

VHIA SALARY CIRCULAR

Number: 801
Addressee: PUBLIC SECTOR
From: CHIEF EXECUTIVE OFFICER
Date: 17 MARCH 2022
Subject: HEALTH AND ALLIED SERVICES, MANAGERS AND ADMINISTRATIVE WORKERS (VICTORIAN PUBLIC SECTOR) (SINGLE INTEREST EMPLOYERS) ENTERPRISE AGREEMENT 2021-2025

Dear Member,

We attach the entire salary schedule under *the Health and Allied Services, Managers and Administrative Workers (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2021-2025 (Agreement)*.

The first increase is payable only after the Fair Work Commission approves the Agreement and will take effect from the **first full pay period commencing on or after 1 July 2021**. A Bulletin will be issued to Members following Fair Work Commission approval with further instructions.

The Agreement introduces new classifications **and** new paycodes for existing classifications. All new classifications and/or changes to paycodes are highlighted in **yellow**.

Attached is the [excel spreadsheet](#).

Should you have any queries, please contact the Query Team on (03) 9861 4000 or email at query@vhia.com.au.



Stuart McCullough
Chief Executive Officer

Classification	Year	Pay Code	Skill Level	Current	FFPOA 1 July 2021	FFPOA 1 July 2022	FFPOA 1 July 2023	FFPOA 1 July 2024
FOOD SERVICES								
Food and Domestic Assistant Grade 1		IN13	1	\$900.70	\$906.20	\$911.70	\$917.20	\$922.80
Food and Domestic Assistant Grade 2		IN14	2	\$930.50	\$955.10	\$979.70	\$1,004.30	\$1,029.00
Other Cook		GS5	3	\$930.50	Cook Grade 1			
Cook Grade 1		IN15	3	N/A	\$971.90	\$1,023.40	\$1,074.70	\$1,096.20
Dietary Supervisor		GR1		\$950.60	Allied Health Assistant Grade 1			
Cook Employed Alone		GR2	4	\$950.60	\$987.00	Cook Grade 2		
Pastry Cook (Other)		GS2	4	\$950.60	\$987.00			
Diet Cook		GR7	4	\$950.60	\$987.00			
Sweets Cook		GR8	4	\$950.60	\$987.00			
Cook Grade 2		IN16	4	N/A	N/A	\$1,076.60	\$1,139.60	\$1,202.70
Food Monitor		GS6	4	\$960.30	\$1,020.90	\$1,081.50	\$1,142.10	\$1,202.70
Second Cook Grade D		RH2	5	\$1,012.60	\$1,075.60	\$1,138.60	\$1,201.60	\$1,264.50
Second Cook Grade C		RH3	5	\$1,030.50	\$1,089.00	\$1,147.50	\$1,206.00	\$1,264.50
Second Cook Grade B		RH4	5	\$1,054.60	\$1,107.10	\$1,159.60	\$1,212.10	\$1,264.50
Second Cook Grade A		RH5	5	\$1,109.90	\$1,148.60	\$1,187.30	\$1,226.00	\$1,264.50
Trade Cook		GR3	5	\$1,012.60	Cook Grade 3			
Pastry Cook (Trades)		GS1	5	\$1,012.60				
Cook Grade 3		IN17	5	N/A	\$1,075.60	\$1,147.50	\$1,212.10	\$1,264.50
Chef Grade D		RG6	6	\$1,030.50	\$1,114.90	\$1,199.30	\$1,283.70	\$1,368.10
Chef Grade C		RG7	6	\$1,054.60	\$1,133.00	\$1,211.40	\$1,289.80	\$1,368.10
Chef Grade B		RG8	6	\$1,109.90	\$1,174.50	\$1,239.10	\$1,303.70	\$1,368.10
Chef Grade A		RG9	6	\$1,160.00	\$1,212.00	\$1,264.00	\$1,316.00	\$1,368.10

Classification	Year	Pay Code	Skill Level	Current	FFPPOA 1 July 2021	FFPPOA 1 July 2022	FFPPOA 1 July 2023	FFPPOA 1 July 2024
Food Services Supervisor		FS1	7	\$1,160.00	\$1,223.40	\$1,286.80	\$1,350.20	\$1,413.50
Apprentice Cook Yr 1		LE1		\$556.93	\$591.60	\$631.10	\$666.70	\$695.50
Apprentice Cook Yr 2		LE2		\$658.19	\$699.10	\$745.90	\$787.90	\$821.90
Apprentice Cook Yr 3		LE3		\$810.08	\$860.50	\$918.00	\$969.70	\$1,011.60
Apprentice Cook Yr 4		LE4		\$961.97	\$1,021.80	\$1,090.10	\$1,151.50	\$1,201.30
GENERAL SERVICES								
Car Park Attendant Grade 1		KF9	1	\$900.70	\$906.20	\$911.70	\$917.20	\$922.80
Car Park Attendant Grade 2		KF10	2	\$930.50	\$955.10	\$979.70	\$1,004.30	\$1,029.00
Cleaner/Patient Transport Assistant Grade 1		IN18	1	\$900.70	\$906.20	\$911.70	\$917.20	\$922.80
Cleaner/Patient Transport Assistant Grade 2		IN19	2	\$930.50	\$955.10	\$979.70	\$1,004.30	\$1,029.00
Cleaner Grade 3		IN20	3	\$930.50	\$971.90	\$1,013.30	\$1,054.70	\$1,096.20
Driver <1.25 tonnes		JJ9	2	\$950.60	\$969.60	\$989.00	\$1,008.80	\$1,029.00
Driver 1.25-3.0 Tonnes		JJ8	3	\$980.60	\$1,009.50	\$1,038.40	\$1,067.30	\$1,096.20
Driver Articulated 12-13 Tonnes		JJ4	5	\$1,012.60	\$1,075.60	\$1,138.60	\$1,201.60	\$1,264.50
Driver Over 3 Tonnes		JJ7	4	\$1,012.60	\$1,060.10	\$1,107.60	\$1,155.10	\$1,202.70
Gardener (Non-Trade)		JP5	3	\$930.50	\$971.90	\$1,013.30	\$1,054.70	\$1,096.20
Gardener Trade		GF6	6	\$1,012.60	\$1,101.50	\$1,190.40	\$1,279.30	\$1,368.10
Gardener Advanced		GO1	7	\$1,054.60	\$1,144.30	\$1,234.00	\$1,323.70	\$1,413.50
Garden Superintendent		GM5	7	\$1,160.00	\$1,223.40	\$1,286.80	\$1,350.20	\$1,413.50
General Services Supervisor		GN1	7	\$1,160.00	\$1,223.40	\$1,286.80	\$1,350.20	\$1,413.50
Handyperson (Unqual)		KH7	3	\$930.50	\$949.60	\$998.50	\$1,047.40	\$1,096.20
Handyperson Trade		GH1	6	\$1,012.60	\$1,101.50	\$1,190.40	\$1,279.30	\$1,368.10

Classification	Year	Pay Code	Skill Level	Current	FFPOA 1 July 2021	FFPOA 1 July 2022	FFPOA 1 July 2023	FFPOA 1 July 2024
Handyperson Advanced		GL6	7	\$1,054.60	\$1,144.30	\$1,234.00	\$1,323.70	\$1,413.50
Hospital Attendant		KG4	4	\$950.60	\$1,013.60	\$1,076.60	\$1,139.60	\$1,202.70
Laundryhand Grade 1		IN21	1	\$913.60	\$915.90	\$918.20	\$920.50	\$922.80
Laundryhand Grade 2		IN22	2	\$930.50	\$955.10	\$979.70	\$1,004.30	\$1,029.00
Patient Services Assistant Level 1		PS21	3	\$950.60	\$987.00	\$1,023.40	\$1,059.80	\$1,096.20
Patient Services Assistant Level 2		PS25	4	\$980.60	\$1,030.60	\$1,080.60	\$1,130.60	\$1,165.50
Printer Trade		GH6	6	\$1,012.60	\$1,101.50	\$1,190.40	\$1,279.30	\$1,368.10
Printer Advanced		GM1	7	\$1,054.60	\$1,144.30	\$1,234.00	\$1,323.70	\$1,413.50
Security Officer Grade 1		GF22	5	\$1,012.60	\$1,075.60	\$1,138.60	\$1,201.60	\$1,264.50
Security Officer Grade 2		GF23	6	\$1,030.50	\$1,114.90	\$1,199.30	\$1,283.70	\$1,368.10
Security Officer Grade 3		GF24	7	\$1,054.60	\$1,144.30	\$1,234.00	\$1,323.70	\$1,413.50
Storeperson		JQ8	2	\$930.50	\$955.10	\$979.70	\$1,004.30	\$1,029.00
Storeperson Alone		JR3	3	\$950.60	\$987.00	\$1,023.40	\$1,059.80	\$1,096.20
Storeperson Advance		GK6	4	\$1,012.60	\$1,060.10	\$1,107.60	\$1,155.10	\$1,202.70
TECHNICAL, CLINICAL AND PERSONAL CARE								
All other Employees		KM18	2	\$930.50	\$955.10	\$979.70	\$1,004.30	\$1,029.00
Allied Health Assistant Grade 1		IN28	3	\$981.10	\$1,009.90	\$1,038.70	\$1,067.50	\$1,096.20
Allied Health Assistant Grade 2		IN29	4	\$1,111.10	\$1,133.30	\$1,156.00	\$1,179.10	\$1,202.70
Allied Health Assistant Grade 3		IN30	5	\$1,168.20	\$1,191.60	\$1,215.40	\$1,239.70	\$1,264.50
Instructor Trades (Unqualified)		IG4		\$980.60	Allied Health Assistant Grade 1			
Instructor Trades (Qualified)		IG1		\$1,109.90	Allied Health Assistant Grade 2			
Instructor Trades (Qualified)		IG2		\$1,160.00	Allied Health Assistant Grade 3			
Anaesthetic Technician Grade 1		TF6	5	\$1,139.80	\$1,170.98	\$1,202.15	\$1,233.33	\$1,264.50

Classification	Year	Pay Code	Skill Level	Current	FFPPOA 1 July 2021	FFPPOA 1 July 2022	FFPPOA 1 July 2023	FFPPOA 1 July 2024
Anaesthetic Technician Grade 2		TF10	6	\$1,206.00	\$1,246.53	\$1,287.05	\$1,327.58	\$1,368.10
Anaesthetic Technician Grade 3		TF14	7	\$1,282.60	\$1,315.33	\$1,348.05	\$1,380.78	\$1,413.50
Anaesthetic Technician Grade 4		TF18	8	\$1,348.30	\$1,425.30	\$1,502.30	\$1,579.30	\$1,847.70
Complementary Therapies Worker Gr.1		IN34	4	N/A	\$1,133.30	\$1,156.00	\$1,179.10	\$1,202.70
Complementary Therapies Worker Gr. 2		IN35	5	N/A	\$1,191.60	\$1,215.40	\$1,239.70	\$1,264.50
Complementary Therapies Worker Gr. 3		IN36	6	N/A	\$1,289.20	\$1,315.00	\$1,341.30	\$1,368.10
Dental Maintenance Technician		IN40	7	\$1,370.70	\$1,381.40	\$1,392.10	\$1,402.80	\$1,413.50
Health Care Worker Grade 1		IN37	3	\$950.60	\$987.00	\$1,023.40	\$1,059.80	\$1,096.20
Health Care Worker Grade 2		IN38	4	\$990.90	\$1,043.90	\$1,096.90	\$1,149.90	\$1,202.70
Health Care Worker Grade 3		IN39	5	\$1,030.50	\$1,089.00	\$1,147.50	\$1,206.00	\$1,264.50
Instrument Technician Grade 1		IN1	3	\$930.50	\$971.90	\$1,013.30	\$1,054.70	\$1,096.20
Instrument Technician Grade 2		IN2	4	\$976.90	\$1,048.80	\$1,120.70	\$1,192.60	\$1,264.50
Instrument Technician Grade 3		IN3	5	\$1,106.80	\$1,172.13	\$1,237.46	\$1,302.79	\$1,368.10
Instrument Technician Grade 4		IN4	6	\$1,163.90	\$1,214.95	\$1,266.00	\$1,317.05	\$1,413.50
Instrument Technician Grade 5		IN5	7	\$1,263.90	\$1,326.73	\$1,389.56	\$1,452.39	\$1,515.20
Dual Qualified Technician		IN6	8	\$1,436.40	\$1,513.40	\$1,590.40	\$1,667.40	\$1,847.70
Laboratory Assistant Grade 1		IV18	3	\$930.50	\$971.90	\$1,013.30	\$1,054.70	\$1,096.20
Laboratory Assistant Grade 2		IV8	4	\$950.60	\$1,013.60	\$1,076.60	\$1,139.60	\$1,202.70
Laboratory Assistant Grade 3		IV9	5	\$960.30	\$1,036.40	\$1,112.50	\$1,188.60	\$1,264.50
Leisure and Lifestyle Assistant Grade 1		IN31	3	N/A	\$1,032.90	\$1,053.60	\$1,074.70	\$1,096.20
Leisure and Lifestyle Assistant Grade 2		IN32	4	N/A	\$1,133.30	\$1,156.00	\$1,179.10	\$1,202.70
Leisure and Lifestyle Assistant Grade 3		IN33	5	N/A	\$1,191.60	\$1,215.40	\$1,239.70	\$1,264.50
Orthotic Technician Grade 1		JH7		\$900.70	Move to Allied Health Assistant Grade 1			

Classification	Year	Pay Code	Skill Level	Current	FFPPOA 1 July 2021	FFPPOA 1 July 2022	FFPPOA 1 July 2023	FFPPOA 1 July 2024
Orthotic Technician Grade 2		JH8		\$930.50	Move to Allied Health Assistant Grade 3			
Orthotic Technician Grade 3		JH9		\$950.60				
Orthotic Technician Grade 4		J11		\$990.90				
Orthotic Technician Grade 5		J12		\$1,030.50				
Pathology Collector Grade 1		IN23	3	\$962.00	\$995.60	\$1,029.20	\$1,062.80	\$1,096.20
Pathology Collector Grade 2		IN24	4	\$1,012.60	\$1,060.10	\$1,107.60	\$1,155.10	\$1,202.70
Pathology Collector Grade 3		IN26	5	\$1,054.60	\$1,107.10	\$1,159.60	\$1,212.10	\$1,264.50
Pathology Collector Grade 4		IN27	6	N/A	\$1,289.20	\$1,315.00	\$1,341.30	\$1,368.10
Pathology Collector Reliever/Mobile Collector		IN25	7	N/A	\$1,332.00	\$1,358.60	\$1,385.80	\$1,413.50
Pathology Technician Grade 1		IC5	3	\$990.90	\$1,017.20	\$1,043.50	\$1,069.80	\$1,096.20
Pathology Technician Grade 2		IC2	4	\$1,054.60	\$1,091.60	\$1,128.60	\$1,165.60	\$1,202.70
Patient Transport Officer Grade 1		PT20	4	\$980.60	\$1,036.10	\$1,091.60	\$1,147.10	\$1,202.70
Patient Transport Officer Grade 2		PT21	5	\$990.90	\$1,059.30	\$1,127.70	\$1,196.10	\$1,264.50
Patient Transport Officer Grade 3		PT22	7	\$1,012.60	\$1,112.90	\$1,213.20	\$1,313.50	\$1,413.50
Pharmacy Technician Grade 1		TF1	3	\$976.90	\$1,006.70	\$1,036.50	\$1,066.30	\$1,096.20
Pharmacy Technician Grade 2		TH6	4	\$1,106.80	\$1,130.80	\$1,154.80	\$1,178.80	\$1,202.70
Pharmacy Technician Grade 3		TH10	5	\$1,163.90	\$1,189.10	\$1,214.30	\$1,239.50	\$1,264.50
Pharmacy Technician Grade 4		TH14	6	\$1,263.90	\$1,289.20	\$1,315.00	\$1,341.30	\$1,368.10
Social Worker/Welfare Aide		IF5		\$930.50	Move to Allied Health Assistant Grade 1			
Technical, Therapy & Personal Care Supervisor		ID5	7	\$1,160.00	\$1,223.40	\$1,286.80	\$1,350.20	\$1,413.50
Theatre Technician Grade 1		IN7	3	\$1,022.80	\$1,067.80	\$1,077.30	\$1,086.80	\$1,096.20
Theatre Technician Grade 2		IN8	4	\$1,152.70	\$1,180.70	\$1,208.70	\$1,236.70	\$1,264.50

Classification	Year	Pay Code	Skill Level	Current	FFPOA 1 July 2021	FFPOA 1 July 2022	FFPOA 1 July 2023	FFPOA 1 July 2024
Theatre Technician Grade 3		IN9	5	\$1,209.70	\$1,249.30	\$1,288.90	\$1,328.50	\$1,368.10
Theatre Technician Grade 4		IN10	6	\$1,305.90	\$1,332.00	\$1,358.60	\$1,385.80	\$1,413.50
Theatre Technician Grade 5		IN11	7	\$1,399.80	\$1,427.80	\$1,456.40	\$1,485.50	\$1,515.20
Liver Transplant Technologist (Austin Health only)		IN12	8	\$1,539.78	\$1,616.80	\$1,693.80	\$1,770.80	\$1,847.70

Dental Assistants employed by DHSV or Ballarat Health Service

The rates below are inclusive of annual leave loading, allowances (other than shift allowances), additional payments and extra payments associated with the function performed. Authorised overtime and shift allowances are paid separately.

Classification		Pay code	FFPPOA 1 July 2021	FFPPOA 1 July 2022	FFPPOA 1 July 2023	FFPPOA 1 July 2024	FFPPOA 1 July 2021
Grade 1 Dental Assistant	Newly Qualified	1.1	\$50,035.31	\$51,036.00	\$52,056.70	\$53,097.80	\$54,159.80
Grade 2 Dental Assistant	Progression by annual performance appraisal process	2.1	\$51,182.67	\$52,206.30	\$53,250.40	\$54,315.40	\$55,401.70
		2.2	\$53,477.40	\$54,546.90	\$55,637.80	\$56,750.60	\$57,885.60
		2.3	\$54,624.76	\$55,717.30	\$56,831.60	\$57,968.20	\$59,127.60
		2.4	\$55,772.13	\$56,887.60	\$58,025.40	\$59,185.90	\$60,369.60
		2.5	\$58,066.85	\$59,228.20	\$60,412.80	\$61,621.10	\$62,853.50
Grade 3 • Dental Assistant – Coach • Oral Health Educator	By appointment only	3.1	\$63,908.25	\$65,186.40	\$66,490.10	\$67,819.90	\$69,176.30
		3.2	\$65,114.07	\$66,416.40	\$67,744.70	\$69,099.60	\$70,481.60
Grade 4 – Senior Dental Assistant	By appointment only	4.1	\$67,525.72	\$68,876.20	\$70,253.70	\$71,658.80	\$73,092.00
		4.2	\$69,937.36	\$71,336.10	\$72,762.80	\$74,218.10	\$75,702.50

Dental Assistants employed by Employers other than DHSV and Ballarat Health Service

Classification		Pay code	Current	FFPPOA 1 July 2021	FFPPOA 1 July 2022	FFPPOA 1 July 2023	FFPPOA 1 July 2024
Dental Assistant Trainee			\$500.70	\$510.70	\$520.90	\$531.30	\$541.90
Grade 1 Dental Assistant	Newly Qualified (first 12 months)	1.1	\$948.00	\$967.00	\$986.30	\$1,006.00	\$1,026.10
Grade 2 Dental Assistant	Progression by annual performance appraisal process	2.1	\$969.70	\$989.10	\$1,008.90	\$1,029.10	\$1,049.70
		2.2	\$1,013.20	\$1,033.50	\$1,054.20	\$1,075.30	\$1,096.80
		2.3	\$1,035.00	\$1,055.70	\$1,076.80	\$1,098.30	\$1,120.30
		2.4	\$1,056.80	\$1,077.90	\$1,099.50	\$1,121.50	\$1,143.90
		2.5	\$1,100.20	\$1,122.20	\$1,144.60	\$1,167.50	\$1,190.90
Grade 3 Dental Assistant	By appointment only	3.1	\$1,210.90	\$1,235.10	\$1,259.80	\$1,285.00	\$1,310.70
		3.2	\$1,210.90	\$1,235.10	\$1,259.80	\$1,285.00	\$1,310.70
Grade 4 Senior Dental Assistant	By appointment only	4.1	\$1,279.40	\$1,305.00	\$1,331.10	\$1,357.70	\$1,384.90
		4.2	\$1,325.10	\$1,351.60	\$1,378.60	\$1,406.20	\$1,434.30

Allowances

Health and Allied Services Employees and Dental Assistants (Other than DHSV and Ballarat Health Service)

Allowance	Current	FFPPOA 1 July 2021	FFPPOA 1 July 2022	FFPPOA 1 July 2023	FFPPOA 1 July 2024
Experience Payments - For all other classifications					
After 1 years' experience	\$7.30	\$7.45	\$7.59	\$7.75	\$7.90
After 2 years' experience	\$14.40	\$14.69	\$14.98	\$15.28	\$15.59
After 3 years' experience	\$23.20	\$23.66	\$24.14	\$24.62	\$25.11
After 4 years' experience	\$24.60	\$25.09	\$25.59	\$26.11	\$26.63
Completed apprenticeship or issued with trade certificate					
After 1 years' experience	\$10.40	\$10.61	\$10.82	\$11.04	\$11.26
After 2 years' experience	\$18.60	\$18.97	\$19.35	\$19.74	\$20.13
After 3 years' experience	\$23.20	\$23.66	\$24.14	\$24.62	\$25.11
After 4 years' experience	\$24.60	\$25.09	\$25.59	\$26.11	\$26.63
Shift Allowances					
Morning Shift	\$24.00	\$24.48	\$24.97	\$25.47	\$25.98
Afternoon Shift	\$24.00	\$24.48	\$24.97	\$25.47	\$25.98
Night Shift	\$60.70	\$61.91	\$63.15	\$64.42	\$65.70
Permanent Night Shift	\$69.60	\$70.99	\$72.41	\$73.86	\$75.34
Change of Shift	\$38.40	\$39.17	\$39.95	\$40.75	\$41.57
Change of Roster	\$24.00	\$24.48	\$24.97	\$25.47	\$25.98

Allowance	Current	FFPPOA 1 July 2021	FFPPOA 1 July 2022	FFPPOA 1 July 2023	FFPPOA 1 July 2024
On Call Allowance	\$24.00	\$44.00	\$44.88	\$45.78	\$46.69
On Call Allowance Weekend/Public Holidays (Technicians)	N/A	\$66.10	\$68.10	\$70.10	\$72.20
On-Call Allowance (Liver Transplant Technologist)	N/A	\$70.10	\$72.20	\$73.64	\$75.12
Meal Allowance					
After 1 hour of shift	\$15.10	\$15.40	\$15.71	\$16.02	\$16.34
After 4 hours of shift	\$12.10	\$12.34	\$12.59	\$12.84	\$13.10
After 5 hours on a Sat, Sun or RDO	\$15.10	\$15.40	\$15.71	\$16.02	\$16.34
After 9 hours on a Sat, Sun or RDO	\$12.10	\$12.34	\$12.59	\$12.84	\$13.10
Uniform Allowance					
Amount per day	\$2.04	\$2.08	\$2.12	\$2.16	\$2.21
Amount per week	\$10.31	\$10.52	\$10.73	\$10.94	\$11.16
Laundry Allowance					
Amount per day	\$0.50	\$0.51	\$0.52	\$0.53	\$0.54
Amount per week	\$2.43	\$2.48	\$2.53	\$2.58	\$2.63
Vehicle Allowances					
Motor Vehicles (cents per kms)					
Under 5 Cyl	\$0.91	\$0.93	\$0.95	\$0.97	\$0.99
5 Cyl and over	\$1.18	\$1.20	\$1.23	\$1.25	\$1.28
Motor Cycles (per kms)					
Under 250 cc	\$0.40	\$0.41	\$0.42	\$0.42	\$0.43
250cc and over	\$0.53	\$0.54	\$0.55	\$0.56	\$0.57
Bicycles (per kms)	\$0.14	\$0.14	\$0.15	\$0.15	\$0.15

Allowance	Current	FFPPOA 1 July 2021	FFPPOA 1 July 2022	FFPPOA 1 July 2023	FFPPOA 1 July 2024
Other Allowances					
Certificate Allowance - Pathology Technician	\$77.80	\$79.36	\$80.94	\$82.56	\$84.21
Lead Apron	N/A	\$8.00	\$8.24	\$8.49	\$8.74
Tow Motor Driver Allowance per day	\$3.60	\$3.67	\$3.75	\$3.82	\$3.90
Tools Allowance - Chef and Cooks per week	\$16.70	\$17.03	\$17.37	\$17.72	\$18.08

Dental Assistants – employed by DHSV or Ballarat Health

Allowance	Current	FFPPOA 1 July 2021	FFPPOA 1 July 2022	FFPPOA 1 July 2023	FFPPOA 1 July 2024
Shift Allowances					
Morning Shift	\$24.00	\$24.48	\$24.97	\$25.47	\$25.98
Afternoon Shift	\$24.00	\$24.48	\$24.97	\$25.47	\$25.98
Night Shift	\$60.70	\$61.91	\$63.15	\$64.42	\$65.70
Permanent Night Shift	\$69.60	\$70.99	\$72.41	\$73.86	\$75.34
Change of Shift	\$38.40	\$39.17	\$39.95	\$40.75	\$41.57
Change of Roster	\$24.00	\$24.48	\$24.97	\$25.47	\$25.98
On-Call Allowance	\$24.00	\$24.48	\$24.97	\$25.47	\$25.98
Meal Allowance					
After 1 hour of shift	\$10.80	\$11.02	\$11.24	\$11.46	\$11.69
After 4 hours of shift	\$8.70	\$8.87	\$9.05	\$9.23	\$9.42
After 5 hours on a Sat, Sun or RDO	\$10.80	\$11.02	\$11.24	\$11.46	\$11.69
After 9 hours on a Sat, Sun or RDO	\$8.70	\$8.87	\$9.05	\$9.23	\$9.42
Laundry Allowance					
Amount per day	\$0.40	\$0.41	\$0.42	\$0.42	\$0.43
Amount per week	\$2.10	\$2.14	\$2.18	\$2.23	\$2.27
Vehicle Allowances					
Motor Vehicles (per kms)					
Under 5 Cyl	\$0.82	\$0.84	\$0.85	\$0.87	\$0.89
5 Cyl and over	\$1.00	\$1.02	\$1.04	\$1.06	\$1.08

Motor Cycles (per kms)					
Under 250 cc	\$0.36	\$0.37	\$0.37	\$0.38	\$0.39
250cc and over	\$0.48	\$0.49	\$0.50	\$0.51	\$0.52

Managers and Administrative Workers (other than Royal Women’s Hospital and Royal Children’s Hospital)

Classification	Pay Code	Current	FFPPOA 1 July 2021	FFPPOA 1 July 2022	FFPPOA 1 July 2023	FFPPOA 1 July 2024
Grade 1A	HS1A	\$1,054.60	\$1,054.60	\$1,054.60	\$1,054.60	\$1,054.60
Grade 1 Level 1	HS1	\$1,123.90	\$1,123.90	\$1,123.90	\$1,123.90	\$1,123.90
Grade 1 Level 2	HS14	N/A	\$1,135.20	\$1,146.50	\$1,157.80	\$1,168.90
Grade 1 Level 3	HS15	N/A	\$1,143.60	\$1,163.30	\$1,183.00	\$1,202.60
Grade 1 Level 4	HS16	N/A	\$1,152.00	\$1,180.10	\$1,208.20	\$1,236.30
Grade 1 Level 5	HS17	N/A	N/A	N/A	\$1,214.20	\$1,242.50
Grade 2 Level 1	HS2	\$1,284.00	\$1,284.00	\$1,284.00	\$1,284.00	\$1,284.00
Grade 2 Level 2	HS18	N/A	\$1,296.90	\$1,309.80	\$1,322.70	\$1,335.40
Grade 2 Level 3	HS19	N/A	\$1,306.50	\$1,329.00	\$1,351.50	\$1,373.90
Grade 2 Level 4	HS20	N/A	\$1,316.10	\$1,348.20	\$1,380.30	\$1,412.40
Grade 2 Level 5	HS21	N/A	N/A	N/A	\$1,387.20	\$1,419.46
Grade 3 Level 1	HS3	\$1,431.70	\$1,431.70	\$1,431.70	\$1,431.70	\$1,431.70
Grade 3 Level 2	HS22	N/A	\$1,446.00	\$1,460.30	\$1,474.60	\$1,489.00
Grade 3 Level 3	HS23	N/A	\$1,456.80	\$1,481.90	\$1,507.00	\$1,531.90
Grade 3 Level 4	HS24	N/A	\$1,467.50	\$1,503.30	\$1,539.10	\$1,574.90
Grade 3 Level 5	HS25	N/A	N/A	N/A	\$1,546.80	\$1,582.80
Grade 4 Level 1	HS4	\$1,608.80	\$1,608.80	\$1,608.80	\$1,608.80	\$1,608.80
Grade 4 Level 2	HS26	N/A	\$1,624.90	\$1,641.00	\$1,657.10	\$1,673.20
Grade 4 Level 3	HS27	N/A	\$1,637.00	\$1,665.20	\$1,693.40	\$1,721.40
Grade 4 Level 4	HS28	N/A	\$1,649.00	\$1,689.20	\$1,729.40	\$1,769.70
Grade 4 Level 5	HS29	N/A	N/A	N/A	\$1,738.00	\$1,778.50
Grade 5 Level 1	HS5	\$1,785.70	\$1,785.70	\$1,785.70	\$1,785.70	\$1,785.70
Grade 5 Level 2	HS30	N/A	\$1,803.60	\$1,821.50	\$1,839.40	\$1,857.10
Grade 5 Level 3	HS31	N/A	\$1,817.00	\$1,848.30	\$1,879.60	\$1,910.70
Grade 5 Level 4	HS32	N/A	\$1,830.40	\$1,875.10	\$1,919.80	\$1,964.30

Grade 5 Level 5	HS33	N/A	N/A	N/A	\$1,929.40	\$1,974.10
Grade 6	HS6	\$1,962.80	\$2,002.10	\$2,042.10	\$2,082.90	\$2,124.60
Grade 7	HS7	\$2,169.40	\$2,212.80	\$2,257.10	\$2,302.20	\$2,348.20
Grade 8	HS8	\$2,427.80	\$2,476.40	\$2,525.90	\$2,576.40	\$2,627.90
Grade 9	HS9	\$2,638.70	\$2,691.50	\$2,745.30	\$2,800.20	\$2,856.20
Grade 10	HS10	\$2,864.40	\$2,921.70	\$2,980.10	\$3,039.70	\$3,100.50

Managers and Administrative Officers – Royal Women’s Hospital and Royal Children’s Hospital

Classification	Pay Code	Current	FFPPOA 1 July 2021	FFPPOA 1 July 2022	FFPPOA 1 July 2023	FFPPOA 1 July 2024
Grade 1A	AO09	\$1,054.60	\$1,054.60	\$1,054.60	\$1,054.60	\$1,054.60
Grade 1 Level 1	AO10	\$1,123.90	\$1,123.90	\$1,123.90	\$1,123.90	\$1,123.90
Grade 1 Level 2	AO13	N/A	\$1,142.20	\$1,146.38	\$1,157.62	\$1,168.90
Grade 1 Level 3	AO14	N/A	\$1,150.70	\$1,163.24	\$1,182.90	\$1,202.60
Grade 1 Level 4	AO11	\$1,182.30	\$1,159.20	\$1,180.10	\$1,208.19	\$1,236.30
Grade 1 Level 5	AO12	\$1,230.70	\$1,230.70	\$1,230.70	\$1,230.70	\$1,242.50
Grade 2 Level 1	AO21	\$1,182.30	\$1,207.70	\$1,233.10	\$1,258.50	\$1,284.00
Grade 2 Level 2	AO22	\$1,230.70	\$1,256.90	\$1,283.10	\$1,309.30	\$1,335.40
Grade 2 Level 3	AO23	\$1,266.60	\$1,293.40	\$1,320.20	\$1,347.00	\$1,373.90
Grade 2 Level 4	AO24	\$1,304.60	\$1,331.60	\$1,358.60	\$1,385.60	\$1,412.40
Grade 2 Level 5	AO25	\$1,357.10	\$1,372.70	\$1,388.30	\$1,403.90	\$1,419.46
Grade 3 Level 1	AO31	\$1,304.60	\$1,336.40	\$1,368.20	\$1,400.00	\$1,431.70
Grade 3 Level 2	AO32	\$1,357.10	\$1,390.10	\$1,423.10	\$1,456.10	\$1,489.00
Grade 3 Level 3	AO33	\$1,397.80	\$1,431.30	\$1,464.80	\$1,498.30	\$1,531.90
Grade 3 Level 4	AO34	\$1,439.70	\$1,473.50	\$1,507.30	\$1,541.10	\$1,574.90
Grade 3 Level 5	AO35	\$1,460.00	\$1,490.70	\$1,521.40	\$1,552.10	\$1,582.80
Grade 4 Level 1	AO41	\$1,439.70	\$1,482.00	\$1,524.30	\$1,566.60	\$1,608.80
Grade 4 Level 2	AO42	\$1,460.00	\$1,513.30	\$1,566.60	\$1,619.90	\$1,673.20
Grade 4 Level 3	AO43	\$1,503.80	\$1,558.20	\$1,612.60	\$1,667.00	\$1,721.40
Grade 4 Level 4	AO44	\$1,548.80	\$1,604.00	\$1,659.20	\$1,714.40	\$1,769.70
Grade 4 Level 5	AO45	\$1,618.00	\$1,658.10	\$1,698.20	\$1,738.30	\$1,778.50
Grade 5 Level 1	AO51	\$1,618.00	\$1,659.90	\$1,701.80	\$1,743.70	\$1,785.70
Grade 5 Level 2	AO52	\$1,687.20	\$1,729.70	\$1,772.20	\$1,814.70	\$1,857.10
Grade 5 Level 3	AO53	\$1,737.80	\$1,781.00	\$1,824.20	\$1,867.40	\$1,910.70
Grade 5 Level 4	AO54	\$1,789.90	\$1,833.50	\$1,877.10	\$1,920.70	\$1,964.30
Grade 5 Level 5	AO55	\$1,815.50	\$1,855.20	\$1,894.90	\$1,934.60	\$1,974.10
Grade 6 Level 1	AO61	\$1,815.50	\$1,892.80	\$1,970.10	\$2,047.40	\$2,124.60

Classification	Pay Code	Current	FFPPOA 1 July 2021	FFPPOA 1 July 2022	FFPPOA 1 July 2023	FFPPOA 1 July 2024
Grade 6 Level 2	AO62	\$1,860.50	\$1,927.30	\$1,994.10	\$2,060.90	\$2,127.60
Grade 6 Level 3	AO63	\$1,917.20	\$1,970.30	\$2,023.40	\$2,076.50	\$2,129.60
Grade 6 Level 4	AO64	\$1,973.80	\$ 2,013.50	\$2,053.20	\$2,092.90	\$2,132.60
Grade 6 Level 5	AO65	\$2,002.10	\$2,035.50	\$2,068.90	\$2,102.30	\$2,135.60
Grade 7 Level 1	AO71	\$1,973.80	\$2,013.30	\$2,053.60	\$2,094.70	\$2,136.60
Grade 7 Level 2	AO72	\$2,002.10	\$2,042.10	\$2,082.90	\$2,124.60	\$2,167.10
Grade 7 Level 3	AO73	\$2,062.20	\$2,103.40	\$2,145.50	\$2,188.40	\$2,232.20
Grade 7 Level 4	AO74	\$2,124.00	\$2,166.50	\$2,209.80	\$2,254.00	\$2,299.10
Grade 7 Level 5	AO75	\$2,154.60	\$2,197.70	\$2,241.70	\$2,286.50	\$2,332.20
Grade 8 Level 1	AO81	\$2,154.60	\$2,197.70	\$2,241.70	\$2,286.50	\$2,332.20
Grade 8 Level 2	AO82	\$2,207.90	\$2,252.10	\$2,297.10	\$2,343.00	\$2,389.90
Grade 8 Level 3	AO83	\$2,274.10	\$2,319.60	\$2,366.00	\$2,413.30	\$2,461.60
Grade 8 Level 4	AO84	\$2,342.40	\$2,389.20	\$2,437.00	\$2,485.70	\$2,535.40
Grade 8 Level 5	AO85	\$2,377.80	\$2,425.40	\$2,473.90	\$2,523.40	\$2,573.90

Allowances

Managers and Administrative Workers (other than Royal Women's Hospital and Royal Children's Hospital)

Allowance	Current	FFPPOA 1 July 2021	FFPPOA 1 July 2022	FFPPOA 1 July 2023	FFPPOA 1 July 2024
Shift Allowances					
Morning Shift	\$28.00	\$28.60	\$29.20	\$29.80	\$30.40
Afternoon Shift	\$28.00	\$28.60	\$29.20	\$29.80	\$30.40
Night Shift	\$44.50	\$45.40	\$46.30	\$47.20	\$48.10
Night Shift (Clerical Worker)*	\$60.70	\$61.90	\$63.10	\$64.40	\$65.70
Permanent Night Shift	\$55.70	\$56.80	\$57.90	\$59.10	\$60.30
Permanent Night Shift (Clerical Worker)*	\$69.60	\$71.00	\$72.40	\$73.80	\$75.30
Change of Shift	\$44.50	\$45.40	\$46.30	\$47.20	\$48.10
Change of Roster (from 1 October 2017)	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00
On-Call - Mon to Fri	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00
On Call - Public Holidays and all other times	\$41.60	\$42.40	\$43.20	\$44.10	\$45.00
Meal Allowance					
After 1 hour of shift	\$15.10	\$15.40	\$15.70	\$16.00	\$16.30
After 4 hours of shift	\$12.10	\$12.30	\$12.50	\$12.80	\$13.10
After 5 hours on a Sat, Sun or RDO	\$15.10	\$15.40	\$15.70	\$16.00	\$16.30
After 9 hours on a Sat, Sun or RDO	\$12.10	\$12.30	\$12.50	\$12.80	\$13.10
Uniform Allowance					
Amount per day	\$2.04	\$2.08	\$2.12	\$2.16	\$2.21
Amount per week	\$10.31	\$10.52	\$10.73	\$10.94	\$11.16
Lead Apron Allowance (Interpreters & Theatre Technician Managers only)					
Lead Apron	N/A	\$8.00	\$8.24	\$8.49	\$8.74
Laundry Allowance					

Allowance	Current	FFPPOA 1 July 2021	FFPPOA 1 July 2022	FFPPOA 1 July 2023	FFPPOA 1 July 2024
Amount per day	\$0.50	\$0.51	\$0.52	\$0.53	\$0.54
Amount per week	\$2.43	\$2.48	\$2.53	\$2.58	\$2.63
Leave Loading Cap					
Leave loading cap (weekly salary exceeds)	\$1,934.50	\$1,973.20	\$2,012.70	\$2,053.00	\$2,094.10
Leave Loading Amount (on 4 weeks annual leave)	\$1,354.20	\$1,381.30	\$1,408.90	\$1,437.10	\$1,465.80
Vehicle Allowances					
Motor Vehicles (cents per kms)					
Under 5 Cyl	\$0.82	\$0.84	\$0.85	\$0.87	\$0.89
5 Cyl and over	\$1.00	\$1.02	\$1.04	\$1.06	\$1.08
Motor Cycles (cents per kms)					
Under 250 cc	\$0.36	\$0.37	\$0.37	\$0.38	\$0.39
250cc and over	\$0.48	\$0.49	\$0.50	\$0.51	\$0.52
Bicycles	\$0.12	\$0.12	\$0.12	\$0.13	\$0.13

Managers and Administrative Workers – Royal Women’s Hospital and Royal Children’s Hospital

Allowance	Current	FFPPOA 1 July 2021	FFPPOA 1 July 2022	FFPPOA 1 July 2023	FFPPOA 1 July 2024
Shift Allowances					
Morning Shift	\$24.40	\$24.90	\$25.40	\$25.90	\$26.40
Afternoon Shift	\$24.40	\$24.90	\$25.40	\$25.90	\$26.40
Night Shift	\$48.60	\$49.60	\$50.60	\$51.60	\$52.60
Night Shift (Clerical Worker)*	\$60.70	\$61.90	\$63.10	\$64.40	\$65.70
Permanent Night Shift	\$60.90	\$62.10	\$63.30	\$64.60	\$65.90
Permanent Night Shift (Clerical Worker)*	\$69.60	\$71.00	\$72.40	\$73.80	\$75.30
Change of Shift	\$48.60	\$49.60	\$50.60	\$51.60	\$52.60
Change of Roster (from 1 October 2017)	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00
On-Call - Mon to Fri	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00
On Call - Public Holidays and all other times	\$41.60	\$42.40	\$43.20	\$44.10	\$45.00
Meal Allowance					
After 1 hour of shift	\$10.70	\$10.90	\$11.10	\$11.30	\$11.50
After 4 hours of shift	\$ 8.70	\$ 8.90	\$9.10	\$9.30	\$9.50
After 5 hours on a Sat, Sun or RDO	\$10.70	\$10.90	\$11.10	\$11.30	\$11.50
After 9 hours on a Sat, Sun or RDO	\$ 8.70	\$ 8.90	\$ 9.10	\$9.30	\$9.50
Uniform Allowance					
Amount per day	\$2.04	\$2.08	\$2.12	\$2.16	\$2.21
Amount per week	\$10.31	\$10.52	\$10.73	\$10.94	\$11.16
Laundry Allowance					
Amount per day	\$0.50	\$0.51	\$0.52	\$0.53	\$0.54
Amount per week	\$2.43	\$2.48	\$2.53	\$2.58	\$2.63

Allowance	Current	FFPPOA 1 July 2021	FFPPOA 1 July 2022	FFPPOA 1 July 2023	FFPPOA 1 July 2024
Leave Loading Cap					
Leave loading cap (weekly salary exceeds)	\$1,934.50	\$1,973.20	\$2,012.70	\$2,053.00	\$2,094.10
Leave Loading Amount (on 4 weeks annual leave)	\$1,354.20	\$1,381.30	\$1,408.90	\$1,437.10	\$1,465.80
Vehicle Allowances					
Motor Vehicles (cents per kms)					
Under 5 Cyl	\$0.82	\$0.84	\$0.85	\$0.87	\$0.89
5 Cyl and over	\$1.00	\$1.02	\$1.04	\$1.06	\$1.08
Motor Cycles (cents per kms)					
Under 250 cc	\$0.36	\$0.37	\$0.37	\$0.38	\$0.39
250cc and over	\$0.48	\$0.49	\$0.50	\$0.51	\$0.52
Bicycles	\$0.12	\$0.12	\$0.12	\$0.13	\$0.13