

VHIA SALARY CIRCULAR

Number: 870
Addressee: Public Sector & Community Health Members
Date: 1 July 2025
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
15 November 2024	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 Modern Award that applies to this workforce (**Nurses Award 2020**) minimum wages from 1 July 2025 as determined by the Fair Work Commission on **3 June 2025**

IMPORTANT NOTE:

DEFINITION OF 'AGED CARE EMPLOYEE' FROM NURSES AWARD 2020

'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:

MODERN AWARD RATES EXCEED SOME AGREEMENT RATES IN THIS SALARY CIRCULAR FROM FFPPOA 1 JULY 2025

Where the Modern Award Rate exceeds the Agreement rate, the cell in Sheet 1 - Wages has been marked in green and the rate amended to match the Modern Award Rate from FFPPOA 1 July 2025