

# VHIA SALARY CIRCULAR

**Number:** 872  
**Addressee:** Public Sector Members  
**Date:** 1 July 2025  
**Agreement:** Biomedical Engineers (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2024-2028

**Sheet 1:** Wages  
**Sheet 2:** Allowances  
**Sheet 3:** Other Payments

## Timeline of Events

28 January 2025	Operative Date of Agreement
1 August 2026 (FFPPOA)	3.0% increase to weekly rates and allowances
1 August 2026 (FFPPOA)	\$1591.35 Professional Development Allowance
1 August 2027 (FFPPOA)	3.0% increase to weekly rates and allowances
1 August 2027 (FFPPOA) and each 1 August thereafter	\$1639.09 Professional Development Allowance
31 July 2028	Nominal Expiry Date

This Salary Circular incorporates the increases to the Health Professionals & Support Services Award 2020 minimum wages from 1 July 2024 as determined by the Fair Work Commission on 3 June 2025

Classification	Paycode	FFPPOA 1 August 2024	FFPPOA 1 August 2025	FFPPOA 1 August 2026	FFPPOA 1 August 2027
<b>Class 1</b>					
Year 1	PH1	\$1,283.66	\$1,322.17	\$1,361.83	\$1,402.69
Year 2 (comm. for 4 Year Degree holder)	PH2	\$1,380.81	\$1,422.23	\$1,464.90	\$1,508.85
Year 3 (comm. for Master's degree holder)	PH3	\$1,453.26	\$1,496.86	\$1,541.76	\$1,588.01
Year 4	PH4	\$1,525.22	\$1,570.98	\$1,618.11	\$1,666.65
Year 5	PH5	\$1,603.09	\$1,651.18	\$1,700.72	\$1,751.74
<b>Class 2</b>					
Year 1	PH55	\$1,627.55	\$1,676.38	\$1,726.67	\$1,778.47
Year 2	PH56	\$1,714.35	\$1,765.78	\$1,818.76	\$1,873.32
<b>Class 3</b>					
Year 1	PH8	\$1,805.60	\$1,859.77	\$1,915.56	\$1,973.03
Year 2	PH9	\$1,895.88	\$1,952.76	\$2,011.34	\$2,071.68
Year 3	HP2	\$1,929.28	\$1,987.16	\$2,046.78	\$2,108.18
<b>Class 4</b>					
Year 1	PI3	\$2,089.34	\$2,152.03	\$2,216.59	\$2,283.08
Year 2	PI4	\$2,144.92	\$2,209.27	\$2,275.55	\$2,343.82
Year 3	PI5	\$2,263.05	\$2,330.95	\$2,400.87	\$2,472.90
<b>Class 5</b>					
Year 1	PI6	\$2,422.29	\$2,494.96	\$2,569.81	\$2,646.90
Year 2	PI7	\$2,550.91	\$2,627.44	\$2,706.26	\$2,787.45
Year 3	PI8	\$2,730.52	\$2,812.44	\$2,896.81	\$2,983.71

## Higher Qualifications Allowance

	FFPPOA 1 August 2024	FFPPOA 1 August 2025	FFPPOA 1 August 2026	FFPPOA 1 August 2027
Graduate Certificate	\$58.13	\$59.88	\$61.67	\$63.52
Graduate Diploma	\$94.46	\$97.30	\$100.21	\$103.22
Masters Degree	\$108.98	\$112.25	\$115.62	\$119.09

MBA	\$108.98	\$112.25	\$115.62	\$119.09
PHD or Doctorate of Engineers	\$145.33	\$149.69	\$154.18	\$158.81

Uniform Allowance	FFPPOA 1 August 2024	FFPPOA 1 August 2025	FFPPOA 1 August 2026	FFPPOA 1 August 2027
Per day	\$1.32	\$1.36	\$1.40	\$1.44
Per week	\$6.59	\$6.79	\$6.99	\$7.20
Laundry Allowance	FFPPOA 1 August 2024	FFPPOA 1 August 2025	FFPPOA 1 August 2026	FFPPOA 1 August 2027
Per day	\$0.31	\$0.32	\$0.33	\$0.34
Per week	\$1.59	\$1.63	\$1.68	\$1.73

#### Meal Allowance

Form of Overtime	FFPPOA 1 August 2024	FFPPOA 1 August 2025	FFPPOA 1 August 2026	FFPPOA 1 August 2027
After 1 hour of overtime after usual time cease work for day	\$15.19	\$15.65	\$16.12	\$16.60
recalled to duty outside usual working hours greater than 2 hours <b>and</b> where recall co-incides or overruns normal hospital meal times	\$15.19	\$15.65	\$16.12	\$16.60

#### Oncall Allowance (per 12 hour period or part thereof)

	FFPPOA 1 August 2024	FFPPOA 1 August 2025	FFPPOA 1 August 2026	FFPPOA 1 August 2027
Monday - Friday	\$34.52	\$35.56	\$36.62	\$37.72
Weekends and Public Holidays	\$51.78	\$53.33	\$54.93	\$56.58

#### Shift Allowance

	FFPPOA 1 August 2024	FFPPOA 1 August 2025	FFPPOA 1 August 2026	FFPPOA 1 August 2027
Change of Shift Allowance	\$51.35	\$52.90	\$54.50	\$56.15
Morning Shift	\$32.10	\$33.05	\$34.05	\$35.05
Afternoon Shift	\$32.10	\$33.05	\$34.05	\$35.05
Night Shift	\$51.35	\$52.90	\$54.50	\$56.15
Permanent Night Shift	\$64.20	\$66.15	\$68.15	\$70.20

#### Maximum Annual Leave Loading

	FFPPOA 1 August 2024	FFPPOA 1 August 2025	FFPPOA 1 August 2026	FFPPOA 1 August 2027
Weekly Salary Exceeds	\$0.00	\$0.00	\$0.00	\$0.00
Loading Amount	\$0.00	\$0.00	\$0.00	\$0.00

#### Cash Payments (Subclause 26.4)

Date	Payment (part time and casual pro rata)	*See clause for eligibility criteria
Patience in Bargaining		
No later than FFPPOA the Agreement has been in effect for 30 days	\$2,500.00	
Once-off cash incentive payment		

No later than FFPPOOA the Agreement has been in effect for 30 days	\$5,180.00
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Top of Band Payment (Clause 27)

Anniversary date in the year commencing	Amount
FFPPOOA 1 August 2024	\$2,060.00
FFPPOOA 1 August 2025	\$2,121.80
FFPPOOA 1 August 2026	\$2,185.45
FFPPOOA 1 August 2027 and each 1 August thereafter	\$2,251.02

\*See clause for eligibility criteria

Professional Development Allowance (Subclause 71.4)

Date	Allowance (part time pro rata; not payable to casuals)
FFPPOOA commencement of the Agreement	\$500.00
FFPPOOA commencement of the Agreement	\$1,500.00
FFPPOOA 1 August 2025	\$1,545.00
FFPPOOA 1 August 2026	\$1,591.35
FFPPOOA 1 August 2027 and each 1 August thereafter	\$1,639.09

\*See clause for eligibility criteria

The Top of Band Payment only applies to the following classifications:

Classification	Pay Code
Class 2 Pay Point 2	PH56
Class 3 Pay Point 3	HP2
Class 4 Pay Point 3	PI5
Class 5 Pay Point 3*	PI8

\*From FFPPOOA commencement of the Agreement