

# VHIA SALARY CIRCULAR

**Number:** 824  
**Addressee:** PUBLIC SECTOR  
**From:** CHIEF EXECUTIVE OFFICER  
**Date:** 18 OCTOBER 2022  
**Subject:** VICTORIAN PUBLIC HEALTH SECTOR MAINTENANCE MULTI EMPLOYER AGREEMENT 2017-2021

Dear Member,

Further to [Bulletin 2814](#), the Department of Health has authorised the implementation of an interim outcome by administrative action as follows:

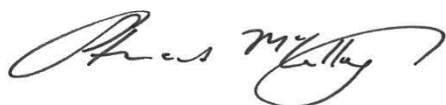
- the adjustment of current wages and allowances by 2%.
- a once-off patience in bargaining payment of \$1020 per full time employee.

Please find attached the entire wage schedule for the Agreement.

The increase takes effect from the **first full pay period on or after (FFPPOA) 1 September 2022**. Rates highlighted in yellow required an additional uplift due to proximity to the Modern Award or existing undertakings.

The salary circular excel spreadsheet is also [attached](#).

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



**Stuart McCullough**  
Chief Executive Officer

Victorian Hospitals' Industrial Association

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*Our members care for people. VHIA cares for its members.*

## PLUMBING INDUSTRY EMPLOYEES

| PLUMBING INDUSTRY (VICTORIAN GOVERNMENT DEPARTMENTS, INSTRUMENTALITIES AND PUBLIC HOSPITALS) AWARD 2000 |      |                                  |      |                           |      |
|---|------|----------------------------------|------|---------------------------|------|
| Classification  | Code | Rate                             | SIPS | Rate                      | SIPS |
| Effective Date  |      | Current (as of 1 September 2020) |      | FFPPOA – 1 September 2022 |      |
|   |      |                                  |      | 2.00%                     |      |
| Plumber 1 <sup>st</sup> Year  | RI1  | \$1,091.44                       | n/a  | \$1,113.27                | n/a  |
| Plumber 2 <sup>nd</sup> Year  | RI2  | \$1,102.26                       | n/a  | \$1,124.31                | n/a  |
| Plumber 3 <sup>rd</sup> Year  | RI3  | \$1,111.03                       | n/a  | \$1,133.25                | n/a  |
| <b><u>Plumber Yr 5 (Senior)</u></b>   | SJ15 | \$1,144.52                       | n/a  | \$1,167.41                | n/a  |
| Plumber Labourer Year 1   | RL1  | \$877.27                         | n/a  | \$935.94                  | n/a  |
| Plumber Labourer Year 2   | RL2  | \$888.44                         | n/a  | \$935.94                  | n/a  |
| Plumber Labourer Year 3   | RL3  | \$897.44                         | n/a  | \$935.94                  | n/a  |
| <b><u>Plumber Labourer Yr 5 (Senior)</u></b>  | SJ16 | \$924.43                         | n/a  | \$942.92                  | n/a  |
| Appren Plumber Year 1   | RL6  | \$540.65                         | n/a  | \$580.26                  | n/a  |
| Appren Plumber Year 2   | RL7  | \$632.92                         | n/a  | \$679.44                  | n/a  |
| Appren Plumber Year 3   | RL8  | \$752.88                         | n/a  | \$767.94                  | n/a  |
| Appren Plumber Year 4   | RL9  | \$958.61                         | n/a  | \$977.78                  | n/a  |
| Drainer 1 <sup>st</sup> Year  | RN1  | \$989.37                         | n/a  | \$1,011.56                | n/a  |
| Drainer 2 <sup>nd</sup> Year  | RN2  | \$999.96                         | n/a  | \$1,049.18                | n/a  |
| Drainer 3 <sup>rd</sup> Year  | RN3  | \$1,008.96                       | n/a  | \$1,049.18                | n/a  |
| <b><u>Drainer Yr 5 (Senior)</u></b>   | SJ17 | \$1,039.38                       | n/a  | \$1,060.17                | n/a  |

| ALLOWANCES – PLUMBING INDUSTRY EMPLOYEES |                            |                                  |                           |
|--|----------------------------|----------------------------------|---------------------------|
|  |                            | Current (as of 1 September 2020) | FFPPOA – 1 September 2022 |
|  |                            |                                  | 2%                        |
| Tool Allowance                           |                            | Included in base rate            |                           |
| Registration Allowance                   |                            | Included in base rate            |                           |
| Certificate Allowance                    |                            | Nil                              |                           |
| Leading Hand Allowance*                  | Not more than one employee | \$20.96                          | \$22.58                   |
|  | 2-5 employees              | \$48.02                          | \$49.87                   |
|  | 6-10 employees             | \$60.43                          | \$63.98                   |
|  | >10 employees              | \$81.62                          | \$84.68                   |
| Disability Allowance*                    |                            | Nil                              |                           |
| Enterprise Flexibility Payment           |                            | \$80.54                          | \$82.15                   |
| On-call Allowance                        |                            | \$11.73                          | \$11.96                   |

\* Only where the employees are receiving the allowances on an ongoing basis.

## METAL INDUSTRY EMPLOYEES

| <b>METAL INDUSTRY (VICTORIAN PUBLIC HOSPITALS) AWARD 2002</b> |      |                                  |                           |          |          |
|---|------|----------------------------------|---------------------------|----------|----------|
| Classification  | Code | Rate                             | SIPS                      | Rate     | SIPS     |
| Effective Date  |      | Current (as of 1 September 2020) | FFPPOA – 1 September 2022 |          |          |
|   |      |                                  | 2.00%                     |          |          |
| Mechanical Tradesman Yr 1                                     | SJ7  | \$894.93                         | \$119.38                  | \$912.83 | \$121.77 |
| Mechanical Tradesman Yr 2                                     | SJ8  | \$912.47                         | \$129.98                  | \$930.72 | \$132.58 |
| Mechanical Tradesman Yr 3                                     | SJ9  | \$912.47                         | \$138.98                  | \$930.72 | \$141.76 |
| <b><u>Mechanical Tradesman Yr 5 (Senior)</u></b>              | SJ10 | \$939.93                         | \$143.08                  | \$958.73 | \$145.94 |
| Motor Mechanic  | SK2  | \$842.76                         | \$138.98                  | \$859.62 | \$141.76 |
| <b><u>Motor Mechanic Yr 5 (Senior)</u></b>                    | SJ11 | \$868.27                         | \$143.08                  | \$885.64 | \$145.94 |
| App Mech Trades Yr 1  | SL1  | \$480.33                         | \$50.24                   | \$489.94 | \$51.24  |
| App Mech Trades Yr 2  | SL2  | \$567.38                         | \$65.27                   | \$578.73 | \$66.58  |
| App Mech Trades Yr 3  | SL3  | \$671.20                         | \$89.31                   | \$684.62 | \$91.10  |
| App Mech Trades Yr 4  | SL4  | \$787.51                         | \$104.01                  | \$803.26 | \$106.09 |
| Electrical Tradesman  | SN1  | \$894.93                         | \$138.98                  | \$912.83 | \$141.76 |
| <b><u>Electrical Tradesman Yr 5 (Senior)</u></b>              | SJ12 | \$921.93                         | \$143.08                  | \$940.37 | \$145.94 |
| Elect Trades Complex  | SN2  | \$950.86                         | \$138.98                  | \$969.88 | \$141.76 |
| <b><u>Elect Trades Complex Yr 5 (Senior)</u></b>              | SJ13 | \$979.34                         | \$143.08                  | \$998.93 | \$145.94 |
| App Elect Trades Yr 1   | SP4  | \$480.33                         | \$50.24                   | \$489.94 | \$51.24  |
| App Elect Trades Yr 2   | SP5  | \$567.38                         | \$65.27                   | \$578.73 | \$66.58  |
| App Elect Trades Yr 3   | SP6  | \$671.20                         | \$89.31                   | \$684.62 | \$91.10  |
| App Elect Trades Yr 4   | SP7  | \$787.51                         | \$104.69                  | \$803.26 | \$106.78 |
| Prime Maint Oper Gr 1   | SR3  | \$764.04                         | \$138.98                  | \$779.32 | \$141.76 |
| <b><u>Prime Maint Oper Gr 1 Yr 5 (Senior)</u></b>             | SJ35 | \$786.94                         | \$143.08                  | \$802.68 | \$145.94 |
| Prime Maint Oper Gr 2   | SR4  | \$726.33                         | \$138.98                  | \$740.86 | \$141.76 |
| <b><u>Prime Maint Oper Gr 2 Yr 5 (Senior)</u></b>             | SJ14 | \$748.21                         | \$143.08                  | \$763.17 | \$145.94 |
| Tradesmans Assistant  | SR8  | \$726.33                         | \$110.73                  | \$740.86 | \$112.94 |

| <b>ALLOWANCES – METAL INDUSTRY EMPLOYEES</b> |                       |                                  |                           |
|--|-----------------------|----------------------------------|---------------------------|
|  |                       | Current (as of 1 September 2020) | FFPPOA – 1 September 2022 |
|  |                       |                                  | 2%                        |
| Tool Allowance                               |                       | \$19.02                          | \$19.40                   |
| Registration Allowance                       |                       | Nil                              |                           |
| Certificate Allowance (mech tradesman)       | 1 or 2 certs          | \$11.79                          | \$12.03                   |
|  | 3 or subsequent certs | \$11.79                          | \$12.03                   |
| Leading Hand Allowance*                      | 3-10 employees        | \$39.30                          | \$41.18                   |
|  | 11-20 employees       | \$59.00                          | \$61.50                   |
|  | >20 employees         | \$74.90                          | \$78.29                   |
| Meal Allowance                               |                       | \$12.58                          | \$15.59                   |
| Disability Allowance*                        |                       | Nil                              |                           |
| Enterprise Flexibility Payment               |                       | \$80.54                          | \$82.15                   |
| A Class Licence Allowance                    |                       | \$26.49                          | \$27.02                   |
| On-call Allowance                            |                       | \$11.73                          | \$11.96                   |

\* Only where the employees are receiving the allowances on an ongoing basis.

## JOINERY & BUILDING TRADES PRODUCTS INDUSTRY EMPLOYEES

| <b>NATIONAL JOINERY &amp; BUILDING TRADES PRODUCTS AWARD 2002</b> |      |                                  |      |                                    |      |
|---|------|----------------------------------|------|------------------------------------|------|
| Classification  | Code | Rate                             | SIPS | Rate                               | SIPS |
| Effective Date  |      | Current (as of 1 September 2020) |      | FFPPOA – 1 September 2022<br>2.00% |      |
| Joiner –Setter Out  | RD22 | \$1,005.43                       | n/a  | \$1,025.54                         | n/a  |
| <b><u>Joiner – Setter Out Yr 5 (Senior)</u></b>                   | SJ18 | \$1,035.50                       | n/a  | \$1,056.21                         | n/a  |
| Carpenter Shopfitting   | RD55 | \$994.72                         | n/a  | \$1,014.61                         | n/a  |
| <b><u>Carpenter Shop Yr 5 (Senior)</u></b>                        | SJ19 | \$1,013.52                       | n/a  | \$1,033.79                         | n/a  |
| Carpenter Construction  | RD66 | \$994.72                         | n/a  | \$1,014.61                         | n/a  |
| <b><u>Carpenter Construction Yr 5 (Senior)</u></b>                | SJ20 | \$1,024.91                       | n/a  | \$1,045.41                         | n/a  |
| Carpenter and Joiner  | RD33 | \$961.34                         | n/a  | \$980.57                           | n/a  |
| <b><u>Carp and Joiner Yr 5 (Senior)</u></b>                       | SJ21 | \$990.16                         | n/a  | \$1,009.96                         | n/a  |
| Painter   | PT11 | \$932.86                         | n/a  | \$976.22                           | n/a  |
| <b><u>Painter Yr 5 (Senior)</u></b>                               | SJ22 | \$961.00                         | n/a  | \$980.22                           | n/a  |
| Joiner Assembler A  | RD44 | \$868.73                         | n/a  | \$929.10                           | n/a  |
| <b><u>Joiner Assembler A Yr 5 (Senior)</u></b>                    | SJ23 | \$894.82                         | n/a  | \$929.10                           | n/a  |

| <b>ALLOWANCES – JOINERY &amp; BUILDING TRADES PRODUCTS INDUSTRY EMPLOYEES</b> |                            |                                  |                                 |
|---|----------------------------|----------------------------------|---------------------------------|
|   |                            | Current (as of 1 September 2020) | FFPPOA – 1 September 2022<br>2% |
| Tool Allowance  |                            | Included in base rate            |                                 |
| Registration Allowance  |                            | Nil                              |                                 |
| Certificate Allowance   |                            | Nil                              |                                 |
| Leading Hand Allowance*   | Not more than one employee | \$21.19                          | \$22.58                         |
|   | 2-5 employees              | \$47.50                          | \$49.57                         |
|   | 6-10 employees             | \$60.15                          | \$63.46                         |
|   | >10 employees              | \$80.03                          | \$84.41                         |
| Disability Allowance*   |                            | Nil                              |                                 |
| Enterprise Flexibility Payment  |                            | \$80.54                          | \$82.15                         |
| On-call Allowance   |                            | \$11.73                          | \$11.96                         |

\* Only where the employees are receiving the allowances on an ongoing basis.

## ENGINE DRIVERS & FIREMEN INDUSTRY EMPLOYEES

| <b>ENGINE DRIVERS &amp; FIREMEN – GENERAL AWARD 1998</b>       |      |                                  |         |                           |         |
|--|------|----------------------------------|---------|---------------------------|---------|
| Classification   | Code | Rate                             | SIPS    | Rate                      | SIPS    |
| Effective Date   |      | Current (as of 1 September 2020) |         | FFPPOA – 1 September 2022 |         |
|  |      |                                  |         | 2.00%                     |         |
| Boiler Attd – Fireman  | WX11 | \$829.35                         | \$52.29 | \$845.94                  | \$53.34 |
| <b><u>Boiler Attd – Fireman Yr 5 (Senior)</u></b>              | SJ24 | \$774.18                         | \$53.88 | \$810.30                  | \$54.96 |
| Boiler Attd – 1 <sup>st</sup> Class                            | WX21 | \$765.63                         | \$51.83 | \$812.39                  | \$52.87 |
| <b><u>Boiler Attd – 1<sup>st</sup> Class Yr 5 (Senior)</u></b> | SJ25 | \$788.53                         | \$53.43 | \$804.30                  | \$54.50 |
| Leading Blr Attd – CI 1  | WX31 | \$776.91                         | \$51.49 | \$812.74                  | \$52.52 |
| <b><u>Leading Blr Attd – CI 1 Yr 5 (Senior)</u></b>            | SJ26 | \$800.27                         | \$53.09 | \$816.28                  | \$54.15 |
| Leading Blr Attd – CI 2  | WX41 | \$771.90                         | \$51.60 | \$812.63                  | \$52.63 |
| <b><u>Leading Blr Attd – CI 2 Yr 5 (Senior)</u></b>            | SJ27 | \$795.14                         | \$53.20 | \$811.04                  | \$54.26 |
| Boiler Attd / Eng Driver                                       | WX61 | \$903.93                         | \$51.26 | \$922.01                  | \$52.29 |
| <b><u>Boiler Attd / Eng Driver Yr 5 (Senior)</u></b>           | SJ28 | \$903.93                         | \$52.86 | \$922.01                  | \$53.92 |
| Greaser/Oiler  | WY61 | \$731.80                         | \$52.74 | \$758.65                  | \$53.79 |
| <b><u>Greaser/Oiler Yr 5 (Senior)</u></b>                      | SJ29 | \$753.79                         | \$54.45 | \$768.87                  | \$55.54 |
| Greaser/Oiler - 1 <sup>st</sup> CI                             | WY71 | \$752.99                         | \$52.29 | \$768.05                  | \$53.34 |
| <b><u>Greaser/Oiler - 1<sup>st</sup> CI Yr 5 (Senior)</u></b>  | SJ30 | \$775.77                         | \$53.88 | \$791.29                  | \$54.96 |
| Trimmer  | WY81 | \$726.56                         | \$52.97 | \$780.83                  | \$54.03 |
| <b><u>Trimmer Yr 5 (Senior)</u></b>                            | SJ31 | \$747.18                         | \$54.79 | \$778.97                  | \$55.89 |
| Fuelman  | WY91 | \$726.56                         | \$52.97 | \$780.83                  | \$54.03 |
| <b><u>Fuelman Yr 5) Senior</u></b>                             | SJ32 | \$748.43                         | \$54.79 | \$778.97                  | \$55.89 |
| Engine Cleaner   | WZ11 | \$726.56                         | \$52.97 | \$780.83                  | \$54.03 |
| <b><u>Engine Cleaner Yr 5 (Senior)</u></b>                     | SJ33 | \$748.43                         | \$54.79 | \$778.97                  | \$55.89 |
| Boiler Cleaner   | WZ21 | \$726.56                         | \$52.97 | \$780.83                  | \$54.03 |
| <b><u>Boiler Cleaner Yr 5 (Senior)</u></b>                     | SJ34 | \$775.77                         | \$53.88 | \$791.29                  | \$54.96 |
| Boiler Attd/Eng Driv (jnr u/16 yr)                             | WZ81 | \$283.85                         | \$52.97 | \$289.53                  | \$54.03 |
| Boiler Attd/Eng Driv (jnr 16 yr)                               | WZ91 | \$365.07                         | \$54.79 | \$372.37                  | \$55.89 |
| Boiler Attd/Eng Driv (jnr 17 yr)                               | XA11 | \$726.56                         | \$52.97 | \$741.09                  | \$54.03 |
| Boiler Attd/Eng Driv (jnr 18 yr)                               | XA21 | \$748.43                         | \$54.79 | \$763.40                  | \$55.89 |
| Boiler Attd/Eng Driv (jnr 19 yr)                               | XA31 | \$726.56                         | \$52.97 | \$741.09                  | \$54.03 |

| <b>ALLOWANCES – ENGINE DRIVERS AND FIREMEN INDUSTRY EMPLOYEES</b> |                 |                |                           |
|---|-----------------|----------------|---------------------------|
|   |                 | FFPPOA – 3.00% | FFPPOA – 1 September 2022 |
|   |                 | 1-Sep-20       | 2%                        |
| Tool Allowance  |                 |                | Nil                       |
| Registration Allowance  |                 |                | Nil                       |
| Certificate Allowance   |                 |                | Nil                       |
| Leading Hand Allowance*   | 3-10 employees  | \$40.95        | \$41.77                   |
|   | 11-20 employees | \$61.12        | \$62.34                   |
|   | 20+ employees   | \$77.69        | \$79.24                   |
| Meal Allowance  |                 | \$12.58        | \$15.59                   |
| Disability Allowance*   |                 |                | Nil                       |
| Enterprise Flexibility Payment                                    |                 | \$80.54        | \$82.15                   |
| On-call Allowance   |                 | \$11.73        | \$11.96                   |

\*Only where the employees are receiving the allowances on an ongoing basis.