

# VHIA SALARY CIRCULAR

**Number:** 821  
**Addressee:** PUBLIC SECTOR  
**Date:** 15 November 2022  
**Subject:** ALLIED HEALTH PROFESSIONALS (VICTORIAN PUBLIC SECTOR) (SINGLE INTEREST EMPLOYERS) ENTERPRISE AGREEMENT 2021 – 2026

| Allowance  | OLD RATE | FFPPOA 1-Mar-22 | Commencement of Agreement | FFPPOA 1-Mar-23 | FFPPOA 1-Mar-24 | FFPPOA 1-Mar-25 |
|--|----------|-----------------|---------------------------|-----------------|-----------------|-----------------|
| <b>Shift Allowances (Clause 38 and Clause 39)</b>                                |          |                 |                           |                 |                 |                 |
| <b>AHP1 Classifications</b>  |          |                 |                           |                 |                 |                 |
| Morning Shift (excluding Interns and Grade 3 AHM)                                | \$29.50  | \$30.10         |                           | \$30.70         | \$31.30         | \$31.95         |
| Afternoon Shift (excluding Interns and Grade 3 AHM)                              | \$29.50  | \$30.10         |                           | \$30.70         | \$31.30         | \$31.95         |
| Morning/Afternoon Shift (Interns only - 8 hour shift or less)                    | \$39.40  | \$40.20         |                           | \$41.00         | \$41.80         | \$42.65         |
| Morning/Afternoon Shift (Interns only - more than 8 hour shift)                  | \$39.40  | \$40.20         | \$43.45                   | \$44.30         | \$45.20         | \$46.10         |
| Morning/Afternoon Shift (Grade 3 Year 1 & 2 AHM only)                            | \$67.00  | \$68.35         |                           | \$69.70         | \$71.10         | \$72.50         |
| Morning/Afternoon Shift (Grade 3 Year 3B AHM only - 8 hour shift or less)        | \$67.00  | \$68.35         |                           | \$69.70         | \$71.10         | \$72.50         |
| Morning/Afternoon Shift (Grade 3 Year 4B AHM only - 8 hour shift or less)        | \$67.00  | \$68.35         | \$71.50                   | \$72.95         | \$74.40         | \$75.90         |
| Morning/Afternoon Shift (Grade 3 Year 3B & 4B AHM only - more than 8 hour shift) | \$67.00  | \$68.35         | \$89.20                   | \$91.00         | \$92.80         | \$94.65         |
| Night Shift (excluding specific Grade 3 AHMs outlined below)                     | \$67.20  | \$68.55         | \$81.05                   | \$82.65         | \$84.30         | \$86.00         |
| Night Shift (Grade 3 Year 3B & 4B AHMs only)                                     | \$67.20  | \$68.55         | \$89.20                   | \$91.00         | \$92.80         | \$94.65         |
| Permanent Night  | \$79.45  | \$81.05         | N/A                       |                 |                 |                 |
| Change of Shift  | \$47.20  | \$48.10         | \$70.80                   | \$72.20         | \$73.65         | \$75.10         |
| <b>AHP2 Classifications</b>  |          |                 |                           |                 |                 |                 |
| <b>Biomedical Technologist and Technical Officer</b>                             |          |                 |                           |                 |                 |                 |
| Morning Shift (excluding Biomedical Technologists)                               | \$28.75  | \$29.30         |                           | \$29.90         | \$30.50         | \$31.10         |
| Afternoon Shift (excluding Biomedical Technologists)                             | \$28.75  | \$29.30         |                           | \$29.90         | \$30.50         | \$31.10         |
| Morning/Afternoon Shift (Biomedical Technologists Only - 8 hour shift or less)   | \$43.00  | \$43.85         | \$52.30                   | \$53.35         | \$54.40         | \$55.50         |
| Morning/Afternoon Shift (Biomedical Technologists Only - more than 8 hour shift) | \$43.00  | \$43.85         | \$65.35                   | \$66.65         | \$68.00         | \$69.35         |
| Night Shift  | \$67.20  | \$68.55         | \$81.05                   | \$82.65         | \$84.30         | \$86.00         |
| Permanent Night  | \$79.45  | \$81.05         | N/A                       |                 |                 |                 |
| Change of Shift  | \$46.00  | \$46.90         | \$70.80                   | \$72.20         | \$73.65         | \$75.10         |
| <b>Child Psychotherapist</b>   |          |                 |                           |                 |                 |                 |
| Morning Shift (8 hour shift or less)   | \$48.00  | \$48.95         | \$65.70                   | \$67.00         | \$68.35         | \$69.70         |
| Afternoon Shift (8 hour shift or less)   | \$48.00  | \$48.95         | \$65.70                   | \$67.00         | \$68.35         | \$69.70         |
| Morning/Afternoon Shift (more than 8 hour shift)                                 | \$48.00  | \$48.95         | \$82.10                   | \$83.75         | \$85.45         | \$87.15         |
| Night Shift  | \$67.20  | \$68.55         | \$82.10                   | \$83.75         | \$85.45         | \$87.15         |
| Permanent Night  | \$79.45  | \$81.05         | N/A                       |                 |                 |                 |
| Change of Shift  | \$46.70  | \$47.65         | \$70.80                   | \$72.20         | \$73.65         | \$75.10         |

| <b>Client Advisor/Rehabilitation Consultant</b>                       |         |         |                         |         |         |         |
|---|---------|---------|-------------------------|---------|---------|---------|
| Morning Shift (8 hour shift or less)                                  | \$36.35 | \$37.10 | \$47.20                 | \$48.15 | \$49.10 | \$50.10 |
| Afternoon Shift (8 hour shift or less)                                | \$36.35 | \$37.10 | \$47.20                 | \$48.15 | \$49.10 | \$50.10 |
| Morning/Afternoon Shift (more than 8 hour shift)                      | \$36.35 | \$37.10 | \$55.10                 | \$56.20 | \$57.30 | \$58.45 |
| Night Shift   | \$67.20 | \$68.55 | \$81.05                 | \$82.65 | \$84.30 | \$86.00 |
| Permanent Night   | \$79.45 | \$81.05 | N/A                     |         |         |         |
| Change of Shift   | \$58.15 | \$59.30 | \$70.80                 | \$72.20 | \$73.65 | \$75.10 |
| <b>Community Development Worker</b>                                   |         |         |                         |         |         |         |
| Morning Shift (8 hour shift or less)                                  | \$52.00 | \$53.05 |                         | \$54.10 | \$55.20 | \$56.30 |
| Afternoon Shift (8 hour shift or less)                                | \$52.00 | \$53.05 |                         | \$54.10 | \$55.20 | \$56.30 |
| Morning/Afternoon Shift (more than 8 hour shift)                      | \$52.00 | \$53.05 | \$53.65                 | \$54.70 | \$55.80 | \$56.90 |
| Night Shift   | \$67.20 | \$68.55 | \$81.05                 | \$82.65 | \$84.30 | \$86.00 |
| Permanent Night   | \$79.45 | \$81.05 | N/A                     |         |         |         |
| Change of Shift   | \$46.45 | \$47.35 | \$70.80                 | \$72.20 | \$73.65 | \$75.10 |
| <b>Dental Prosthetist</b>   |         |         |                         |         |         |         |
| Morning Shift   | \$36.50 | \$37.25 | N/A - Translate to AHP1 |         |         |         |
| Afternoon Shift   | \$36.50 | \$37.25 |                         |         |         |         |
| Night Shift   | \$67.20 | \$68.55 |                         |         |         |         |
| Permanent Night   | \$79.45 | \$81.05 |                         |         |         |         |
| Change of Shift   | \$58.45 | \$59.60 |                         |         |         |         |
| <b>Dental Technician</b>  |         |         |                         |         |         |         |
| Morning Shift   | \$27.90 | \$28.45 |                         | \$29.00 | \$29.60 | \$30.20 |
| Afternoon Shift   | \$27.90 | \$28.45 |                         | \$29.00 | \$29.60 | \$30.20 |
| Night Shift   | \$67.20 | \$68.55 | \$81.05                 | \$82.65 | \$84.30 | \$86.00 |
| Permanent Night   | \$79.45 | \$81.05 | N/A                     |         |         |         |
| Change of Shift   | \$44.65 | \$45.55 | \$70.80                 | \$72.20 | \$73.65 | \$75.10 |
| <b>Mechanical Officer</b>   |         |         |                         |         |         |         |
| Morning Shift   | \$39.25 | \$40.05 |                         | \$40.85 | \$41.65 | \$42.50 |
| Afternoon Shift   | \$39.25 | \$40.05 |                         | \$40.85 | \$41.65 | \$42.50 |
| Night Shift   | \$67.20 | \$68.55 | \$81.05                 | \$82.65 | \$84.30 | \$86.00 |
| Permanent Night   | \$79.45 | \$81.05 | N/A                     |         |         |         |
| Change of Shift   | \$62.80 | \$64.05 | \$70.80                 | \$72.20 | \$73.65 | \$75.10 |
| <b>Medical Technician and Medical Laboratory Technician</b>           |         |         |                         |         |         |         |
| Morning Shift (excluding Med Lab Techs)                               | \$26.30 | \$26.80 |                         | \$27.35 | \$27.90 | \$28.45 |
| Afternoon Shift (excluding Med Lab Techs)                             | \$26.30 | \$26.80 |                         | \$27.35 | \$27.90 | \$28.45 |
| Morning/Afternoon Shift (Med Lab Techs only - 8 hour shift or less)   | \$26.30 | \$26.80 | \$34.75                 | \$35.45 | \$36.15 | \$36.85 |
| Morning/Afternoon Shift (Med Lab Techs only - more than 8 hour shift) | \$26.30 | \$26.80 | \$43.40                 | \$44.25 | \$45.15 | \$46.05 |
| Night Shift   | \$67.20 | \$68.55 | \$81.05                 | \$82.65 | \$84.30 | \$86.00 |
| Permanent Night   | \$79.45 | \$81.05 | N/A                     |         |         |         |
| Change of Shift   | \$42.10 | \$42.90 | \$70.80                 | \$72.20 | \$73.65 | \$75.10 |
| <b>Radiation Engineer</b>   |         |         |                         |         |         |         |
| Morning Shift   | \$36.95 | \$37.70 |                         | \$38.45 | \$39.20 | \$40.00 |
| Afternoon Shift   | \$36.95 | \$37.70 |                         | \$38.45 | \$39.20 | \$40.00 |
| Night Shift   | \$67.20 | \$68.55 | \$81.05                 | \$82.65 | \$84.30 | \$86.00 |
| Permanent Night   | \$79.45 | \$81.05 | N/A                     |         |         |         |
| Change of Shift   | \$59.10 | \$60.30 | \$70.80                 | \$72.20 | \$73.65 | \$75.10 |
| <b>Renal Dialysis Technician (Clinical Renal Physiologist)</b>        |         |         |                         |         |         |         |
| Morning Shift   | \$30.40 | \$31.05 |                         | \$31.65 | \$32.30 | \$32.95 |

|   |          |          |  |          |          |          |
|---|----------|----------|--|----------|----------|----------|
| Afternoon Shift   | \$30.40  | \$31.05  |  | \$31.65  | \$32.30  | \$32.95  |
| Night Shift   | \$67.20  | \$68.55  | \$81.05  | \$82.65  | \$84.30  | \$86.00  |
| Permanent Night   | \$79.45  | \$81.05  | N/A  |          |          |          |
| Change of Shift   | \$48.65  | \$49.65  | \$70.80  | \$72.20  | \$73.65  | \$75.10  |
| <b>Research Technologist (Research Scientist)</b>           |          |          |  |          |          |          |
| Morning Shift   | \$32.75  | \$33.40  |  | \$34.05  | \$34.75  | \$35.45  |
| Afternoon Shift   | \$32.75  | \$33.40  |  | \$34.05  | \$34.75  | \$35.45  |
| Night Shift   | \$67.20  | \$68.55  | \$81.05  | \$82.65  | \$84.30  | \$86.00  |
| Permanent Night   | \$79.45  | \$81.05  | N/A  |          |          |          |
| Change of Shift   | \$52.40  | \$53.45  | \$70.80  | \$72.20  | \$73.65  | \$75.10  |
| <b>Welfare Worker</b>                                       |          |          |  |          |          |          |
| Morning Shift (8 hour shift or less)                        | \$53.20  | \$54.25  |  | \$55.35  | \$56.45  | \$57.60  |
| Afternoon Shift (8 hour shift or less)                      | \$53.20  | \$54.25  |  | \$55.35  | \$56.45  | \$57.60  |
| Morning/Afternoon Shift (more than 8 hour shift)            | \$53.20  | \$54.25  | \$65.35  | \$66.65  | \$68.00  | \$69.35  |
| Night Shift   | \$67.20  | \$68.55  | \$81.05  | \$82.65  | \$84.30  | \$86.00  |
| Permanent Night   | \$79.45  | \$81.05  | N/A  |          |          |          |
| Change of Shift   | \$41.15  | \$42.00  | \$70.80  | \$72.20  | \$73.65  | \$75.10  |
| <b>Youth Worker</b>   |          |          |  |          |          |          |
| Morning Shift (8 hour shift or less)                        | \$53.20  | \$54.25  |  | \$55.35  | \$56.45  | \$57.60  |
| Afternoon Shift (8 hour shift or less)                      | \$53.20  | \$54.25  |  | \$55.35  | \$56.45  | \$57.60  |
| Morning/Afternoon Shift (more than 8 hour shift)            | \$53.20  | \$54.25  | \$65.35  | \$66.65  | \$68.00  | \$69.35  |
| Night Shift   | \$67.20  | \$68.55  | \$81.05  | \$82.65  | \$84.30  | \$86.00  |
| Permanent Night   | \$79.45  | \$81.05  | N/A  |          |          |          |
| Change of Shift   | \$43.25  | \$44.10  | \$70.80  | \$72.20  | \$73.65  | \$75.10  |
| <b>OTHER</b>  |          |          |  |          |          |          |
| <b>Sole Allowance</b> (Clause 34)                           | \$59.00  | \$60.16  |  | \$61.36  | \$62.59  | \$63.84  |
| <b>Higher Qualification Allowance</b> (Clause 35)           |          |          |  |          |          |          |
| Post Graduate Qualification - 7.5% of AHP1, Grade 1, Year 3 | \$98.85  | \$100.81 | Post Graduate Qualification - 7.5% of AHP1, Grade 1, Year 2              | \$102.83 | \$104.88 | \$106.98 |
| Doctorate - 10% of AHP1, Grade 1, Year 3                    | \$131.80 | \$134.41 | Doctorate - 10% of AHP1, Grade 1, Year 2                                 | \$137.10 | \$139.84 | \$142.64 |
| <b>On Call Allowance</b> (Clause 36)                        |          |          |  |          |          |          |
| Weekday - 2.5% of AHP1 Grade 1, Year 2                      | \$31.35  | \$31.98  | Weekday - 2.5% of AHP1 Grade 1, Year 1                                   | \$32.62  | \$33.27  | \$33.94  |
| Weekends and Public Holidays - 5% of AHP1 Grade 1, Year 2   | \$62.70  | \$63.96  | Weekends and Public Holidays - 5% of AHP1 Grade 1, Year 1                | \$65.24  | \$66.55  | \$67.88  |
| <b>CATT on-call</b> (Clause 54)                             | \$118.45 | \$120.82 |  | \$123.24 | \$125.70 | \$128.21 |
| <b>Meal Allowance</b> (Clause 36)                           | \$15.28  | \$15.59  |  | \$15.90  | \$16.22  | \$16.54  |
| <b>Sleepover Allowance</b> (Clause 40)                      |          |          |  |          |          |          |
| Social Workers  | \$58.65  | \$59.82  | N/A - removed from Agreement. See subclause 47.7 for applicable payment. |          |          |          |
| Community Development Workers                               | \$58.65  | \$59.82  |  |          |          |          |
| Youth Workers   | \$58.65  | \$59.82  |  |          |          |          |
| Welfare Workers   | \$65.50  | \$66.81  |  |          |          |          |
| All other Employees   | \$60.65  | \$61.86  |  |          |          |          |
| <b>Travel Allowance</b> (Clause 41)                         |          |          |  |          |          |          |
| <b>Ordinary Car</b>   |          |          | <b>Cents per Kilometre</b>   |          |          |          |
| 1600cc (1.6 litre) or less                                  |          |          | \$0.65   |          |          |          |
| 1601cc - 2600cc (1.601 litre - 2.6 litre)                   |          |          | \$0.76   |          |          |          |

|  |                            |             |   |            |            |            |
|--|----------------------------|-------------|---|------------|------------|------------|
| 2601cc (2.601 litre) and over  | \$0.77                     |             |   |            |            |            |
| <b>Rotary engine car</b>   | <b>Cents per Kilometre</b> |             |   |            |            |            |
| 800cc (0.8 litre) or less  | \$0.65                     |             |   |            |            |            |
| 801cc - 1300cc (0.801 litre - 1.3 litre)   | \$0.76                     |             |   |            |            |            |
| 1301cc (1.301 litre) and over  | \$0.77                     |             |   |            |            |            |
| <b>Working Away from Home Allowance (Clause 43)</b>  |                            |             |   |            |            |            |
| Weekday - 2.5% of AHP1 Grade 1, Year 2   | \$31.35                    | \$31.98     | Weekday - 2.5% of AHP1 Grade 1, Year 1                    | \$32.62    | \$33.27    | \$33.94    |
| Weekends and Public Holidays - 5% of AHP1 Grade 1, Year 2  | \$62.70                    | \$63.96     | Weekends and Public Holidays - 5% of AHP1 Grade 1, Year 1 | \$65.24    | \$66.55    | \$67.88    |
| <b>Uniform Allowance (Clause 44)</b>   |                            |             |   |            |            |            |
| Per Day  | \$1.85                     | \$1.89      |   | \$1.92     | \$1.96     | \$2.00     |
| Per Week   | \$9.27                     | \$9.46      |   | \$9.64     | \$9.84     | \$10.03    |
| <b>Laundry Allowance (Clause 44)</b>   |                            |             |   |            |            |            |
| Per Day  | \$0.44                     | \$0.45      |   | \$0.46     | \$0.47     | \$0.48     |
| Per Week   | \$2.20                     | \$2.24      |   | \$2.29     | \$2.33     | \$2.38     |
| <b>Lead Apron (from 7 July 2022) (Clause 44A)</b>  | N/A                        |             | \$8.16  | \$8.32     | \$8.49     | \$8.66     |
| <b>Supervisors Allowance* (Clause 46)</b><br><i>*Medical Tech/Renal Dialysis Tech (Clinical Renal Physiologist) Only</i> | \$84.80                    | \$86.51     |   | \$88.24    | \$90.00    | \$91.80    |
| <b>Change of Roster - 2.5% of AHP1 Grade 1, Year 2 (Clause 50)</b>   | N/A                        |             | \$33.60   | \$34.28    | \$34.96    | \$35.66    |
| <b>Maximum Leave Loading (Clause 59)</b>   |                            |             |   |            |            |            |
| Weekly Salary Exceeds  | \$1,850.10                 | \$1,887.10  |   | \$1,924.80 | \$1,963.30 | \$2,002.60 |
| Loading Amount   | \$1,295.10                 | \$1,651.20* |   | \$1,684.20 | \$1,717.90 | \$1,752.30 |

\*Amount applies from 7 July 2022 due to increase in annual leave base entitlement, for the period from FFPPOA 1 March 2022 to 6 July 2022 the leave loading cap amount is \$1,321.00.

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