

VHIA SALARY CIRCULAR

Number: 871 - Updated
Addressee: Public Sector Members
Date: 18 June 2025
Agreement: Victorian Public Health Sector (General Dentists)(Single Interest Employers) Enterprise Agreement 2024-2028

Sheet 1 Wages
Sheet 2 Allowances
Sheet 3 Other Payments

Timeline of Events

1 January 2024 (FFPPOA) 3.0% increase to wage rates and allowances
 1 January 2025 (FFPPOA) 3.0% increase to wage rates and allowances
 1 January 2026 (FFPPOA) 3.0% increase to wage rates and allowances
 1 January 2027 (FFPPOA) 3.0% increase to wage rates and allowances

The employees covered by this Agreement are not covered by a modern award. Accordingly their rates of pay are assessed against the National Minimum Wage from 1 July 2024 as determined by the Fair Work Commission on 3 June 2024

NOTE: The wages in this Agreement are expressed at **fortnightly rates**. Accordingly, Sheet 1 - Wages are expressed as **fortnightly rates**.

The allowances in this Agreement are expressed as **per occasion**.

| Classification | Paycode | FFPPOA 1 January 2024 | FFPPOA 1 January 2025 | FFPPOA 1 January 2026 | FFPPOA 1 January 2027 | | Award Classification | Award Rate (1/7/24) | Rate Above Award | % Above Award |
|----------------------|---------|-----------------------|-----------------------|-----------------------|-----------------------|--|-----------------------|---------------------|------------------|---------------|
| Level 1 | | | | | | | | | | |
| Level 1 | DF1 | \$3,135.39 | \$3,229.46 | \$3,326.34 | \$3,426.13 | | National Minimum Wage | \$915.90 | \$698.83 | 43.28% |
| Level 2 | | | | | | | | | | |
| Level 2A | DF2 | \$3,412.15 | \$3,514.15 | \$3,619.95 | \$3,728.54 | | National Minimum Wage | \$915.90 | \$841.18 | 47.87% |
| Level 2B | DF3 | \$3,633.54 | \$3,742.55 | \$3,854.82 | \$3,970.47 | | National Minimum Wage | \$915.90 | \$955.38 | 51.05% |
| Level 2C | DF4 | \$3,854.77 | \$3,970.42 | \$4,089.53 | \$4,212.21 | | National Minimum Wage | \$915.90 | \$1,069.31 | 53.86% |
| Level 3 | | | | | | | | | | |
| Level 3A | DG3 | \$4,315.82 | \$4,445.30 | \$4,578.66 | \$4,716.02 | | National Minimum Wage | \$915.90 | \$1,306.75 | 58.79% |
| Level 3B | DG4 | \$4,516.08 | \$4,651.57 | \$4,791.11 | \$4,934.85 | | National Minimum Wage | \$915.90 | \$1,409.89 | 60.62% |
| Level 3C | DG5 | \$4,716.22 | \$4,857.71 | \$5,003.44 | \$5,153.55 | | National Minimum Wage | \$915.90 | \$1,512.96 | 62.29% |
| Level 3D | DG6 | \$4,916.44 | \$5,063.94 | \$5,215.86 | \$5,372.33 | | National Minimum Wage | \$915.90 | \$1,616.07 | 63.83% |
| Level 3E | DG7 | \$5,150.97 | \$5,305.50 | \$5,464.66 | \$5,628.60 | | National Minimum Wage | \$915.90 | \$1,736.85 | 65.47% |
| Level 4 | | | | | | | | | | |
| Level 4 (Clinical) | DG8 | \$5,298.38 | \$5,457.33 | \$5,621.05 | \$5,789.68 | | National Minimum Wage | \$915.90 | \$1,812.77 | 66.43% |
| Level 4 (Clinical) | DG8 | \$5,516.94 | \$5,682.45 | \$5,852.92 | \$6,028.51 | | National Minimum Wage | \$915.90 | \$1,925.33 | 67.76% |
| Level 4 (Managerial) | DG8 | \$5,298.38 | \$5,457.33 | \$5,621.05 | \$5,789.68 | | National Minimum Wage | \$915.90 | \$1,812.77 | 66.43% |
| Level 4 (Managerial) | DG8 | \$5,516.94 | \$5,682.45 | \$5,852.92 | \$6,028.51 | | National Minimum Wage | \$915.90 | \$1,925.33 | 67.76% |
| Level 4 (Hybrid) | DG18 | \$6,361.71 | \$6,552.56 | \$6,749.13 | \$6,951.61 | | National Minimum Wage | \$915.90 | \$2,360.38 | 72.04% |
| Level 5 | | | | | | | | | | |
| Level 5 (Clinical) | DQ4 | \$5,880.98 | \$6,057.41 | \$6,239.13 | \$6,426.30 | | National Minimum Wage | \$915.90 | \$2,112.81 | 69.76% |
| Level 5 (Clinical) | DQ4 | \$6,426.96 | \$6,619.77 | \$6,818.37 | \$7,022.92 | | National Minimum Wage | \$915.90 | \$2,393.99 | 72.33% |
| Level 5 (Managerial) | DQ4 | \$5,880.98 | \$6,057.41 | \$6,239.13 | \$6,426.30 | | National Minimum Wage | \$915.90 | \$2,112.81 | 69.76% |
| Level 5 (Managerial) | DQ4 | \$6,426.96 | \$6,619.77 | \$6,818.37 | \$7,022.92 | | National Minimum Wage | \$915.90 | \$2,393.99 | 72.33% |
| Level 5 (Hybrid) | DQ14 | \$6,816.09 | \$7,020.57 | \$7,231.19 | \$7,448.13 | | National Minimum Wage | \$915.90 | \$2,594.39 | 73.91% |

Uniform and Laundry Allowance

| | FFPPOA 1 Janua | FFPPOA 1 January 2025 | FFPPOA 1 January 2026 | FFPPOA 1 January 2027 |
|---|----------------|-----------------------|-----------------------|-----------------------|
| Uniform Allowance (Full-time Weekly rate) | \$4.57 | \$4.71 | \$4.85 | \$5.00 |
| Uniform Allowance (Full-time Daily Rate) | \$0.91 | \$0.94 | \$0.97 | \$1.00 |
| Laundry Allowance (Full-time Weekly rate) | \$4.57 | \$4.71 | \$4.85 | \$5.00 |
| Laundry Allowance (Full-time Daily Rate) | \$0.91 | \$0.94 | \$0.97 | \$1.00 |
| | | | | |
| Shift Work | | | | |
| | | | | |
| Morning/Afternoon Shift | \$56.45 | \$58.14 | \$59.89 | \$61.69 |
| Change of Shift | \$90.32 | \$93.03 | \$95.82 | \$98.70 |