

# VHIA SALARY CIRCULAR

**Number:** 825  
**Addressee:** PUBLIC SECTOR AND STAND-ALONE COMMUNITY HEALTH CENTRES  
**From:** CHIEF EXECUTIVE OFFICER  
**Date:** 21 OCTOBER 2022  
**Subject:** NURSES AND MIDWIVES (VICTORIAN PUBLIC HEALTH SECTOR) (SINGLE INTEREST EMPLOYERS) ENTERPRISE AGREEMENT 2020 - 2024

## REMINDER

The next increase is now payable. The increase takes effect on the **first full pay period on or after 1 December 2022**. This information has previously been provided and remains **unchanged**.

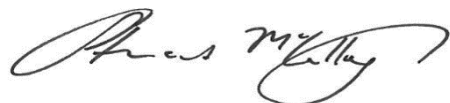
This salary circular is structured as follows:

- Section 1 – Standard Classifications
- Section 2 – Transitional Classifications
- Section 3 – Temporarily Available Classifications
- Section 4 – Deleted Classifications
- Section 5 – Allowances

Attached also is the [excel spreadsheet](#).

If further information is required, please contact the Query Team on (03) 9861 4000 or [query@vhia.com.au](mailto:query@vhia.com.au).

Kind regards

A handwritten signature in black ink, appearing to read "Stuart McCullough". The signature is fluid and cursive, with the first name "Stuart" being more prominent and the last name "McCullough" following in a similar style.

**Stuart McCullough**  
**Chief Executive Officer**

## **SECTION 1 – STANDARD CLASSIFICATIONS**

Section 1 contains the classifications that will continue to apply throughout the life of the Agreement. Health Services will need to undertake the following tasks at some point (if they have not already):

1. **Remove redundant classifications** – These are in red. These redundant classifications have occurred where the distinction in the remuneration rate between successive years within a classification have been removed e.g Grade 2 RN Year 8 and Grade 2 Year 9. These have been in place since April 2019. There is no urgency to remove these but Health Services should plan to do so in the short to medium term..
2. **Midwifery classifications** – These are in blue. These classifications have been added into the Agreement to primarily recognize midwifery versions of existing classifications. There is no urgency to translate to these classifications as the rates are the same.
3. **Clearer classifications** – These are in green – These primarily involve the insertion of new classifications within the Agreement to either support clarity or alternatively to give effect to the new NM5 and above or Principal Educator and Deputy Principal Educator arrangements. The components of this section are as follows:
  - a) **NM5 and Above Translation** – new classifications inserted to reflect change in approach. If Health Service have not implemented, then they will need to maintain the classifications used in Section 2 until this occurs.
  - b) **Senior Educators Translation** – new classifications inserted to reflect change in approach. If Health Service have not implemented, then they will need to maintain the classifications used in Section 2 until this occurs.
  - c) **Enrolled Nurse Level 2** – separate classifications have been inserted to distinguish between certificate IV and diploma educated Enrolled Nurses. The change does not affect the pay rate so this can be implemented at a later point. Will require a process whereby the qualification of exiting Enrolled Nurses is identified.
  - d) **Research Nurses Level 1 and level 4** – New classifications have been inserted to recognize these roles as they were previously paid under alternative classifications. The changes do not affect the pay rates so this can be implemented at a later point.
  - e) **Clinical Support Nurse** – New classification inserted to recognize these roles as they were previously paid under alternative classifications. The changes do not affect the pay rates so this can be implemented at a later point.
  - f) **No Lift Co-ordinator** - New classification inserted to recognize these roles as they were previously paid under alternative classifications. Health Services should review their pay rate for current coordinators as there may be an increase for a small number (this is however unlikely).
  - g) **Educator Major** - New classification inserted to recognize these roles as they were previously paid under alternative classifications. The changes do not affect the pay rates so this can be implemented at a later point.
  - h) **Clinical Liaison Nurse** - New classification inserted to recognize these roles as they were previously paid under alternative classifications. The changes do not affect the pay rates so this can be implemented at a later point.
  - i) **Maternal and Child Health Co-ordinator** – New classification and pay rate. Health Services will need to review to determine whether a reclassification is required (this is however unlikely).

With the exception of the NM5 and above or Principal Educator and Deputy Principal Educator changes, a Health Service may just utilise salary circular 784 to give effect to the changes in pay rates.

<b>CLASSIFICATION</b>	<b>CODE</b>	<b>GRADE</b>	<b>Comm RATE 01/04/2019</b>	<b>01/12/2020</b>	<b>01/12/2021</b>	<b>01/12/2022</b>
TRAINEE YEAR 1	<b>IB40</b>	<b>TEN 1</b>	\$885.20	\$911.80	\$939.20	\$967.40
TRAINEE YEAR 2	<b>IB41</b>	<b>TEN 2</b>	\$958.10	\$986.80	\$1,016.40	\$1,046.90
EN LEVEL 1 YEAR 1	<b>IB60</b>	<b>EN 1.1</b>	\$1,048.60	\$1,080.10	\$1,112.50	\$1,145.90
EN LEVEL 1 YEAR 2	<b>IB61</b>	<b>EN 1.2</b>	\$1,070.10	\$1,102.20	\$1,135.30	\$1,169.40
EN LEVEL 1 YEAR 3	<b>IB62</b>	<b>EN 1.3</b>	\$1,091.40	\$1,124.10	\$1,157.80	\$1,192.50
EN LEVEL 1 YEAR 4	<b>IB63</b>	<b>EN 1.4</b>	\$1,113.00	\$1,146.40	\$1,180.80	\$1,216.20
EN LEVEL 1 YEAR 5	<b>IB64</b>	<b>EN 1.5</b>	\$1,155.60	\$1,190.30	\$1,226.00	\$1,262.80
EN LEVEL 1 YEAR 6	<b>IB65</b>	<b>EN 1.6</b>	\$1,191.50	\$1,227.20	\$1,264.00	\$1,301.90
EN LEVEL 2 CERT IV YEAR 1	<b>IB66</b>	<b>EN 2.1</b>	\$1,126.20	\$1,160.00	\$1,194.80	\$1,230.60
EN LEVEL 2 CERT IV YEAR 2	<b>IB67</b>	<b>EN 2.2</b>	\$1,151.30	\$1,185.80	\$1,221.40	\$1,258.00
EN LEVEL 2 CERT IV YEAR 3	<b>IB92</b>	<b>EN 2.3</b>	\$1,176.60	\$1,211.90	\$1,248.30	\$1,285.70
EN LEVEL 2 CERT IV YEAR 4	<b>IB93</b>	<b>EN 2.4</b>	\$1,201.70	\$1,237.80	\$1,274.90	\$1,313.10
EN LEVEL 2 CERT IV YEAR 5	<b>IB94</b>	<b>EN 2.5</b>	\$1,226.80	\$1,263.60	\$1,301.50	\$1,340.50
EN LEVEL 2 CERT IV YEAR 6	<b>IB95</b>	<b>EN 2.6</b>	\$1,239.50	\$1,276.70	\$1,315.00	\$1,354.50

<b>CLASSIFICATION</b>	<b>CODE</b>	<b>GRADE</b>	<b>Comm RATE 01/04/2019</b>	<b>01/12/2020</b>	<b>01/12/2021</b>	<b>01/12/2022</b>
EN LEVEL 2 DIPLOMA YEAR 1	<b>IB68</b>	<b>EN 2.3</b>	\$1,176.60	\$1,211.90	\$1,248.30	\$1,285.70
EN LEVEL 2 DIPLOMA YEAR 2	<b>IB69</b>	<b>EN 2.4</b>	\$1,201.70	\$1,237.80	\$1,274.90	\$1,313.10
EN LEVEL 2 DIPLOMA YEAR 3	<b>IB70</b>	<b>EN 2.5</b>	\$1,226.80	\$1,263.60	\$1,301.50	\$1,340.50
EN LEVEL 2 DIPLOMA YEAR 4	<b>IB71</b>	<b>EN 2.6</b>	\$1,239.50	\$1,276.70	\$1,315.00	\$1,354.50
EN LEVEL 2 DIPLOMA YEAR 5 (WITH 5 ROUTES)	<b>IB72</b>	<b>EN 2.7</b>	\$1,252.00	\$1,289.60	\$1,328.30	\$1,368.10
EN LEVEL 3 (SA)	<b>IB73</b>	<b>EN 3.1</b>	\$1,314.80	\$1,354.20	\$1,394.80	\$1,436.60
EN LEVEL 3 (WITH 4 ROUTES)	<b>IB74</b>	<b>EN 3.2</b>	\$1,361.80	\$1,402.70	\$1,444.80	\$1,488.10
EN LEVEL 3 (WITH 5 ROUTES)	<b>IB75</b>	<b>EN 3.3</b>	\$1,383.90	\$1,425.40	\$1,468.20	\$1,512.20
RUSON YEAR 1	<b>YP12</b>	<b>RUSON 1</b>	\$891.30	\$918.10	\$945.60	\$974.00
RUSON YEAR 2	<b>YP13</b>	<b>RUSON 2</b>	\$950.70	\$979.30	\$1,008.60	\$1,038.90
RUSON YEAR 3	<b>YP14</b>	<b>RUSON 3</b>	\$1,010.10	\$1,040.50	\$1,071.70	\$1,103.80
RUSOM YEAR 1	<b>YP15</b>	<b>RUSOM 1</b>	\$891.30	\$918.10	\$945.60	\$974.00

CLASSIFICATION	CODE	GRADE	Comm RATE 01/04/2019	01/12/2020	01/12/2021	01/12/2022
RUSOM YEAR 2	YP16	RUSOM 2	\$950.70	\$979.30	\$1,008.60	\$1,038.90
RUSOM YEAR 3	YP17	RUSOM 3	\$1,010.10	\$1,040.50	\$1,071.70	\$1,103.80
RN G2 Y1 STUD M/WIFE	YO1	RN/M 1	\$1,188.40	\$1,224.10	\$1,260.80	\$1,298.60
RN G2 Y2 STUD M/WIFE	YO2	RN/M 2	\$1,255.30	\$1,293.00	\$1,331.80	\$1,371.80
RN G2 Y3 STUD M/WIFE	YO3	RN/M 3	\$1,322.20	\$1,361.90	\$1,402.80	\$1,444.90
RN G2 Y4 STUD M/WIFE	YO4	RN/M 4	\$1,394.00	\$1,435.80	\$1,478.90	\$1,523.30
RN G2 Y5 STUD M/WIFE	YO5	RN/M 5	\$1,465.30	\$1,509.30	\$1,554.60	\$1,601.20
RN G2 Y6 STUD M/WIFE	YO6	RN/M 6	\$1,534.80	\$1,580.80	\$1,628.20	\$1,677.00
RN G2 Y7 STUD M/WIFE	YO7	RN/M 7	\$1,613.20	\$1,661.60	\$1,711.40	\$1,762.70
RN G2 Y8 STUD M/WIFE	YO8	RN/M 8	\$1,678.50	\$1,728.90	\$1,780.80	\$1,834.20
RN G2 Y9 STUD M/WIFE	YO9	RN/M 8	\$1,678.50	\$1,728.90	\$1,780.80	\$1,834.20
RN G2 Y9 STUD M/WIFE	YO10	RN/M 8	\$1,678.50	\$1,728.90	\$1,780.80	\$1,834.20
RN 3A Y1 M/WIFE	JC6		\$1,750.00	\$1,802.50	\$1,856.60	\$1,912.30
RN 3A Y2 M/WIFE	JC7		\$1,750.00	\$1,802.50	\$1,856.60	\$1,912.30
RN 3B Y1 M/WIFE	JC8		\$1,800.00	\$1,854.00	\$1,909.60	\$1,966.90

CLASSIFICATION	CODE	GRADE	Comm RATE 01/04/2019	01/12/2020	01/12/2021	01/12/2022
RN 3B Y2 M/WIFE	JC9		\$1,800.00	\$1,854.00	\$1,909.60	\$1,966.90
RN G4A Y1 STUD M/WIFE	JD1		\$1,900.00	\$1,957.00	\$2,015.70	\$2,076.20
RN G4A Y2 STUD M/WIFE	JD2		\$1,900.00	\$1,957.00	\$2,015.70	\$2,076.20
RN G4B Y1 STUD M/WIFE	JD3		\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
RN G4B Y2 STUD M/WIFE	JD4		\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
RN GRADE 2 YEAR 1 (GRAD YEAR)	YP2	RN/M 1	\$1,188.40	\$1,224.10	\$1,260.80	\$1,298.60
RN GRADE 2 YEAR 2	YP3	RN/M 2	\$1,255.30	\$1,293.00	\$1,331.80	\$1,371.80
RN GRADE 2 YEAR 3	YP4	RN/M 3	\$1,322.20	\$1,361.90	\$1,402.80	\$1,444.90
RN GRADE 2 YEAR 4	YP5	RN/M 4	\$1,394.00	\$1,435.80	\$1,478.90	\$1,523.30
RN GRADE 2 YEAR 5	YP6	RN/M 5	\$1,465.30	\$1,509.30	\$1,554.60	\$1,601.20
RN GRADE 2 YEAR 6	YP7	RN/M 6	\$1,534.80	\$1,580.80	\$1,628.20	\$1,677.00
RN GRADE 2 YEAR 7	YP8	RN/M 7	\$1,613.20	\$1,661.60	\$1,711.40	\$1,762.70
RN GRADE 2 YEAR 8	YP9	RN/M 8	\$1,678.50	\$1,728.90	\$1,780.80	\$1,834.20
RN GRADE 2 YEAR 9	YP10	RN/M 8	\$1,678.50	\$1,728.90	\$1,780.80	\$1,834.20
RN GRADE 2 YEAR 10	YP11	RN/M 8	\$1,678.50	\$1,728.90	\$1,780.80	\$1,834.20

CLASSIFICATION	CODE	GRADE	Comm RATE 01/04/2019	01/12/2020	01/12/2021	01/12/2022
MIDWIFE GR 2 YR 1 (GRAD YEAR)	YS12	RN/M 1	\$1,188.40	\$1,224.10	\$1,260.80	\$1,298.60
MIDWIFE GR 2 YR 2	YS2	RN/M 2	\$1,255.30	\$1,293.00	\$1,331.80	\$1,371.80
MIDWIFE GR 2 YR 3	YS3	RN/M 3	\$1,322.20	\$1,361.90	\$1,402.80	\$1,444.90
MIDWIFE GR 2 YR 4	YS4	RN/M 4	\$1,394.00	\$1,435.80	\$1,478.90	\$1,523.30
MIDWIFE GR 2 YR 5	YS5	RN/M 5	\$1,465.30	\$1,509.30	\$1,554.60	\$1,601.20
MIDWIFE GR 2 YR 6	YS6	RN/M 6	\$1,534.80	\$1,580.80	\$1,628.20	\$1,677.00
MIDWIFE GR 2 YR 7	YS7	RN/M 7	\$1,613.20	\$1,661.60	\$1,711.40	\$1,762.70
MIDWIFE GR 2 YR 8	YS8	RN/M 8	\$1,678.50	\$1,728.90	\$1,780.80	\$1,834.20
MIDWIFE GR 2 YR 9	YS10	RN/M 8	\$1,678.50	\$1,728.90	\$1,780.80	\$1,834.20
MIDWIFE GR 2 YR 10	YS11	RN/M 8	\$1,678.50	\$1,728.90	\$1,780.80	\$1,834.20
RESEARCH NURSE LEVEL 1 YEAR 1	RN10	RN/M 1	\$1,188.40	\$1,224.10	\$1,260.80	\$1,298.60
RESEARCH NURSE LEVEL 1 YEAR 2	RN11	RN/M 2	\$1,255.30	\$1,293.00	\$1,331.80	\$1,371.80
RESEARCH NURSE LEVEL 1 YEAR 3	RN12	RN/M 3	\$1,322.20	\$1,361.90	\$1,402.80	\$1,444.90
RESEARCH NURSE LEVEL 1 YEAR 4	RN13	RN/M 4	\$1,394.00	\$1,435.80	\$1,478.90	\$1,523.30



CLASSIFICATION	CODE	GRADE	Comm RATE 01/04/2019	01/12/2020	01/12/2021	01/12/2022
RESEARCH NURSE LEVEL 1 YEAR 5	RN14	RN/M 5	\$1,465.30	\$1,509.30	\$1,554.60	\$1,601.20
RESEARCH NURSE LEVEL 1 YEAR 6	RN15	RN/M 6	\$1,534.80	\$1,580.80	\$1,628.20	\$1,677.00
RESEARCH NURSE LEVEL 1 YEAR 7	RN16	RN/M 7	\$1,613.20	\$1,661.60	\$1,711.40	\$1,762.70
RESEARCH NURSE LEVEL 1 YEAR 8	RN17	RN/M 8	\$1,678.50	\$1,728.90	\$1,780.80	\$1,834.20
RESEARCH MIDWIFE LEVEL 1 YEAR 1	RN18	RN/M 1	\$1,188.40	\$1,224.10	\$1,260.80	\$1,298.60
RESEARCH MIDWIFE LEVEL 1 YEAR 2	RN19	RN/M 2	\$1,255.30	\$1,293.00	\$1,331.80	\$1,371.80
RESEARCH MIDWIFE LEVEL 1 YEAR 3	RN20	RN/M 3	\$1,322.20	\$1,361.90	\$1,402.80	\$1,444.90
RESEARCH MIDWIFE LEVEL 1 YEAR 4	RN21	RN/M 4	\$1,394.00	\$1,435.80	\$1,478.90	\$1,523.30
RESEARCH MIDWIFE LEVEL 1 YEAR 5	RN22	RN/M 5	\$1,465.30	\$1,509.30	\$1,554.60	\$1,601.20
RESEARCH MIDWIFE LEVEL 1 YEAR 6	RN23	RN/M 6	\$1,534.80	\$1,580.80	\$1,628.20	\$1,677.00
RESEARCH MIDWIFE LEVEL 1 YEAR 7	RN24	RN/M 7	\$1,613.20	\$1,661.60	\$1,711.40	\$1,762.70
RESEARCH MIDWIFE LEVEL 1 YEAR 8	RN25	RN/M 8	\$1,678.50	\$1,728.90	\$1,780.80	\$1,834.20
NOTE - EACH OF THESE IS AN ENTRY LEVEL						
DISTRICT NURSE LEVEL 1	YQ1	CN 2.1	\$1,465.30	\$1,509.30	\$1,554.60	\$1,601.20

CLASSIFICATION	CODE	GRADE	Comm RATE 01/04/2019	01/12/2020	01/12/2021	01/12/2022
DISTRICT NURSE LEVEL 1	YQ2	CN 2.2	\$1,534.80	\$1,580.80	\$1,628.20	\$1,677.00
DISTRICT NURSE LEVEL 1	YQ3	CN 2.3	\$1,613.20	\$1,661.60	\$1,711.40	\$1,762.70
DISTRICT NURSE LEVEL 1	YF4	CN 2.4	\$1,678.50	\$1,728.90	\$1,780.80	\$1,834.20
DISTRICT NURSE LEVEL 1	YF5	CN 2.4	\$1,678.50	\$1,728.90	\$1,780.80	\$1,834.20
DISTRICT NURSE LEVEL 1	YF6	CN 2.4	\$1,678.50	\$1,728.90	\$1,780.80	\$1,834.20
CLINICAL NURSE SPECIALIST	YS9	CAPR 1	\$1,746.70	\$1,799.10	\$1,853.10	\$1,908.70
CLINICAL MIDWIFE SPECIALIST	JC5	CAPR 1	\$1,746.70	\$1,799.10	\$1,853.10	\$1,908.70
CLIN SPEC STUD MIDW	RN26	CAPR 1	\$1,746.70	\$1,799.10	\$1,853.10	\$1,908.70
DISTRICT NURSE LEVEL 2	YU1	CN 3	\$1,750.00	\$1,802.50	\$1,856.60	\$1,912.30
DISTRICT NURSE LEVEL 2	YU2	CN 3	\$1,750.00	\$1,802.50	\$1,856.60	\$1,912.30
COMM HLTH NURSE	ZJ1	CN 4	\$1,800.00	\$1,854.00	\$1,909.60	\$1,966.90
COMM HLTH NURSE	ZJ2	CN4	\$1,800.00	\$1,854.00	\$1,909.60	\$1,966.90
COMM HLTH MIDWIFE	RN27	CN 4	\$1,800.00	\$1,854.00	\$1,909.60	\$1,966.90

CLASSIFICATION	CODE	GRADE	Comm RATE 01/04/2019	01/12/2020	01/12/2021	01/12/2022
CLINICAL SUPPORT NURSE	RN28	QRED 1	\$1,800.00	\$1,854.00	\$1,909.60	\$1,966.90
CLINICAL SUPPORT MIDWIFE	RN29	QRED 1	\$1,800.00	\$1,854.00	\$1,909.60	\$1,966.90
OCC HEALTH NURSE SOLE/SUPER	YV7	QRED 1	\$1,800.00	\$1,854.00	\$1,909.60	\$1,966.90
OCC HEALTH NURSE SOLE/SUPER	YV8	QRED 1	\$1,800.00	\$1,854.00	\$1,909.60	\$1,966.90
OCC HEALTH NURSE SOLE/SUPER	YT4	QRED 1	\$1,800.00	\$1,854.00	\$1,909.60	\$1,966.90
OCC HEALTH NURSE SOLE/SUPER	YT5	QRED 1	\$1,800.00	\$1,854.00	\$1,909.60	\$1,966.90
RESEARCH NURSE LEVEL 2	YU13	QRED 1	\$1,800.00	\$1,854.00	\$1,909.60	\$1,966.90
RESEARCH NURSE LEVEL 2	YU14	QRED 1	\$1,800.00	\$1,854.00	\$1,909.60	\$1,966.90
HITH/PAC NURSE LEVEL 1	YU15	CAPR 2	\$1,800.00	\$1,854.00	\$1,909.60	\$1,966.90
HITH/PAC NURSE LEVEL 1	YU16	CAPR 2	\$1,800.00	\$1,854.00	\$1,909.60	\$1,966.90
ANUM YEAR 1	YW11	NM 1.1	\$1,880.20	\$1,936.60	\$1,994.70	\$2,054.50

CLASSIFICATION	CODE	GRADE	Comm RATE 01/04/2019	01/12/2020	01/12/2021	01/12/2022
ANUM YEAR 2	YW12	NM 1.2	\$1,943.40	\$2,001.70	\$2,061.80	\$2,123.70
AMUM YEAR 1	RN30	NM 1.1	\$1,880.20	\$1,936.60	\$1,994.70	\$2,054.50
AMUM YEAR 2	RN31	NM 1.2	\$1,943.40	\$2,001.70	\$2,061.80	\$2,123.70
EDUCATOR (NON-MAJOR) YEAR 1 AND 2	YW 4	QRED 2	\$1,900.00	\$1,957.00	\$2,015.70	\$2,076.20
EDUCATOR (NON-MAJOR) YEAR 1 AND 2	YW 5	QRED 2	\$1,900.00	\$1,957.00	\$2,015.70	\$2,076.20
COMM HLTH NURSE (SOLE)	YW7	CN 5	\$1,900.00	\$1,957.00	\$2,015.70	\$2,076.20
COMM HLTH NURSE (SOLE)	YW8	CN 5	\$1,900.00	\$1,957.00	\$2,015.70	\$2,076.20
COMM HLTH MIDWIFE (SOLE)	RN32	CN 5	\$1,900.00	\$1,957.00	\$2,015.70	\$2,076.20
NO LIFT CO-ORDINATOR	RN33	QRED 2	\$1,900.00	\$1,957.00	\$2,015.70	\$2,076.20
AST SUPER DISTRICT NURSING	YX7	CN 5	\$1,900.00	\$1,957.00	\$2,015.70	\$2,076.20
AST SUPER DISTRICT NURSING	YX8	CN 5	\$1,900.00	\$1,957.00	\$2,015.70	\$2,076.20
CLIN COORD DISTRICT NURSING	YY4	CN 5	\$1,900.00	\$1,957.00	\$2,015.70	\$2,076.20

CLASSIFICATION	CODE	GRADE	Comm RATE 01/04/2019	01/12/2020	01/12/2021	01/12/2022
CLIN COORD DISTRICT NURSING	YY5	CN 5	\$1,900.00	\$1,957.00	\$2,015.70	\$2,076.20
LIAIS OFF DISTRICT NURSING	YY7	CN 5	\$1,900.00	\$1,957.00	\$2,015.70	\$2,076.20
LIAIS OFF DISTRICT NURSING	YY8	CN 5	\$1,900.00	\$1,957.00	\$2,015.70	\$2,076.20
DISTRICT NURSE	YY1	CN 5	\$1,900.00	\$1,957.00	\$2,015.70	\$2,076.20
DISTRICT NURSE	YY2	CN 5	\$1,900.00	\$1,957.00	\$2,015.70	\$2,076.20
CLIN NURSE CONS A	ZF4	CAPR 3.1	\$1,900.00	\$1,957.00	\$2,015.70	\$2,076.20
CLIN NURSE CONS A	ZG7	CAPR 3.1	\$1,900.00	\$1,957.00	\$2,015.70	\$2,076.20
CLIN MIDWIFE CONS A	RN34	CAPR 3.1	\$1,900.00	\$1,957.00	\$2,015.70	\$2,076.20
HITH/PAC NURSE LEVEL 2	YW15	CAPR 3.1	\$1,900.00	\$1,957.00	\$2,015.70	\$2,076.20
HITH/PAC NURSE LEVEL 2	YW16	CAPR 3.1	\$1,900.00	\$1,957.00	\$2,015.70	\$2,076.20
EDUCATOR (NON-MAJOR) YEAR 3 AND SUBSEQ	YZ7	QRED 3	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
EDUCATOR (NON-MAJOR) YEAR 3 AND SUBSEQ	YZ8	QRED 3	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
EDUCATOR (MAJOR)	RN35	QRED 3	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50

CLASSIFICATION	CODE	GRADE	Comm RATE 01/04/2019	01/12/2020	01/12/2021	01/12/2022
COMM HLTH (IN-CHARGE)	<b>ZA1</b>	<b>CN 6</b>	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
COMM HLTH (IN-CHARGE)	<b>ZA2</b>	<b>CN 6</b>	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
MAT&CHILD NURSE	<b>ZJ5</b>	<b>CAPR 3.2</b>	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
MAT&CHILD NURSE	<b>ZJ6</b>	<b>CAPR 3.2</b>	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
CLIN NURSE CONS B	<b>ZJ4</b>	<b>CAPR 3.2</b>	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
CLIN NURSE CONS B	<b>ZJ7</b>	<b>CAPR 3.2</b>	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
CLIN MIDWIFE CONS B	<b>RN36</b>	<b>CAPR 3.2</b>	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
LEVEL 3 RESEARCH NURSE	<b>YX13</b>	<b>QRED 2</b>	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
LEVEL 3 RESEARCH NURSE	<b>YX14</b>	<b>QRED 2</b>	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
LEVEL 3 RESEARCH MIDWIFE	<b>RN37</b>	<b>QRED 2</b>	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
NURSE UNIT MANAGER LEVEL 1	<b>NM10</b>	<b>NM 2</b>	\$2,140.80	\$2,205.00	\$2,271.15	\$2,339.30

CLASSIFICATION	CODE	GRADE	Comm RATE 01/04/2019	01/12/2020	01/12/2021	01/12/2022
NURSE UNIT MANAGER LEVEL 2	NM11	NM 3	\$2,218.70	\$2,285.30	\$2,353.90	\$2,424.50
NURSE UNIT MANAGER LEVEL 3	NM12	NM 4	\$2,296.80	\$2,365.70	\$2,436.70	\$2,509.80
MIDWIFE UNIT MANAGER LEVEL 1	RN38	NM 2	\$2,140.80	\$2,205.00	\$2,271.15	\$2,339.30
MIDWIFE UNIT MANAGER LEVEL 2	RN39	NM 3	\$2,218.70	\$2,285.30	\$2,353.90	\$2,424.50
MIDWIFE UNIT MANAGER LEVEL 3	RN40	NM 4	\$2,296.80	\$2,365.70	\$2,436.70	\$2,509.80
CLIN NURSE CONS C YEAR 1	ZA7	CAPR 4.1	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70
CLIN NURSE CONS C YEAR 2	ZA8	CAPR 4.2	\$2,150.00	\$2,214.50	\$2,280.90	\$2,349.30
CLIN MIDWIFE CONS C YEAR 1	RN41	CAPR 4.1	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70
CLIN MIDWIFE CONS C YEAR 1	RN42	CAPR 4.2	\$2,150.00	\$2,214.50	\$2,280.90	\$2,349.30
CLIN LIAISON NURSE YEAR 1	RN43	CAPR 4.1	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70
CLIN LIAISON NURSE YEAR 2	RN44	CAPR 4.2	\$2,150.00	\$2,214.50	\$2,280.90	\$2,349.30
ADON/M LEVEL 1	RN45	NM 5B	\$2,150.00	\$2,214.50	\$2,280.90	\$2,349.30
ADON/M LEVEL 2	RN46	NM 5C	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70

CLASSIFICATION	CODE	GRADE	Comm RATE 01/04/2019	01/12/2020	01/12/2021	01/12/2022
NURSE/MIDWIFE MANAGER NOT ELSEWHERE CLASSIFIED	ZB4	NM5C	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70
ADON GROUP (7B OR 8D CAMPUS)	ZB7	NM 5D	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
ADON GROUP (7A OR 8C CAMPUS)	ZB8	NM 5C	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70
ADON GROUP (8B CAMPUS)	ZB9	NM 5B	\$2,150.00	\$2,214.50	\$2,280.90	\$2,349.30
ADON GROUP (8A CAMPUS)	ZC1	NM 5A	\$2,200.00	\$2,266.00	\$2,334.00	\$2,404.00
AFTER HOURS COORDINATOR (7B OR 8D CAMPUS)	ZC4	NM 5D	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
AFTER HOURS COORDINATOR (7A OR 8C CAMPUS)	ZC5	NM 5C	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70
AFTER HOURS COORDINATOR (8B CAMPUS) CHECK	ZC6	NM 5B	\$2,150.00	\$2,214.50	\$2,280.90	\$2,349.30
AFTER HOURS COORDINATOR (8A CAMPUS) CHECK	ZC7	NM 5A	\$2,200.00	\$2,266.00	\$2,334.00	\$2,404.00
EDUCATOR-COURSE / PHASE / INSERVICE / CONTINUING EDUCATION YEAR 1	XB1	QRED 4.2	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70



CLASSIFICATION	CODE	GRADE	Comm RATE 01/04/2019	01/12/2020	01/12/2021	01/12/2022
EDUCATOR-COURSE / PHASE / INSERVICE / CONTINUING EDUCATION YEAR 2	<b>XB2</b>	<b>QRED 4.3</b>	\$2,150.00	\$2,214.50	\$2,280.90	\$2,349.30
LEVEL 4 RESEARCH NURSE YEAR 1	<b>RN47</b>	<b>QRED 4.2</b>	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70
LEVEL 4 RESEARCH NURSE YEAR 2	<b>RN48</b>	<b>QRED 4.3</b>	\$2,150.00	\$2,214.50	\$2,280.90	\$2,349.30
LEVEL 4 RESEARCH MIDWIFE YEAR 1	<b>RN49</b>	<b>QRED 4.2</b>	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70
LEVEL 4 RESEARCH MIDWIFE YEAR 2	<b>RN50</b>	<b>QRED 4.3</b>	\$2,150.00	\$2,214.50	\$2,280.90	\$2,349.30
DAY HOS COORD LEVEL 1	<b>ZO9</b>	<b>NM 5</b>	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
DAY HOS COORD LEVEL 1	<b>ZP1</b>	<b>NM 5</b>	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
DAY HOS COORD LEVEL 2	<b>ZP4</b>	<b>NM 5</b>	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70
MAT&CHILD NURSE COORDINATOR	<b>RN52</b>	<b>NM5C</b>	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70
CLIN NURSE CONS D	<b>ZE4</b>	<b>CAPR 5</b>	\$2,500.00	\$2,575.00	\$2,652.30	\$2,731.90
CLIN MIDWIFE CONS D	<b>RN53</b>	<b>CAPR 5</b>	\$2,500.00	\$2,575.00	\$2,652.30	\$2,731.90

<b>CLASSIFICATION</b>	<b>CODE</b>	<b>GRADE</b>	<b>Comm RATE 01/04/2019</b>	<b>01/12/2020</b>	<b>01/12/2021</b>	<b>01/12/2022</b>
DEPUTY DIRECTOR OF NURSING (7B OR 8D CAMPUS)	<b>ZE6</b>	<b>NM 6D</b>	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70
DEPUTY DIRECTOR OF NURSING (7A OR 8C CAMPUS)	<b>ZE7</b>	<b>NM 6C</b>	\$2,200.00	\$2,266.00	\$2,334.00	\$2,404.00
DEPUTY DIRECTOR OF NURSING (8B CAMPUS)	<b>ZE9</b>	<b>NM 6B</b>	\$2,500.00	\$2,575.00	\$2,652.30	\$2,731.90
DEPUTY DIRECTOR OF NURSING (8A CAMPUS)	<b>ZF2</b>	<b>NM 6A</b>	\$2,900.00	\$2,987.00	\$3,076.60	\$3,168.90
PRINCIPAL EDUCATOR (7B OR 8D CAMPUS)	<b>ZF5</b>	<b>QRED 5D</b>	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70
PRINCIPAL EDUCATOR (7A OR 8C CAMPUS)	<b>ZF6</b>	<b>QRED 5C</b>	\$2,200.00	\$2,266.00	\$2,334.00	\$2,404.00
PRINCIPAL EDUCATOR (8B CAMPUS)	<b>ZF8</b>	<b>QRED 5B</b>	\$2,500.00	\$2,575.00	\$2,652.30	\$2,731.90
PRINCIPAL EDUCATOR (8A CAMPUS)	<b>ZG1</b>	<b>QRED 5A</b>	\$2,900.00	\$2,987.00	\$3,076.60	\$3,168.90
D/P EDUCATOR (7B OR 8D CAMPUS)	<b>RN54</b>	<b>QRED 4D</b>	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
D/P EDUCATOR (7A OR 8C CAMPUS)	<b>RN55</b>	<b>QRED 4C</b>	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70
D/P EDUCATOR (8B CAMPUS)	<b>RN56</b>	<b>QRED 4B</b>	\$2,150.00	\$2,214.50	\$2,280.90	\$2,349.30
D/P EDUCATOR (8A CAMPUS)	<b>RN57</b>	<b>QRED 4A</b>	\$2,200.00	\$2,266.00	\$2,334.00	\$2,404.00

CLASSIFICATION	CODE	GRADE	Comm RATE 01/04/2019	01/12/2020	01/12/2021	01/12/2022
DIV/CLINICAL DIRECTOR (7B OR 8D CAMPUS)	RN58	NM 6D	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70
DIV/CLINICAL DIRECTOR (7A OR 8C CAMPUS)	RN59	NM 6C	\$2,200.00	\$2,266.00	\$2,334.00	\$2,404.00
DIV/CLINICAL DIRECTOR (8B CAMPUS)	RN60	NM 6B	\$2,500.00	\$2,575.00	\$2,652.30	\$2,731.90
DIV/CLINICAL DIRECTOR (8A CAMPUS)	RN61	NM 6A	\$2,900.00	\$2,987.00	\$3,076.60	\$3,168.90
NURSE PRACTITIONER CANDIDATE			TO BE PAID THEIR SUBSTANTIVE SALARY			
NURSE PRACTITIONER YR 1	NO1	CAPR 7.1	\$2,330.40	\$2,400.30	\$2,472.30	\$2,546.50
NURSE PRACTITIONER YR 2	NO2	CAPR 7.2	\$2,374.70	\$2,445.90	\$2,519.30	\$2,594.90
CLIN NURSE CONS E	ZG6	CAPR 6	\$2,620.00	\$2,698.60	\$2,779.60	\$2,863.00
CLIN MIDWIFE CONS E	RN63	CAPR 6	\$2,620.00	\$2,698.60	\$2,779.60	\$2,863.00
CAMPUS DON OF GROUP 7B CAMPUS	RN64	NM 7B	\$2,300.00	\$2,369.00	\$2,440.10	\$2,513.30
CAMPUS DON OF GROUP 8D CAMPUS	RN65	NM 8D	\$2,300.00	\$2,369.00	\$2,440.10	\$2,513.30
CAMPUS DON OF GROUP 7A CAMPUS	RN66	NM 7A	\$2,400.00	\$2,472.00	\$2,546.20	\$2,622.60

<b>CLASSIFICATION</b>	<b>CODE</b>	<b>GRADE</b>	<b>Comm RATE 01/04/2019</b>	<b>01/12/2020</b>	<b>01/12/2021</b>	<b>01/12/2022</b>
CAMPUS DON OF GROUP 8C CAMPUS	<b>RN67</b>	<b>NM 7A</b>	\$2,400.00	\$2,472.00	\$2,546.20	\$2,622.60
CAMPUS DON OF GROUP 8B CAMPUS	<b>RN68</b>	<b>NM 8B</b>	\$2,620.00	\$2,698.60	\$2,779.60	\$2,863.00
CAMPUS DON OF GROUP 8A CAMPUS	<b>RN69</b>	<b>NM 8A</b>		\$3,236.05	\$3,333.10	\$3,433.10
EXECUTIVE DON GROUP A HEALTH SERVICE	<b>RN70</b>	<b>NM 9A</b>	\$3,483.60	\$3,588.10	\$3,695.70	\$3,806.60
EXECUTIVE DON GROUP B HEALTH SERVICE	<b>RN71</b>	<b>NM 9B</b>	\$2,800.00	\$2,884.00	\$2,970.50	\$3,059.60
EXECUTIVE DON GROUP C HEALTH SERVICE	<b>RN72</b>	<b>NM 9C</b>	\$2,620.00	\$2,698.60	\$2,779.60	\$2,863.00
BANK RN GRADE 2 YR 1	<b>ZU3</b>	<b>RN/M 1</b>	\$1,188.40	\$1,224.10	\$1,260.80	\$1,298.60
BANK RN GRADE 2 YR 2	<b>ZU4</b>	<b>RN/M 2</b>	\$1,255.30	\$1,293.00	\$1,331.80	\$1,371.80
BANK RN GRADE 2 YR 3	<b>ZU5</b>	<b>RN/M 3</b>	\$1,322.20	\$1,361.90	\$1,402.80	\$1,444.90
BANK RN GRADE 2 YR 4	<b>ZU6</b>	<b>RN/M 4</b>	\$1,394.00	\$1,435.80	\$1,478.90	\$1,523.30
BANK RN GRADE 2 YR 5	<b>ZU7</b>	<b>RN/M 5</b>	\$1,465.30	\$1,509.30	\$1,554.60	\$1,601.20
BANK RN GRADE 2 YR 6	<b>ZU8</b>	<b>RN/M 6</b>	\$1,534.80	\$1,580.80	\$1,628.20	\$1,677.00
BANK RN GRADE 2 YR 7	<b>ZU10</b>	<b>RN/M 7</b>	\$1,613.20	\$1,661.60	\$1,711.40	\$1,762.70

CLASSIFICATION	CODE	GRADE	Comm RATE 01/04/2019	01/12/2020	01/12/2021	01/12/2022
BANK RN GRADE 2 YR 8	ZU11	RN/M 8	\$1,678.50	\$1,728.90	\$1,780.80	\$1,834.20
BANK RN GRADE 2 YR 9	ZU12	RN/M 8	\$1,678.50	\$1,728.90	\$1,780.80	\$1,834.20
BANK RN GRADE 2 YR 10	ZU13	RN/M 8	\$1,678.50	\$1,728.90	\$1,780.80	\$1,834.20
BANK MIDWIFE GRADE 2 YR 1	RN73	RN/M 1	\$1,188.40	\$1,224.10	\$1,260.80	\$1,298.60
BANK MIDWIFE GRADE 2 YR 2	RN74	RN/M 2	\$1,255.30	\$1,293.00	\$1,331.80	\$1,371.80
BANK MIDWIFE GRADE 2 YR 3	RN75	RN/M 3	\$1,322.20	\$1,361.90	\$1,402.80	\$1,444.90
BANK MIDWIFE GRADE 2 YR 4	RN76	RN/M 4	\$1,394.00	\$1,435.80	\$1,478.90	\$1,523.30
BANK MIDWIFE GRADE 2 YR 5	RN77	RN/M 5	\$1,465.30	\$1,509.30	\$1,554.60	\$1,601.20
BANK MIDWIFE GRADE 2 YR 6	RN78	RN/M 6	\$1,534.80	\$1,580.80	\$1,628.20	\$1,677.00
BANK MIDWIFE GRADE 2 YR 7	RN79	RN/M 7	\$1,613.20	\$1,661.60	\$1,711.40	\$1,762.70
BANK MIDWIFE GRADE 2 YR 8	RN80	RN/M 8	\$1,678.50	\$1,728.90	\$1,780.80	\$1,834.20
BANK CLIN NURS SPEC	ZU9		\$1,746.70	\$1,799.10	\$1,853.10	\$1,908.70
BANK CLIN MIDW SPEC	RN81		\$1,746.70	\$1,799.10	\$1,853.10	\$1,908.70

CLASSIFICATION	CODE	GRADE	Comm RATE 01/04/2019	01/12/2020	01/12/2021	01/12/2022
RN BANK ANUM YEAR 1	ZU14		\$1,880.20	\$1,936.60	\$1,994.70	\$2,054.50
RN BANK ANUM YEAR 2	ZU15		\$1,943.40	\$2,001.70	\$2,061.80	\$2,123.70
RN BANK AMUM YEAR 1	RN82		\$1,880.20	\$1,936.60	\$1,994.70	\$2,054.50
RN BANK AMUM YEAR 2	RN83		\$1,943.40	\$2,001.70	\$2,061.80	\$2,123.70
BANK RESEARCH NURSE LEVEL 2	ZU25		\$1,800.00	\$1,854.00	\$1,909.60	\$1,966.90
BANK RESEARCH NURSE LEVEL 2	ZU26		\$1,800.00	\$1,854.00	\$1,909.60	\$1,966.90
BANK RESEARCH MIDWIFE LEVEL 2	RN84		\$1,800.00	\$1,854.00	\$1,909.60	\$1,966.90
BANK HITH/PAC LEVEL 1	ZU27		\$1,800.00	\$1,854.00	\$1,909.60	\$1,966.90
BANK HITH/PAC LEVEL 1	ZU28		\$1,800.00	\$1,854.00	\$1,909.60	\$1,966.90
BANK HITH/PAC LEVEL 2	ZU33		\$1,900.00	\$1,957.00	\$2,015.70	\$2,076.20
BANK HITH/PAC LEVEL 2	ZU34		\$1,900.00	\$1,957.00	\$2,015.70	\$2,076.20
BANK RESEARCH NURSE LEVEL 3	ZU37		\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
BANK RESEARCH NURSE LEVEL 3	ZU38		\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50

CLASSIFICATION	CODE	GRADE	Comm RATE 01/04/2019	01/12/2020	01/12/2021	01/12/2022
BANK RESEARCH MIDWIFE LEVEL 3	RN85		\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
BANK EN LEVEL 1 YEAR 1	IB76	EN 1.1	\$1,048.60	\$1,080.10	\$1,112.50	\$1,145.90
BANK EN LEVEL 1 YEAR 2	IB77	EN 1.2	\$1,070.10	\$1,102.20	\$1,135.30	\$1,169.40
BANK EN LEVEL 1 YEAR 3	IB78	EN 1.3	\$1,091.40	\$1,124.10	\$1,157.80	\$1,192.50
BANK EN LEVEL 1 YEAR 4	IB79	EN 1.4	\$1,113.00	\$1,146.40	\$1,180.80	\$1,216.20
BANK EN LEVEL 1 YEAR 5	IB80	EN 1.5	\$1,155.60	\$1,190.30	\$1,226.00	\$1,262.80
BANK EN LEVEL 1 YEAR 6	IB81	EN 1.6	\$1,191.50	\$1,227.20	\$1,264.00	\$1,301.90
BANK EN LEVEL 2 CERT IV YEAR 1	IB82	EN 2.1	\$1,126.20	\$1,160.00	\$1,194.80	\$1,230.60
BANK EN LEVEL 2 CERT IV YEAR 2	IB83	EN 2.2	\$1,151.30	\$1,185.80	\$1,221.40	\$1,258.00
BANK EN LEVEL 2 CERT IV YEAR 3	IB96	EN 2.3	\$1,176.60	\$1,211.90	\$1,248.30	\$1,285.70
BANK EN LEVEL 2 CERT IV YEAR 4	IB97	EN 2.4	\$1,201.70	\$1,237.80	\$1,274.90	\$1,313.10
BANK EN LEVEL 2 CERT IV YEAR 5	IB98	EN 2.5	\$1,226.80	\$1,263.60	\$1,301.50	\$1,340.50
BANK EN LEVEL 2 CERT IV YEAR 6	IB99	EN 2.6	\$1,239.50	\$1,276.70	\$1,315.00	\$1,354.50

<b>CLASSIFICATION</b>	<b>CODE</b>	<b>GRADE</b>	<b>Comm RATE 01/04/2019</b>	<b>01/12/2020</b>	<b>01/12/2021</b>	<b>01/12/2022</b>
BANK EN LEVEL 2 DIPLOMA YEAR 1	<b>IB84</b>	<b>EN 2.3</b>	\$1,176.60	\$1,211.90	\$1,248.30	\$1,285.70
BANK EN LEVEL 2 DIPLOMA YEAR 2	<b>IB85</b>	<b>EN 2.4</b>	\$1,201.70	\$1,237.80	\$1,274.90	\$1,313.10
BANK EN LEVEL 2 DIPLOMA YEAR 3	<b>IB86</b>	<b>EN 2.5</b>	\$1,226.80	\$1,263.60	\$1,301.50	\$1,340.50
BANK EN LEVEL 2 DIPLOMA YEAR 4	<b>IB87</b>	<b>EN 2.6</b>	\$1,239.50	\$1,276.70	\$1,315.00	\$1,354.50
BANK EN LEVEL 2 DIPLOMA YEAR 5 (WITH 5 ROUTES)	<b>IB88</b>	<b>EN 2.7</b>	\$1,252.00	\$1,289.60	\$1,328.30	\$1,368.10
BANK EN LEVEL 3 (WITH SA)	<b>IB89</b>	<b>EN 3.1</b>	\$1,314.80	\$1,354.20	\$1,394.80	\$1,436.60
BANK EN LEVEL 3 (4 ROUTES)	<b>IB90</b>	<b>EN 3.2</b>	\$1,361.80	\$1,402.70	\$1,444.80	\$1,488.10
BANK EN LEVEL 3 (WITH 5 ROUTES)	<b>IB91</b>	<b>EN 3.4</b>	\$1,383.90	\$1,425.40	\$1,468.20	\$1,512.20



## **SECTION 2 – TRANSITIONAL CLASSIFICATIONS**

An explanation is provided in the below table. The explanation falls into four categories:

1. Preserved classifications – classifications that exist but can no longer be appointed to. Like section 1, these are marked in red.
2. Redundant classifications that will apply until the NM5 translation is undertaken
3. Redundant classifications that will apply until the senior Educators are translated to the campus structure
4. Redundant classifications that will apply until the employees are transferred to the correct classification (HITH to NUM)

RN G3A Y1 RESEARCH	<b>YT13</b>	\$1,750.00	\$1,802.50	\$1,856.60	\$1,912.30	Preserved classification – can no longer appoint to this classification
<b>RN G3A Y2 RESEARCH</b>	<b>YT14</b>					
RN G4A Y1 RESEARCH	<b>YW13</b>	\$1,900.00	\$1,957.00	\$2,015.70	\$2,076.20	Preserved classification – can no longer appoint to this classification
<b>RN G4A Y2 RESEARCH</b>	<b>YW14</b>					
RN BANK G3A Y1 RESEARCH	<b>ZU21</b>	\$1,750.00	\$1,802.50	\$1,856.60	\$1,912.30	Preserved classification – can no longer appoint to this classification
<b>RN BANK G3A Y2 RESEARCH</b>	<b>ZU22</b>					
RN BANK G4A Y1 RESEARCH	<b>ZU31</b>	\$1,900.00	\$1,957.00	\$2,015.70	\$2,076.20	Preserved classification – can no longer appoint to this classification
<b>RN BANK G4A Y2 RESEARCH</b>	<b>ZU32</b>	\$1,900.00				
RN G4B YR1 ND IC <13	<b>ZC3</b>	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50	Redundant following NM5 and above translation
RN G5 SUPER	<b>ZB5</b>	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70	Redundant following NM5 and above translation
RN G5 ADON 13-50	<b>ZB7</b>	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50	Redundant following NM5 and above translation
RN G5 ADON 51-200	<b>ZB8</b>	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70	Redundant following NM5 and above translation
RN G5 ADON 201-400	<b>ZB9</b>	\$2,150.00	\$2,214.50	\$2,280.90	\$2,349.30	Redundant following NM5 and above translation
RN G5 ADON 401-600	<b>ZC1</b>	\$2,200.00	\$2,266.00	\$2,334.00	\$2,404.00	Redundant following NM5 and above translation
RN G5 ADON 601+	<b>ZC2</b>	\$2,200.00				
RN G5 NT/SUP 13-50	<b>ZC4</b>	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50	Redundant following NM5 and above translation
RN G5 NT/SUP 51-200	<b>ZC5</b>	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70	Redundant following NM5 and above translation
RN G5 NT/SUP 201-400	<b>ZC6</b>	\$2,150.00	\$2,214.50	\$2,280.90	\$2,349.30	Redundant following NM5 and above translation
RN G5 NT/SUP 401-600	<b>ZC7</b>	\$2,200.00	\$2,266.00	\$2,334.00	\$2,404.00	Redundant following NM5 and above translation

RN G5 NT/SUP 601+	<b>ZC8</b>	\$2,200.00				
RN G5 D/P TEACHER	<b>ZD1</b>	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50	Redundant following translation to campus structure
RN G5 D/P TEACHER	<b>ZD2</b>	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70	Redundant following translation to campus structure
RN G5 D/P TEACHER	<b>ZD3</b>	\$2,150.00	\$2,214.50	\$2,280.90	\$2,349.30	Redundant following translation to campus structure
RN G5 D/P TEACHER	<b>ZD4</b>	\$2,200.00	\$2,266.00	\$2,334.00	\$2,404.00	Redundant following translation to campus structure
RN G5 D/P TEACHER	<b>ZD5</b>	\$2,200.00				
DDON EXTENDED CARE	<b>ZI4</b>	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50	
RN G5 13-50 MIDWIFE	<b>JD5</b>	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50	Redundant following NM5 and above translation
RN G5 51-200 MIDWIFE	<b>JD6</b>	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70	Redundant following NM5 and above translation
RN G5 201-400 MIDWIFE	<b>JD7</b>	\$2,150.00	\$2,214.50	\$2,280.90	\$2,349.30	Redundant following NM5 and above translation
RN G5 401-600 MIDWIFE	<b>JD8</b>	\$2,200.00	\$2,266.00	\$2,334.00	\$2,404.00	Redundant following NM5 and above translation
RN G5 601+ MIDWIFE	<b>JD9</b>	\$2,200.00				
RN G6 DDON 51-100	<b>ZE6</b>	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70	Redundant following NM5 and above translation
RN G6 DDON 101-200	<b>ZE7</b>	\$2,200.00	\$2,266.00	\$2,334.00	\$2,404.00	Redundant following NM5 and above translation
RN G6 DDON 201-300	<b>ZE8</b>	\$2,200.00				
RN G6 DDON 301-400	<b>ZE9</b>	\$2,500.00	\$2,575.00	\$2,652.30	\$2,731.90	Redundant following NM5 and above translation
RN G6 DDON 501-700	<b>ZF2</b>	\$2,900.00	\$2,987.00	\$3,076.60	\$3,168.90	Redundant following NM5 and above translation
RN G6 DDON 701+	<b>ZF3</b>	\$2,900.00				
RN G6 PRIN TEACHER	<b>ZF5</b>	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70	Redundant following translation to campus structure
RN G6 PRIN TEACHER	<b>ZF6</b>	\$2,200.00	\$2,266.00	\$2,334.00	\$2,404.00	Redundant following translation to campus structure
RN G6 PRIN TEACHER	<b>ZF7</b>	\$2,200.00				
RN G6 PRIN TEACHER	<b>ZF8</b>	\$2,500.00	\$2,575.00	\$2,652.30	\$2,731.90	Redundant following translation to campus structure
RN G6 PRIN TEACHER	<b>ZF9</b>	\$2,500.00				
RN G6 PRIN TEACHER	<b>ZG1</b>	\$2,900.00	\$2,987.00	\$3,076.60	\$3,168.90	Redundant following translation to campus structure

RN G6 PRIN TEACHER	<b>ZG2</b>	\$2,900.00				
RN G6 51-100 MIDWIFE	<b>JE1</b>	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70	Redundant following NM5 and above translation
RN G6 101-200 MIDWIFE	<b>JE2</b>	\$2,200.00	\$2,266.00	\$2,334.00	\$2,404.00	Redundant following NM5 and above translation
RN G6 201-300 MIDWIFE	<b>JE3</b>	\$2,200.00				
RN G6 301-400 MIDWIFE	<b>JE4</b>	\$2,500.00	\$2,575.00	\$2,652.30	\$2,731.90	Redundant following NM5 and above translation
RN G6 401-500 MIDWIFE	<b>JE5</b>	\$2,500.00				
RN G6 501-700 MIDWIFE	<b>JE6</b>	\$2,900.00	\$2,987.00	\$3,076.60	\$3,168.90	Redundant following NM5 and above translation
RN G6 701+ MIDWIFE	<b>JE7</b>	\$2,900.00				
RN G7 DON <13	<b>ZG8</b>	\$2,300.00	\$2,369.00	\$2,440.10	\$2,513.30	Redundant following NM5 and above translation
RN G7 DON 13-24	<b>ZG9</b>	\$2,300.00				
RN G7 DON 25-50	<b>ZH1</b>	\$2,300.00				
RN G7 DON 51-100	<b>ZH2</b>	\$2,300.00				
RN G7 DON 101-200	<b>ZH3</b>	\$2,300.00				
RN G7 DON 201-300	<b>ZH4</b>	\$2,400.00	\$2,472.00	\$2,546.20	\$2,622.60	Redundant following NM5 and above translation
RN G7 DON 301-400	<b>ZH5</b>	\$2,500.00	\$2,575.00	\$2,652.30	\$2,731.90	Redundant following NM5 and above translation
RN G7 DON 401-500	<b>ZH6</b>	\$2,620.00	\$2,698.60	\$2,779.60	\$2,863.00	Redundant following NM5 and above translation
RN G7 DON 501-600	<b>ZH7</b>	\$2,800.00	\$2,884.00	\$2,970.50	\$3,059.60	Redundant following NM5 and above translation
DON EXTENDED CARE	<b>ZI6</b>	\$2,300.00	\$2,369.00	\$2,440.10	\$2,513.30	Redundant following NM5 and above translation
RN G7 >13 MIDWIFE	<b>JE8</b>	\$2,300.00	\$2,369.00	\$2,440.10	\$2,513.30	Redundant following NM5 and above translation
RN G7 13-24 MIDWIFE	<b>JE9</b>	\$2,300.00				
RN G7 25-50 MIDWIFE	<b>JF1</b>	\$2,300.00				
RN G7 51-100 MIDWIFE	<b>JF2</b>	\$2,300.00				
RN G7 101-200 MIDWIFE	<b>JF3</b>	\$2,300.00				
RN G7 201-300 MIDWIFE	<b>JF4</b>	\$2,400.00	\$2,472.00	\$2,546.20	\$2,622.60	Redundant following NM5 and above translation
RN G7 301-400 MIDWIFE	<b>JF5</b>	\$2,500.00	\$2,575.00	\$2,652.30	\$2,731.90	Redundant following NM5 and above translation
RN G7 401-500 MIDWIFE	<b>JF6</b>	\$2,620.00	\$2,698.60	\$2,779.60	\$2,863.00	Redundant following NM5 and above translation
RN G7 501-600 MIDWIFE	<b>JF7</b>	\$2,800.00	\$2,884.00	\$2,970.50	\$3,059.60	Redundant following NM5 and above translation
RN G7 601-700 MIDWIFE	<b>JF8</b>	\$3,483.60	\$3,588.10	\$3,695.70	\$3,806.60	Redundant following NM5 and above translation
RN G7 701+ MIDWIFE	<b>JF9</b>	\$3,483.60				

RN G4B Y1 HITH/PAC	<b>YX15</b>	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50	Redundant as should be classified as NUM
RN G4B Y2 HITH/PAC	<b>YX16</b>	\$2,000.00				
RN BANK G4B Y1 HITH/PAC	<b>ZU39</b>	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50	Redundant as should be classified as NUM
RN BANK G4B Y2 HITH/PAC	<b>ZU40</b>	\$2,000.00				
BANK RN GR 5 13-50	<b>ZV9</b>	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50	Redundant following NM5 and above translation
BANK RN GR 5 51-200	<b>ZY1</b>	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70	Redundant following NM5 and above translation
BANK RN GR 5 201-400	<b>ZY2</b>	\$2,150.00	\$2,214.50	\$2,280.90	\$2,349.30	Redundant following NM5 and above translation
BANK RN GR 5 401-600	<b>ZY3</b>	\$2,200.00	\$2,266.00	\$2,334.00	\$2,404.00	Redundant following NM5 and above translation
BANK RN GR 5 601+	<b>ZY4</b>	\$2,200.00				

### **SECTION 3 – TEMPORARILY AVAILABLE CLASSIFICATIONS**

The below classifications can continue to be utilised but only until the Advanced Practice work is completed and implemented. Like in section 1, the classifications in red are duplicated and may be deleted.

<b>CLASSIFICATION</b>	<b>CODE</b>	<b>GRADE (N/A)</b>	<b>1/04/2019</b>	<b>1/12/2020</b>	<b>New rate 1/12/2021</b>	<b>1/12/2022</b>
RN G3A Y1	<b>YT11</b>		\$1,750.00	\$1,802.50	\$1,856.60	\$1,912.30
<b>RN G3A Y2</b>	<b>YT12</b>					
RN G3B Y1	<b>YU11</b>		\$1,800.00	\$1,854.00	\$1,909.60	\$1,966.90
<b>RN G3B Y2</b>	<b>YU12</b>					
RN G4A Y1	<b>YW17</b>		\$1,900.00	\$1,957.00	\$2,015.70	\$2,076.20
<b>RN G4A Y2</b>	<b>YW18</b>					
RN G4B Y1	<b>YX11</b>		\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
<b>RN G4B Y2</b>	<b>YX12</b>					
BANK RN G3A Y1	<b>ZU19</b>		\$1,750.00	\$1,802.50	\$1,856.60	\$1,912.30
<b>BANK RN G3A Y2</b>	<b>ZU20</b>					
BANK RN G3B Y1	<b>ZU23</b>		\$1,800.00	\$1,854.00	\$1,909.60	\$1,966.90
<b>BANK RN G3B Y2</b>	<b>ZU24</b>					
BANK RN G4A Y1	<b>ZU29</b>		\$1,900.00	\$1,957.00	\$2,015.70	\$2,076.20
<b>BANK RN G4A Y2</b>	<b>ZU30</b>					
BANK RN G4B Y1	<b>ZU35</b>		\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
<b>BANK RN G4B Y2</b>	<b>ZU36</b>					

## **SECTION 4 – DELETED CLASSIFICATIONS**

Classifications within section 4 are redundant classifications that have been deleted. Other than Hostel Administration classifications, the classifications are unlikely to be being used by Health Services. Health Services should immediately transfer any staff on these classifications to an appropriate alternative classification. For example, the Hostel Administration classifications will likely translate to either a manager classification or alternatively a generic classification under section 2 pending the advanced practice work being completed and implemented.

A Health Service may however elect to apply salary circular 784 to ensure the increases apply on time and then translate any affected employees to the correct classification.

<b>CLASSIFICATION</b>	<b>CODE</b>	<b>1/04/2019</b>	<b>NEW RATE 1/12/2020</b>	<b>1/12/2021</b>	<b>1/12/2022</b>
RN G2 BLOOD BANK YR1	<b>YQ5</b>	\$1,465.30	\$1,509.30	\$1,554.60	\$1,601.20
RN G2 BLOOD BANK YR2	<b>YQ6</b>	\$1,534.80	\$1,580.80	\$1,628.20	\$1,677.00
RN G2 BLOOD BANK YR3	<b>YQ7</b>	\$1,613.20	\$1,661.60	\$1,711.40	\$1,762.70
RN G2 BLOOD BANK YR4	<b>YQ8</b>	\$1,678.50	\$1,728.90	\$1,780.80	\$1,834.20
RN G2 BLOOD BANK YR5	<b>YQ9</b>	\$1,678.50			
RN G4B Y1 CHARGE RCBB	<b>YZ4</b>	\$2,218.70	\$2,285.30	\$2,353.90	\$2,424.50
RN G4B Y2 CHARGE RCBB	<b>YZ5</b>	\$2,218.70			
RN G4B Y3 CHARGE RCBB	<b>YZ6</b>	\$2,218.70			
RN G3A Y1 CHILD CARE	<b>YT7</b>	\$1,750.00	\$1,802.50	\$1,856.60	\$1,912.30
RN G3A Y2 CHILD CARE	<b>YT8</b>				
RN G4A Y1 CHILD CARE	<b>YX1</b>	\$1,900.00	\$1,957.00	\$2,015.70	\$2,076.20
RN G4A Y2 CHILD CARE	<b>YX2</b>	\$1,900.00			
RN G3B Y1 CHILD CARE	<b>YV4</b>	\$1,800.00	\$1,854.00	\$1,909.60	\$1,966.90
RN G3B Y2 CHILD CARE	<b>YV5</b>				
A/HOS ADM L2(3B) Y1	<b>XA8</b>	\$1,800.00	\$1,854.00	\$1,909.60	\$1,966.90
A/HOS ADM L2(3B) Y2	<b>XA9</b>				
HOS ADMIN L1(4A) Y1	<b>XB4</b>	\$1,900.00	\$1,957.00	\$2,015.70	\$2,076.20
HOS ADMIN L1(4A) Y2	<b>XB5</b>	\$1,900.00			
A/HOS ADM L1(4A) Y1	<b>XC1</b>	\$1,900.00	\$1,957.00	\$2,015.70	\$2,076.20
A/HOS ADM L1(4A) Y2	<b>XC2</b>	\$1,900.00			
HOS ADMIN L1(4B) Y1	<b>XF8</b>	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
HOS ADMIN L1(4B) Y2	<b>XF9</b>	\$2,000.00			
HOS ADMIN L2(4B) Y1	<b>XG2</b>	\$2,000.00			

HOS ADMIN L2(4B) Y2	<b>XG3</b>	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
A/HOS ADM L2(4B) Y1	<b>XG5</b>	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
A/HOS ADM L2(4B) Y2	<b>XG6</b>	\$2,000.00			
HOS ADMIN L2(5)	<b>XG8</b>	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70
RN G5 SUPER RCBB YR1	<b>ZD7</b>	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70
RN G5 SUPER RCBB YR2	<b>ZD8</b>	\$2,150.00	\$2,214.50	\$2,280.90	\$2,349.30
TEACHER RCBB GR5 YR1	<b>ZO7</b>	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70
TEACHER RCBB GR5 YR2	<b>ZO8</b>	\$2,150.00	\$2,214.50	\$2,280.90	\$2,349.30
RN G7 DON RCBB	<b>ZI2</b>	\$2,620.00	\$2,698.60	\$2,779.60	\$2,863.00
RN G3B Y1 BUSH NURSE	<b>YU7</b>	\$1,800.00	\$1,854.00	\$1,909.60	\$1,966.90
RN G3B Y2 BUSH NURSE	<b>YU8</b>				
RN G4A Y1 BUSH NURSE	<b>YX4</b>	\$1,900.00	\$1,957.00	\$2,015.70	\$2,076.20
RN G4A Y2 BUSH NURSE	<b>YX5</b>	\$1,900.00			
RN G4B Y1 BUSH NURSE	<b>ZA4</b>	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
RN G4B Y2 BUSH NURSE	<b>ZA5</b>	\$2,000.00			
MAT&CHILD RDNS(4B)Y1	<b>ZE1</b>	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
MAT&CHILD RDNS(4B)Y2	<b>ZE2</b>	\$2,000.00			
RN G5 TEACHER RDNS	<b>ZB1</b>	\$2,150.00	\$2,214.50	\$2,280.90	\$2,349.30
RN G5 SUPER RDNS	<b>ZB3</b>	\$2,150.00	\$2,214.50	\$2,280.90	\$2,349.30
RN BANK NUM YEAR 1	<b>ZU16</b>	\$2,218.70	\$2,285.30	\$2,353.90	\$2,424.50
RN BANK NUM YEAR 2	<b>ZU17</b>	\$2,218.70			
RN BANK NUM YEAR 3	<b>ZU18</b>	\$2,218.70			

**SECTION 5 ALLOWANCES**

<b>Allowance</b>		<b>NEW RATE 1/04/2019</b>	<b>1/12/2020</b>	<b>1/12/2021</b>	<b>1/12/2022</b>
<b>Shift Allowance</b>		\$	\$	\$	\$
	Morning shift	\$29.70	\$30.60	\$31.50	\$32.50
	Afternoon shift	\$29.70	\$30.60	\$31.50	\$32.50
	Night shift	\$82.30	\$84.80	\$87.30	\$89.90
	Sunday Night Shift (from 1/07/23)				\$154.63
	Change of Shift (ENs Only)	\$42.90	\$44.20	\$45.50	\$46.90
<b>On Call Allowance</b>		\$66.10	\$68.10	\$70.10	\$72.20
<b>Change of Roster (7 days) Allowance (up to 30 June 2020)</b>		\$33.10	\$34.00	\$35.10	\$36.10
<b>Change of Roster Allowance (7 days) (from 1 July 2020)</b>		\$66.20	\$68.00	\$70.20	\$72.20
<b>Change of Roster Allowance (14 days) (from 1 July 2020)</b>		\$33.10	\$34.00	\$35.10	\$36.10
<b>RIPN Allowance</b>		\$52.90	\$54.50	\$56.10	\$57.80
<b>RN/Midwife Hospital / Grad Certificate</b>		\$52.90	\$54.50	\$56.10	\$57.80
<b>RN/Midwife Post Grad Diploma, Degree or Double Degree</b>		\$85.90	\$88.50	\$91.20	\$93.90
<b>RN/Midwife Masters</b>		\$99.20	\$102.10	\$105.20	\$108.40



<b>Allowance</b>		<b>NEW RATE 1/04/2019</b>	<b>1/12/2020</b>	<b>1/12/2021</b>	<b>1/12/2022</b>
<b>RN/Midwife Doctorate or PhD</b>		\$132.20	\$136.20	\$140.30	\$144.50
<b>EN 6 Month Course</b>		\$47.70	\$49.10	\$50.60	\$52.10
<b>EN 12 Month Course</b>		\$89.40	\$92.00	\$94.80	\$97.60
<b>Uniform Allowance</b>		\$1.83	\$1.88	\$1.94	\$2.00
		\$9.03	\$9.30	\$9.58	\$9.86
<b>Laundry Allowance</b>		\$0.49	\$0.50	\$0.52	\$0.53
		\$2.46	\$2.53	\$2.61	\$2.68
<b>Lead Apron (from 1 July 2020)</b>		\$8.00	\$8.24	\$8.49	\$8.74
<b>Cert IV TAFE Allowance (from 1/1/2021)</b>			\$47.67	\$49.10	\$50.57
<b>Vehicle Allowance</b>	Motor Cars (5 or more cylinders)	\$1.25	\$1.29	\$1.33	\$1.37
	Motor Cars (less than 5 cylinders, electric cars)	\$1.03	\$1.06	\$1.09	\$1.13
	Motor Cycles (250cc & over)	\$0.59	\$0.61	\$0.63	\$0.65
	Motor Cycles (under 250cc)	\$0.46	\$0.48	\$0.49	\$0.51
	Bicycles	\$0.12	\$0.12	\$0.12	\$0.13

<b>Allowance</b>		<b>NEW RATE 1/04/2019</b>	<b>1/12/2020</b>	<b>1/12/2021</b>	<b>1/12/2022</b>
	Minimum payment per occasion for all	\$0.70	\$0.72	\$0.75	\$0.77
<b>Meal Allowance</b>					
	Meal Allowance A	\$13.49	\$13.89	\$14.31	\$14.74
	Meal Allowance B	\$10.78	\$11.11	\$11.44	\$11.78
<b>MAXIMUM LEAVE LOADING</b>					
	Weekly Salary Exceeds	\$2,100.00	\$2163.00	\$2227.90	\$2294.70
	Loading Amount	\$1470.00	\$1514.10	\$1559.50	\$1606.30
<b>Telephone Allowance (fortnightly)</b>					
		\$18.51	\$19.06	\$19.63	\$20.22