30	1330.00
SNR RESRCH OFFICER LEVEL B YR 5	1295.80	1334.70	1374.70
SNR RESRCH OFFICER LEVEL B YR 6	1338.10	1378.20	1419.50
RESRCH FELLOW YEAR 1	1253.70	1291.30	1330.00
RESRCH FELLOW YEAR 2	1295.80	1334.70	1374.70
RESRCH FELLOW YEAR 3	1338.10	1378.20	1419.50
SNR RESRCH FELLOW LEVEL C YR 1	1380.30	1421.70	1464.40
SNR RESRCH FELLOW LEVEL C YR 2	1422.60	1465.30	1509.30
SNR RESRCH FELLOW LEVEL C YR 3	1464.90	1508.80	1554.10
SNR RESRCH FELLOW LEVEL C YR 4	1507.30	1552.50	1599.10
SNR RESRCH FELLOW LEVEL C YR 5	1549.60	1596.10	1644.00
SNR RESRCH FELLOW LEVEL C YR 6	1591.80	1639.60	1688.80
PRINCIPAL RESRCH FELLOW LEVEL D YR 1	1662.10	1712.00	1763.40
PRINCIPAL RESRCH FELLOW LEVEL D YR 2	1718.60	1770.20	1823.30
PRINCIPAL RESRCH FELLOW LEVEL D YR 3	1774.80	1828.00	1882.80
PRINCIPAL RESRCH FELLOW LEVEL D YR 4	1831.10	1886.00	1942.60
SNR PRINCIPAL RESRCH FELLOW LEVEL E	1878.10	1934.40	1992.40

PODIATRIST GR 1 YR 1	600.40	605.20	617.30	635.80	654.90	674.50	694.70
PODIATRIST GR 1 YR 2	644.40	649.60	662.60	682.50	703.00	724.10	745.80
PODIATRIST GR 1 YR 3	682.00	687.50	701.30	722.30	744.00	766.30	789.30
PODIATRIST GR 1 YR 4	729.60	735.40	750.10	772.60	795.80	819.70	844.30
PODIATRIST GR 1 YR 5	765.60	771.70	787.10	810.70	835.00	860.10	885.90
PODIATRIST GR 1 YR 6	804.80	811.20	827.40	852.20	877.80	904.10	931.20
PODIATRIST GR 2 YR 1	804.80	811.20	827.40	852.20	877.80	904.10	931.20
PODIATRIST GR 2 YR 2	850.50	857.30	874.40	900.60	927.60	955.40	984.10
PODIATRIST GR 2 YR 3	892.60	899.70	917.70	945.20	973.60	1002.80	1032.90
PODIATRIST GR 2 YR 4	938.30	945.80	964.70	993.60	1023.40	1054.10	1085.70
PODIATRIST GR3 YR1	989.10	997.00	1016.90	1047.40	1078.80	1111.20	1144.50
PODIATRIST GR3 YR2	1023.90	1032.10	1052.70	1084.30	1116.80	1150.30	1184.80
PODIATRIST GR3 YR3	1051.20	1059.60	1080.80	1113.20	1146.60	1181.00	1216.40
PODIATRIST GR3 YR4	1109.30	1118.20	1140.60	1174.80	1210.00	1246.30	1283.70
PODIATRIST GR 4	1249.80	1259.80	1285.00	1323.60	1363.30	1404.20	1446.30
DEP CHF PODRST YR 1	989.10	997.00	1016.90	1047.40	1078.80	1111.20	1144.50
DEP CHF PODRST YR 2	1023.90	1032.10	1052.70	1084.30	1116.80	1150.30	1184.80
DEP CHF PODRST YR 3	1051.20	1059.60	1080.80	1113.20	1146.60	1181.00	1216.40
CHF PODIATRIST G1 Y1	989.10	997.00	1016.90	1047.40	1078.80	1111.20	1144.50
CHF PODIATRIST G1 Y2	1023.90	1032.10	1052.70	1084.30	1116.80	1150.30	1184.80
CHF PODIATRIST G1 Y3	1051.20	1059.60	1080.80	1113.20	1146.60	1181.00	1216.40
CHF PODIATRIST G2 Y1	1109.30	1118.20	1140.60	1174.80	1210.00	1246.30	1283.70
CHF PODIATRIST G2 Y2	1159.50	1168.80	1192.20	1228.00	1264.80	1302.70	1341.80

ORTHOTIST/PROS G1 Y1	600.40	605.20	617.30	635.80	654.90	674.50	694.70
ORTHOTIST/PROS G1 Y2	644.40	649.60	662.60	682.50	703.00	724.10	745.80
ORTHOTIST/PROS G1 Y3	682.00	687.50	701.30	722.30	744.00	766.30	789.30
ORTHOTIST/PROS G1 Y4	729.60	735.40	750.10	772.60	795.80	819.70	844.30
ORTHOTIST/PROS G1 Y5	765.60	771.70	787.10	810.70	835.00	860.10	885.90
ORTHOTIST/PROS G1 Y6	804.80	811.20	827.40	852.20	877.80	904.10	931.20
ORTHOTIST/PROS G2 Y1	804.80	811.20	827.40	852.20	877.80	904.10	931.20
ORTHOTIST/PROS G2 Y2	850.50	857.30	874.40	900.60	927.60	955.40	984.10
ORTHOTIST/PROS G2 Y3	892.60	899.70	917.70	945.20	973.60	1002.80	1032.90
ORTHOTIST/PROS G2 Y4	938.30	945.80	964.70	993.60	1023.40	1054.10	1085.70
ORTHOTIST/PROS GR3 YR1	989.10	997.00	1016.90	1047.40	1078.80	1111.20	1144.50
ORTHOTIST/PROS GR3 YR2	1023.90	1032.10	1052.70	1084.30	1116.80	1150.30	1184.80
ORTHOTIST/PROS GR3 YR3	1051.20	1059.60	1080.80	1113.20	1146.60	1181.00	1216.40
ORTHOTIST/PROS GR3 YR4	1109.30	1118.20	1140.60	1174.80	1210.00	1246.30	1283.70

ORTHOTIST/PROS GR 4	1249.80	1259.80	1285.00	1323.60	1363.30	1404.20	1446.30
DEP CHF ORTH/PROS Y1	989.10	997.00	1016.90	1047.40	1078.80	1111.20	1144.50
DEP CHF ORTH/PROS Y2	1023.90	1032.10	1052.70	1084.30	1116.80	1150.30	1184.80
DEP CHF ORTH/PROS Y3	1051.20	1059.60	1080.80	1113.20	1146.60	1181.00	1216.40
CHF ORTH/PROS GR1 Y1	989.10	997.00	1016.90	1047.40	1078.80	1111.20	1144.50
CHF ORTH/PROS GR1 Y2	1023.90	1032.10	1052.70	1084.30	1116.80	1150.30	1184.80
CHF ORTH/PROS GR1 Y3	1051.20	1059.60	1080.80	1113.20	1146.60	1181.00	1216.40
CHF ORTH/PROS GR2 Y1	1109.30	1118.20	1140.60	1174.80	1210.00	1246.30	1283.70
CHF ORTH/PROS GR2 Y2	1159.50	1168.80	1192.20	1228.00	1264.80	1302.70	1341.80
CHF ORTH/PROS GR3 Y1	924.70	932.10	950.70	979.20	1008.60	1038.90	1070.10
CHF ORTH/PROS GR3 Y2	966.10	973.80	993.30	1023.10	1053.80	1085.40	1118.00
ORTHOPTIST GR1 YR1	600.40	605.20	617.30	635.80	654.90	674.50	694.70
ORTHOPTIST GR1 YR2	644.40	649.60	662.60	682.50	703.00	724.10	745.80
ORTHOPTIST GR1 YR3	682.00	687.50	701.30	722.30	744.00	766.30	789.30
ORTHOPTIST GR1 YR4	729.60	735.40	750.10	772.60	795.80	819.70	844.30
ORTHOPTIST GR1 YR5	765.60	771.70	787.10	810.70	835.00	860.10	885.90
ORTHOPTIST GR1 YR6	804.80	811.20	827.40	852.20	877.80	904.10	931.20
ORTHOPTIST GR2 YR1	804.80	811.20	827.40	852.20	877.80	904.10	931.20
ORTHOPTIST GR2 YR2	850.50	857.30	874.40	900.60	927.60	955.40	984.10
ORTHOPTIST GR2 YR3	892.60	899.70	917.70	945.20	973.60	1002.80	1032.90
ORTHOPTIST GR2 YR4	938.30	945.80	964.70	993.60	1023.40	1054.10	1085.70
ORTHOPTIST GR3 YR1	989.10	997.00	1016.90	1047.40	1078.80	1111.20	1144.50
ORTHOPTIST GR3 YR2	1023.90	1032.10	1052.70	1084.30	1116.80	1150.30	1184.80
ORTHOPTIST GR3 YR3	1051.20	1059.60	1080.80	1113.20	1146.60	1181.00	1216.40
ORTHOPTIST GR3 YR4	1109.30	1118.20	1140.60	1174.80	1210.00	1246.30	1283.70
ORTHOPTIST GR 4	1249.80	1259.80	1285.00	1323.60	1363.30	1404.20	1446.30
DEP CHIEF ORTHOP YR1	989.10	997.00	1016.90	1047.40	1078.80	1111.20	1144.50
DEP CHIEF ORTHOP YR2	1023.90	1032.10	1052.70	1084.30	1116.80	1150.30	1184.80
DEP CHIEF ORTHOP YR3	1051.20	1059.60	1080.80	1113.20	1146.60	1181.00	1216.40
CHIEF ORTHOP GR1 YR1	989.10	997.00	1016.90	1047.40	1078.80	1111.20	1144.50
CHIEF ORTHOP GR1 YR2	1023.90	1032.10	1052.70	1084.30	1116.80	1150.30	1184.80
CHIEF ORTHOP GR1 YR3	1051.20	1059.60	1080.80	1113.20	1146.60	1181.00	1216.40
CHIEF ORTHOP GR2 YR1	1109.30	1118.20	1140.60	1174.80	1210.00	1246.30	1283.70
CHIEF ORTHOP GR2 YR2	1159.50	1168.80	1192.20	1228.00	1264.80	1302.70	1341.80
CHILD PSYCH L 1 YR 1	593.40	598.10	610.10	628.40	647.30	666.70	686.70
CHILD PSYCH L 1 YR 2	623.80	628.80	641.40	660.60	680.40	700.80	721.80
CHILD PSYCH L 1 YR 3	659.90	665.20	678.50	698.90	719.90	741.50	763.70
CHILD PSYCH L 1 YR 4	694.60	700.20	714.20	735.60	757.70	780.40	803.80
CHILD PSYCH L 1 YR 5	731.30	737.20	751.90	774.50	797.70	821.60	846.20
CHILD PSYCH L 1 YR 6	765.80	771.90	787.30	810.90	835.20	860.30	886.10
CHILD PSYCH L 1 YR 7	807.60	814.10	830.40	855.30	881.00	907.40	934.60
CHILD PSYCH L 2 YR 1	863.00	869.90	887.30	913.90	941.30	969.50	998.60
CHILD PSYCH L 2 YR 2	875.30	882.30	899.90	926.90	954.70	983.30	1012.80
CHILD PSYCH L 2 YR 3	915.40	922.70	941.20	969.40	998.50	1028.50	1059.40
CHILD PSYCH L 2 YR 4	944.60	952.20	971.20	1000.30	1030.30	1061.20	1093.00
CHILD PSYCH L 3 YR 1	995.60	1003.60	1023.70	1054.40	1086.00	1118.60	1152.20
CHILD PSYCH L 3 YR 2	1032.00	1040.30	1061.10	1092.90	1125.70	1159.50	1194.30
CHILD PSYCH L 3 YR 3	1069.70	1078.30	1099.90	1132.90	1166.90	1201.90	1238.00
CHILD PSYCH L 4 YR 1	1111.80	1120.70	1143.10	1177.40	1212.70	1249.10	1286.60
CHILD PSYCH L 4 YR 2	1152.60	1161.80	1185.00	1220.60	1257.20	1294.90	1333.70
CHILD PSYCH L 4 YR 3	1207.10	1216.80	1241.10	1278.30	1316.60	1356.10	1396.80
CARDIAC TECH GR1 YR1	600.40	605.20	617.30	635.80	654.90	674.50	694.70
CARDIAC TECH GR1 YR2	644.40	649.60	662.60	682.50	703.00	724.10	745.80

CARDIAC TECH GR1 YR3	682.00	687.50	701.30	722.30	744.00	766.30	789.30
CARDIAC TECH GR1 YR4	729.60	735.40	750.10	772.60	795.80	819.70	844.30
CARDIAC TECH GR1 YR5	765.60	771.70	787.10	810.70	835.00	860.10	885.90
CARDIAC TECH GR1 YR6	804.80	811.20	827.40	852.20	877.80	904.10	931.20
CARDIAC TECH GR2 YR1	804.80	811.20	827.40	852.20	877.80	904.10	931.20
CARDIAC TECH GR2 YR2	850.50	857.30	874.40	900.60	927.60	955.40	984.10
CARDIAC TECH GR2 YR3	892.60	899.70	917.70	945.20	973.60	1002.80	1032.90
CARDIAC TECH GR2 YR4	938.30	945.80	964.70	993.60	1023.40	1054.10	1085.70
CARDIAC TECH GR3 YR1	989.10	997.00	1016.90	1047.40	1078.80	1111.20	1144.50
CARDIAC TECH GR3 YR2	1023.90	1032.10	1052.70	1084.30	1116.80	1150.30	1184.80
CARDIAC TECH GR3 YR3	1051.20	1059.60	1080.80	1113.20	1146.60	1181.00	1216.40
CARDIAC TECH GR3 YR4	1109.30	1118.20	1140.60	1174.80	1210.00	1246.30	1283.70
DEP CHF CAR TEC G1Y1	989.10	997.00	1016.90	1047.40	1078.80	1111.20	1144.50
DEP CHF CAR TEC G1Y2	1023.90	1032.10	1052.70	1084.30	1116.80	1150.30	1184.80
DEP CHF CAR TEC G2Y1	1023.90	1032.10	1052.70	1084.30	1116.80	1150.30	1184.80
DEP CHF CAR TEC G2Y2	1051.20	1059.60	1080.80	1113.20	1146.60	1181.00	1216.40
DEP CHF CAR TEC G2Y3	1109.30	1118.20	1140.60	1174.80	1210.00	1246.30	1283.70
CHF CARD TECH GR1 Y1	989.10	997.00	1016.90	1047.40	1078.80	1111.20	1144.50
CHF CARD TECH GR1 Y2	1023.90	1032.10	1052.70	1084.30	1116.80	1150.30	1184.80
CHF CARD TECH GR1 Y3	1051.20	1059.60	1080.80	1113.20	1146.60	1181.00	1216.40
CHF CARD TECH GR2 Y1	1109.30	1118.20	1140.60	1174.80	1210.00	1246.30	1283.70
CHF CARD TECH GR2 Y2	1159.50	1168.80	1192.20	1228.00	1264.80	1302.70	1341.80
CHF CARDIAC TECH GR3	1249.80	1259.80	1285.00	1323.60	1363.30	1404.20	1446.30
CHF CARDIAC TECH GR4	1349.50	1360.30	1387.50	1429.10	1472.00	1516.20	1561.70
HEALTH INFO MGR GR1 Y1	600.40	605.20	617.30	635.80	654.90	674.50	694.70
HEALTH INFO MGR GR1 Y2	644.40	649.60	662.60	682.50	703.00	724.10	745.80
HEALTH INFO MGR GR1 Y3	682.00	687.50	701.30	722.30	744.00	766.30	789.30
HEALTH INFO MGR GR1 Y4	729.60	735.40	750.10	772.60	795.80	819.70	844.30
HEALTH INFO MGR GR1 Y5	765.60	771.70	787.10	810.70	835.00	860.10	885.90
HEALTH INFO MGR GR1 Y6	804.80	811.20	827.40	852.20	877.80	904.10	931.20
HEALTH INFO MGR GR2 Y1	804.80	811.20	827.40	852.20	877.80	904.10	931.20
HEALTH INFO MGR GR2 Y2	850.50	857.30	874.40	900.60	927.60	955.40	984.10
HEALTH INFO MGR GR2 Y3	892.60	899.70	917.70	945.20	973.60	1002.80	1032.90
HEALTH INFO MGR GR2 Y4	938.30	945.80	964.70	993.60	1023.40	1054.10	1085.70
HEALTH INFO MGR GR3	989.10	997.00	1016.90	1047.40	1078.80	1111.20	1144.50
YR1							
HEALTH INFO MGR GR3	1023.90	1032.10	1052.70	1084.30	1116.80	1150.30	1184.80
YR2							
HEALTH INFO MGR GR3	1051.20	1059.60	1080.80	1113.20	1146.60	1181.00	1216.40
YR3							
HEALTH INFO MGR GR3	1109.30	1118.20	1140.60	1174.80	1210.00	1246.30	1283.70
YR4							
DEP CHIEF H I M GR 1	989.10	997.00	1016.90	1047.40	1078.80	1111.20	1144.50
DEP CHIEF H I M GR 2	1023.90	1032.10	1052.70	1084.30	1116.80	1150.30	1184.80
DEP CHIEF H I M GR 3	1249.80	1259.80	1285.00	1323.60	1363.30	1404.20	1446.30
CHIEF H I M GR 1 YR1	989.10	997.00	1016.90	1047.40	1078.80	1111.20	1144.50
CHIEF H I M GR 1 YR2	1023.90	1032.10	1052.70	1084.30	1116.80	1150.30	1184.80
CHIEF H I M GR 1 YR 3	1051.20	1059.60	1080.80	1113.20	1146.60	1181.00	1216.40
CHIEF H I M GR 2 YR1	1023.90	1032.10	1052.70	1084.30	1116.80	1210.00	1246.30
CHIEF H I M GR 2 YR2	1051.20	1059.60	1080.80	1113.20	1146.60	1264.80	1302.80
CHIEF H I M GR 3	1249.80	1259.80	1285.00	1323.60	1363.30	1404.20	1446.30
CHIEF H I M GR 4	1349.50	1360.30	1387.50	1429.10	1472.00	1516.20	1561.70
CHIEF H I M GR 5	1488.90	1500.80	1530.80	1576.70	1624.00	1672.70	1722.90
RECREA THER GR 1 YR1	600.40	605.20	617.30	635.80	654.90	674.50	694.70
RECREA THER GR 1 YR2	644.40	649.60	662.60	682.50	703.00	724.10	745.80

RECREA THER GR 1 YR3	682.00	687.50	701.30	722.30	744.00	766.30	789.30
RECREA THER GR 1 YR4	729.60	735.40	750.10	772.60	795.80	819.70	844.30
RECREA THER GR 1 YR5	765.60	771.70	787.10	810.70	835.00	860.10	885.90
RECREA THER GR 1 YR6	804.80	811.20	827.40	852.20	877.80	904.10	931.20
RECREA THER GR 2 YR1	804.80	811.20	827.40	852.20	877.80	904.10	931.20
RECREA THER GR 2 YR2	850.50	857.30	874.40	900.60	927.60	955.40	984.10
RECREA THER GR 2 YR3	892.60	899.70	917.70	945.20	973.60	1002.80	1032.90
RECREA THER GR 2 YR4	938.30	945.80	964.70	993.60	1023.40	1054.10	1085.70
RECREA THER GR3 YR1	989.10	997.00	1016.90	1047.40	1078.80	1111.20	1144.50
RECREA THER GR3 YR2	1023.90	1032.10	1052.70	1084.30	1116.80	1150.30	1184.80
RECREA THER GR3 YR3	1051.20	1059.60	1080.80	1113.20	1146.60	1181.00	1216.40
RECREA THER GR3 YR4	1109.30	1118.20	1140.60	1174.80	1210.00	1246.30	1283.70
RECREA THER GR 4	1249.80	1259.80	1285.00	1323.60	1363.30	1404.20	1446.30

QUAL SOC WKR GR1 YR1	600.40	605.20	617.30	635.80	654.90	674.50	694.70
QUAL SOC WKR GR1 YR2	644.40	649.60	662.60	682.50	703.00	724.10	745.80
QUAL SOC WKR GR1 YR3	682.00	687.50	701.30	722.30	744.00	766.30	789.30
QUAL SOC WKR GR1 YR4	729.60	735.40	750.10	772.60	795.80	819.70	844.30
QUAL SOC WKR GR1 YR5	765.60	771.70	787.10	810.70	835.00	860.10	885.90
QUAL SOC WKR GR1 YR6	804.80	811.20	827.40	852.20	877.80	904.10	931.20
QUAL SOC WKR GR2 YR1	804.80	811.20	827.40	852.20	877.80	904.10	931.20
QUAL SOC WKR GR2 YR2	850.50	857.30	874.40	900.60	927.60	955.40	984.10
QUAL SOC WKR GR2 YR3	892.60	899.70	917.70	945.20	973.60	1002.80	1032.90
QUAL SOC WKR GR2 YR4	938.30	945.80	964.70	993.60	1023.40	1054.10	1085.70
S CLIN S WKR GR3 YR1	989.10	997.00	1016.90	1047.40	1078.80	1111.20	1144.50
S CLIN S WKR GR3 YR2	1023.90	1032.10	1052.70	1084.30	1116.80	1150.30	1184.80
S CLIN S WKR GR3 YR3	1051.20	1059.60	1080.80	1113.20	1146.60	1181.00	1216.40
S CLIN S WKR GR3 YR4	1109.30	1118.20	1140.60	1174.80	1210.00	1246.30	1283.70
QUAL SOC WKR GR 4	1249.80	1259.80	1285.00	1323.60	1363.30	1404.20	1446.30
DEP CHF SOC WKR YR1	989.10	997.00	1016.90	1047.40	1078.80	1111.20	1144.50
DEP CHF SOC WKR YR2	1023.90	1032.10	1052.70	1084.30	1116.80	1150.30	1184.80
DEP CHF SOC WKR YR3	1051.20	1059.60	1080.80	1113.20	1146.60	1181.00	1216.40
CHF SOC WKR GR1 YR1	989.10	997.00	1016.90	1047.40	1078.80	1111.20	1144.50
CHF SOC WKR GR1 YR2	1023.90	1032.10	1052.70	1084.30	1116.80	1150.30	1184.80
CHF SOC WKR GR1 YR3	1051.20	1059.60	1080.80	1113.20	1146.60	1181.00	1216.40
CHF SOC WKR GR2 YR1	1109.30	1118.20	1140.60	1174.80	1210.00	1246.30	1283.70
CHF SOC WKR GR2 YR2	1159.50	1168.80	1192.20	1228.00	1264.80	1302.70	1341.80
CHF SOC WKR GR3	1249.80	1259.80	1285.00	1323.60	1363.30	1404.20	1446.30
CHF SOC WKR GR4	1349.50	1360.30	1387.50	1429.10	1472.00	1516.20	1561.70

DIRECTOR ALLIED HEALTH 1668.30 1681.60 1715.20 1766.70 1819.70 1874.30 1930.50

R.D.N.S ONLY

HEALTH AIDE YEAR 1						501.30	516.30
HEALTH AIDE YEAR 2						534.60	550.60
HEALTH AIDE YEAR 3						548.00	564.40
HEALTH AIDE YEAR 4						571.30	588.40
HEALTH AIDE YEAR 5						589.40	607.10
HEALTH AIDE YEAR 6						634.70	653.70
HEALTH AIDE YEAR 7						660.00	679.80

Dental Technician Level 1 Year 1	562.94	567.40	578.70	596.10	614.00	632.40	651.40
Dental Technician Level 1 Year 2	569.78	574.30	585.80	603.40	621.50	640.10	659.30
Dental Technician Level 1	576.58	581.20	592.80	610.60	628.90	647.80	667.20

Year 3							
Dental Technician Level 2	637.31	642.40	655.20	674.90	695.10	716.00	737.50
Year 1							
Dental Technician Level 2	648.96	654.20	667.30	687.30	707.90	729.10	751.00
Year 2							
Dental Technician Level 2	656.83	662.10	675.30	695.60	716.50	738.00	760.10
Year 3							
Foreman Dental Technician	746.61	752.60	767.70	790.70	814.40	838.80	864.00
Year 1							
Foreman Dental Technician	752.13	758.10	773.30	796.50	820.40	845.00	870.40
Year 2							
Foreman Dental Technician	759.81	765.90	781.20	804.60	828.70	853.60	879.20
Year 3							
Advanced Dental Technician	766.38	772.50	788.00	811.60	835.90	861.00	886.80
Year 1							
Advanced Dental Technician	771.98	778.20	793.80	817.60	842.10	867.40	893.40
Year 2							
Advanced Dental Technician	779.69	785.90	801.60	825.60	850.40	875.90	902.20
Year 3							
Dental Laboratory Manager	856.33	863.20	880.50	906.90	934.10	962.10	991.00
Year 1							
Dental Laboratory Manager	861.85	868.70	886.10	912.70	940.10	968.30	997.30
Year 2							
Dental Laboratory Manager	869.53	876.50	894.00	920.80	948.40	976.90	1006.20
Year 3							
Apprentice Dental Technician	219.34	221.10	225.50	232.30	239.30	246.50	253.90
Yr 1							
Apprentice Dental Technician	296.61	299.00	305.00	314.20	323.60	333.30	343.30
Yr 2							
Apprentice Dental Technician	378.65	381.70	389.30	401.00	413.00	425.40	438.20
Yr 3							
Apprentice Dental Technician	480.17	484.00	493.70	508.50	523.80	539.50	555.70
Yr 4							

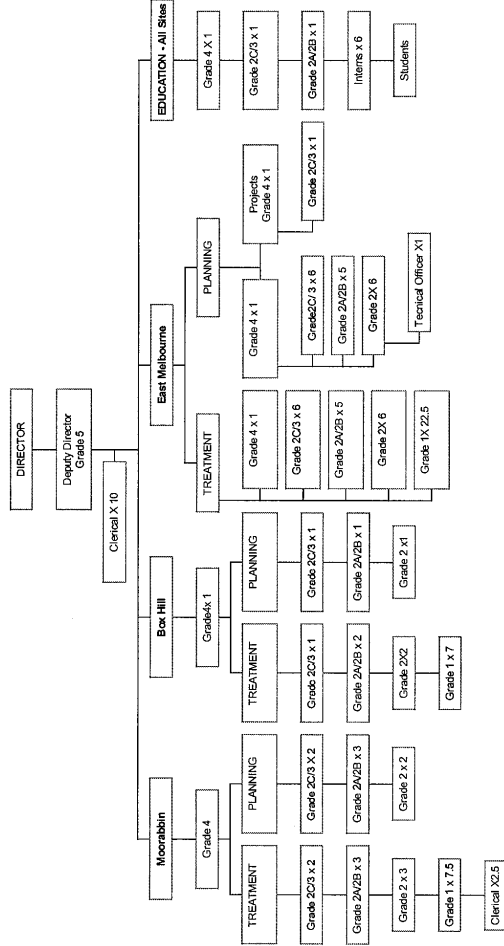
## ALLOWANCES

### HIGHER QUALIFICATION ALLOWANCE

Medical Imaging Technology	51.15	51.55	52.60	54.20	55.80	57.45	59.20
Radiation Therapy Technology	51.15	51.55	52.60	54.20	55.80	57.45	59.20
Nuclear Medicine Technology	51.15	51.55	52.60	54.20	55.80	57.45	59.20
Cardiac Technology	51.15	51.55	52.60	54.20	55.80	57.45	59.20
Physiotherapy	51.15	51.55	52.60	54.20	55.80	57.45	59.20
Occupational Therapy	51.15	51.55	52.60	54.20	55.80	57.45	59.20
Speech Pathology	51.15	51.55	52.60	54.20	55.80	57.45	59.20
Prosthetics/Orthotics	51.15	51.55	52.60	54.20	55.80	57.45	59.20
Podiatry	51.15	51.55	52.60	54.20	55.80	57.45	59.20
Health Information	51.15	51.55	52.60	54.20	55.80	57.45	59.20
Management							
Medical	51.15	51.55	52.60	54.20	55.80	57.45	59.20
Photography/Illustration							
Medical Library	51.15	51.55	52.60	54.20	55.80	57.45	59.20
Music Therapy	51.15	51.55	52.60	54.20	55.80	57.45	59.20
Research Technology	51.15	51.55	52.60	54.20	55.80	57.45	59.20
Recreation Therapy	51.15	51.55	52.60	54.20	55.80	57.45	59.20
Orthoptics	51.15	51.55	52.60	54.20	55.80	57.45	59.20
Social Work.	51.15	51.55	52.60	54.20	55.80	57.45	59.20
Medical Technician	51.15	51.55	52.60	54.20	55.80	57.45	59.20
Medical Laboratory Technician	51.15	51.55	52.60	54.20	55.80	57.45	59.20
Child Psychotherapy	51.15	51.55	52.60	54.20	55.80	57.45	59.20

Research Technology	48.35	48.70	49.70	51.20	52.75	54.30	59.20
Post graduate qualification	51.15	51.55	52.60	54.20	55.80	57.45	59.20
Doctorate	68.20	68.75	70.15	72.25	74.40	76.65	78.95
ON-CALL ALLOWANCE	16.10	16.25	16.60	17.05	17.60	18.10	18.65
(Public Holidays/Weekends)	32.20	32.50	33.15	34.15	35.15	36.20	37.30
CATT ON-CALL ALLOWANCE						71.05	73.20
SOLE ALLOWANCE	30.00	30.25	30.90	31.80	32.75	33.75	34.75
SUPERVISOR ALLOWANCE	42.85	43.20	44.10	45.40	46.75	48.15	49.60
<b>SHIFT ALLOWANCE</b>							
Morning shift	15.00	15.15	15.45	15.90	16.35	16.85	17.35
Afternoon shift	15.00	15.15	15.45	15.90	16.35	16.85	17.35
Night shift	24.00	24.20	24.70	38.00	39.15	40.30	41.50
Permanent Night shift	30.00	30.25	30.85	44.90	46.25	47.65	49.10
Change of shift	24.00	24.20	24.70	25.45	26.20	27.00	27.80
<b>SHIFT ALLOWANCE</b>							
Medical Technician & Medical Lab Technician							
Morning shift	13.15	13.25	13.50	13.90	14.30	14.75	15.20
Afternoon shift	13.15	13.25	13.50	13.90	14.30	14.75	15.20
Night shift	21.00	21.15	21.60	38.00	39.15	40.30	41.50
Permanent Night shift	26.25	26.45	27.00	44.90	46.25	47.65	49.10
Change of shift	21.00	21.15	21.60	22.25	22.90	23.60	24.30
<b>SHIFT ALLOWANCE</b>							
Child Psychotherapy							
Morning shift	14.85	14.95	15.25	15.70	16.20	16.65	17.15
Afternoon shift	14.85	14.95	15.25	15.70	16.20	16.65	17.15
Night shift	23.75	23.90	24.40	38.00	39.15	40.30	41.50
Permanent Night shift	29.65	29.90	30.50	44.90	46.25	47.65	49.10
Change of shift	23.75	23.90	24.40	25.15	25.90	26.65	27.45

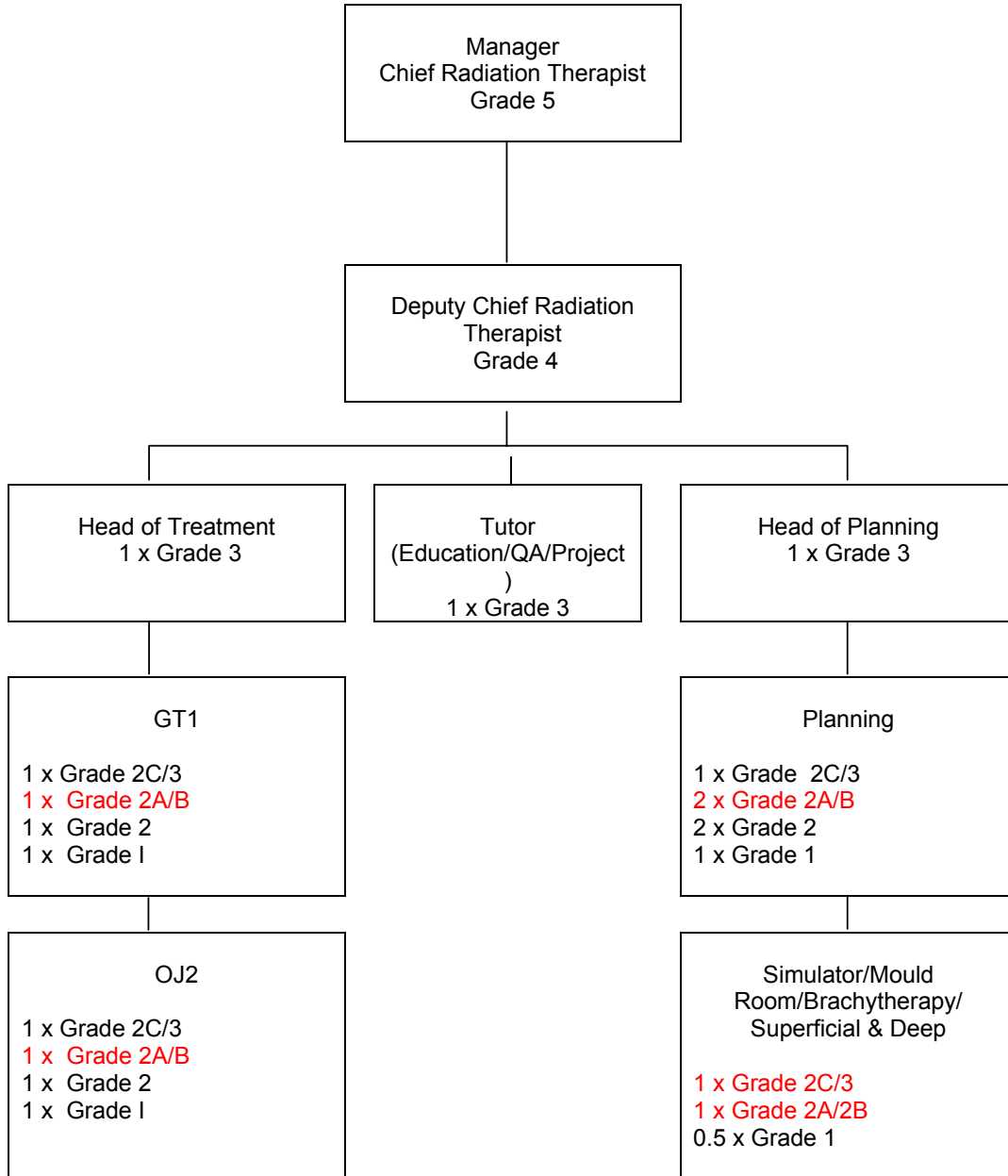
**SCHEDULE 3 - PMCI - RTT STRUCTURE AND GRADES EFFECTIVE 21 DECEMBER 2000**



ADMIN EFT = 2  
 EDUCATION EFT = 3  
 EM RTS EFT = 60.5  
 BHG RTS EFT = 16  
 MMC RTS EFT = 23.5  
 MMC Clerical EFT = 2.5  
 EM Clerical EFT = 10  
 EM Tech Officer EFT = 1

Grade 6=1  
 Grade 5= 1  
 Grade 4 =6  
 Grade 2C/3 = 20  
 Grade 2A/2B = 20  
 Grade 2 =20  
 Grade 1 = 37

**SCHEDULE 4 – ARMC - RTT STRUCTURE & GRADES EFFECTIVE 21 DECEMBER 2000**

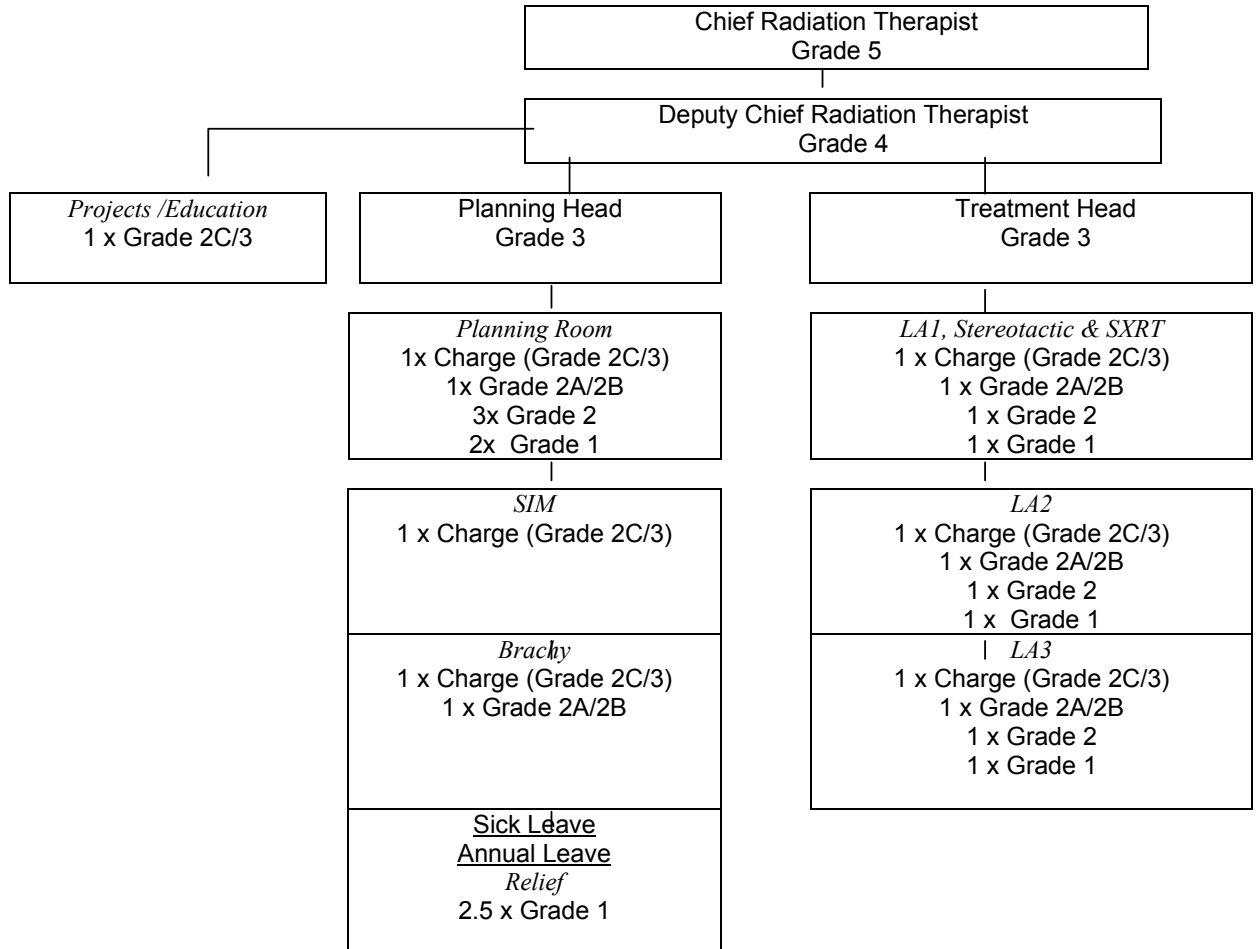


Total establishment EFT 21.5



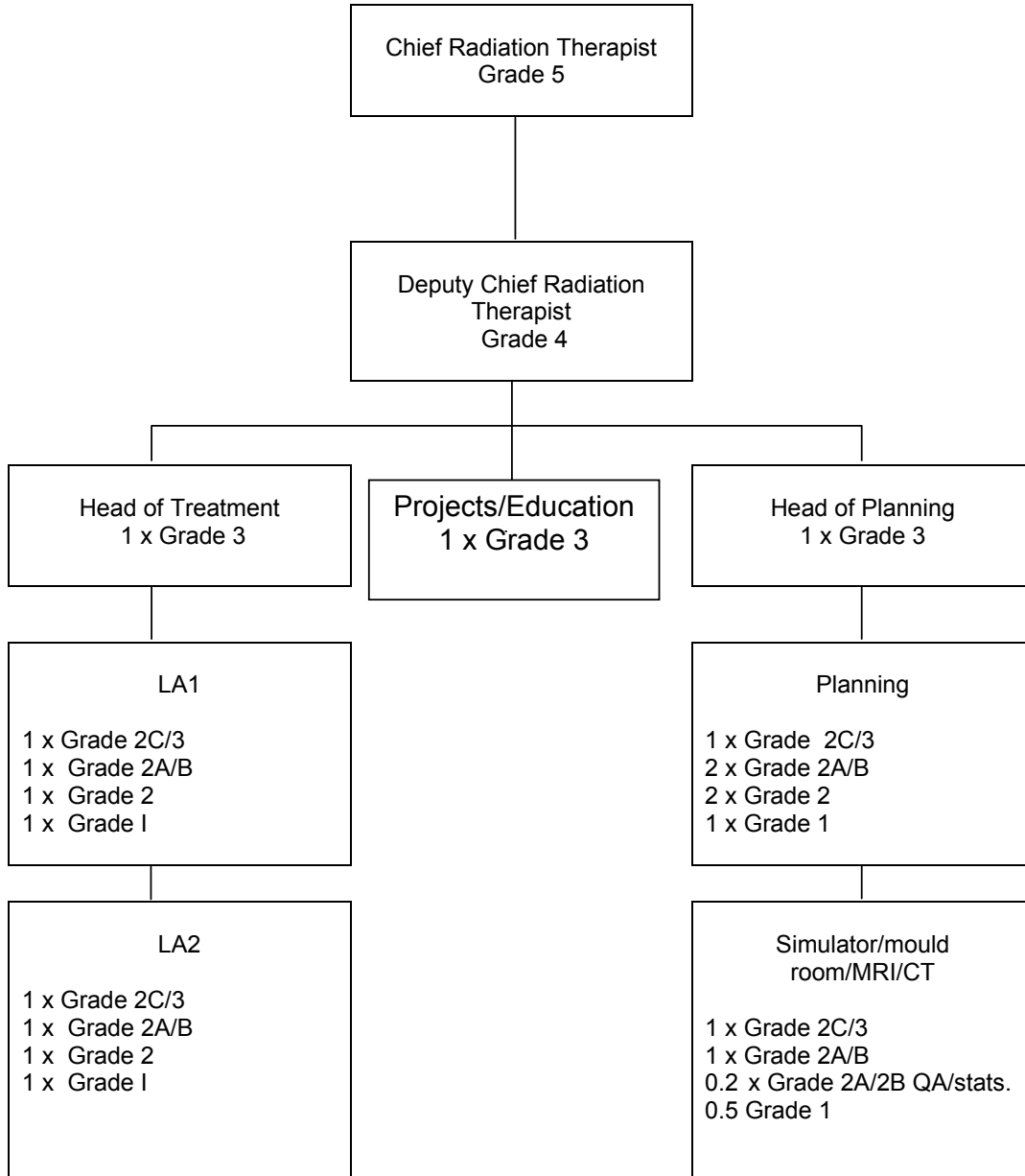
**SCHEDULE 5 – THE ALFRED, WILLIAM BUCKLAND RADIOTHERAPY CENTRE - RTT  
STRUCTURE & GRADES EFFECTIVE 21 DECEMBER 2000**

Total Staff 29.5





**SCHEDULE 6 – BARWON HEALTH, THE ANDREW LOVE CANCER CENTRE - RTT  
STRUCTURE & GRADES EFFECTIVE 21 DECEMBER 2000**



Total establishment EFT 21.7

SCHEDULE 7 – MEDICAL IMAGING ~ ADDITIONAL EFT

Health Service		Total EFT Available (20) – approx. allocation
<b>Major providers</b>		
Northern Health		0.0
Peninsula Health		1.0
Barwon Health		1.0
St. Vincents		1.1
ARMC		2.2
Western Health		1.6
Melbourne Health		1.6
Bayside Health		1.7
Eastern Health		1.7
Southern Health		2.5
<b>Total Metro</b>		<b>14.4</b>
<b>Non-metro hospitals</b>		
Barwon South Western		0.7
Grampians		1.1
Loddon Mallee		1.0
Hume		1.8
Gippsland		1.0
<b>Total Rural</b>		<b>5.6</b>
<b>Totals</b>		<b>20.00</b>

## **SCHEDULE 8 – MISCELLANEOUS**

### **A. Allied Health – Additional EFT**

The Department of Human Services has committed to funding the employment of an additional 200 EFT (Effective Full Time) Allied Health Professionals by 31 March, 2004 across the agencies respondent to this agreement. This increase shall be exclusive of the number of additional allied health professionals employed in the classifications of MIT/NMT/RTT.

### **B. Study Leave**

If more than 200 EFT employees apply for study leave in accordance with sub-clause 10.5 of this Agreement, the Unions and the government will hold discussions.

For the purposes of post-graduate study, from 1 January 2001, up to 200 EFT employees will be granted 4 hours paid study leave for 26 weeks per annum.