

VHIA SALARY CIRCULAR

Number: 657
Addressee: CEO, HR MANAGERS & PAYROLL
From: CHIEF EXECUTIVE OFFICER
Date: 7 DECEMBER 2016
Subject: New Pay rates and Allowances for the approved Victorian Public Health Sector (Health and Allied Services, Managers and Administrative Workers) Single Interest Enterprise Agreement 2016 2020

Dear Member

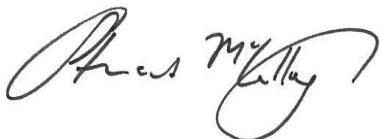
The *Victorian Public Health Sector (Health and Allied Services, Managers and Administrative Workers) Single Interest Enterprise Agreement 2016 2020* has been lodged with the Fair Work Commission. 7 Days after the Agreement is approved by the Fair Work Commission it will become effective, this includes remuneration and allowance amounts.

In summary, the following will need to be implemented as of the first full pay period on or after the effective date of the Agreement:

- The 5% increase on remuneration rates.
- Back pay of the above rates to the FFPPOA 01/10/2016.
- The sign on payment of \$1561 pro rata for part timers based on contracted hours.
- Nauseous Allowance payment will cease.
- Updated Allowance rates will become effective.

In addition to the below information, please find [attached](#) the remuneration and allowance schedules in an excel spread sheet to assist in the implementation of the new rates.

Should you have any queries regarding the amounts payable, please don't hesitate to contact either Michele Salmon msalmon@vhia.com.au or Kelly Mayne kmayne@vhia.com.au on 9861 4000.



Stuart McCullough
Chief Executive Officer

Victorian Hospitals' Industrial Association

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

Further information:

The following codes have been discontinued as these employees no longer exist:

Food Services

Butcher **HI6**

General Services

Incinerator Attendant **JQ4**

Lift Attendant **KG5**

Technical, Clinical and Personal Care

Animal House Attendant **JH1**

CSSD Attendant **ID3**

Darkroom Processor **JM6**

Nursing Attendant (Agency) **IH8**

Nursing Attendant (Bank Staff) **IH9**

Recording Attendant **IC6**

Red Cross Aide **HC3**

Senior Red Cross Aide **HC4**

Clerical Workers

Clerical Workers for 1A (including RWH & RCH): to be provided at a later date

The rest will translate as follows in **Clause 82** of the Agreement on the **1 October 2017:**

Clerical Workers not employed by Royal Women's Hospital or Royal Children's Hospital

Classification under Section 2	New classification from the Translation Date
Clerical Worker Grade C All years (Year1 – Year 5)	Part 1 of Schedule 3D – Management and Administrative Worker Grade 1A
Clerical Worker Grade B All years (Year 1 – Year 5)	Part 1 of Schedule 3D – Management and Administrative Worker Grade 1
Clerical Worker Grade A All Years (Year 1- Year 5)	Part 1 of Schedule 3D – Management and Administrative Worker Grade 2

Clerical Workers employed by Royal Women’s Hospital or Royal Children’s Hospital

Classification under Section 2	New classification from the Translation Date
Clerical Worker Grade C All years (Year1 – Year 5)	Part 2 of Schedule 3D – Grade 1A
Clerical Worker Grade B All years (Year 1 – Year 5)	Part 2 of Schedule 3D – Grade 1 but: for the first 12 months after the Translation Date the Clerical Worker will be paid at a new Transitional Level at a rate equivalent to the rate for paycode HS1; from 1 October 2018 Grade 1 Level 1
Clerical Worker Grade A All Years (Year 1- Year 5)	Part 2 of Schedule 3D – Grade 2 Level 2

Juniors:

The two junior tables in the previous Agreement have been compressed and now there is only one table for all juniors. Apprentice Cooks wage rates are in Schedule 2B – Pay Rates.

The junior rates are no longer included in the schedules and will require a calculation using the applicable percentages in Part Two, **clause 30**.

Dental Maintenance Technicians and Dental Maintenance Technician Manager:

This will only apply to DHSV:

Classification	Code
Dental Maintenance Technician	TF30
Dental Maintenance Technician Manager	TF31
Grade 3 Dental Assistant Coach/Oral Health Educator 3.1	TF32
Grade 3 Dental Assistant Coach/Oral Health Educator 3.2	TF33

Wages Skill Group 1 to 2 after 3 months:

The additional pay codes for classifications that will move from level 1 to level 2 after 3 months in **clause 102** will be completed at a later date. Please note that this is not effective until **1 October 2018**.

These classifications are:

Classifications	
Other Cook	Orderly/Cleaner
Food and Domestic Assistant	Laboratory Assistant Grade 1
Sorter/Packer Linen	Orthotic Technician Grade 1
Laundryhand	Assistant Gardener
Social Worker/Welfare Aide	Car Park Attendant
Handyperson (Unqualified)	All other Employees (not provided for elsewhere engaged under pay code KM1)
Seamsperson	

National Training Wage Rates are below as follows:

. National Training Wage Rates			
	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	7.95	8.76	10.43
Plus 1 year out of school	8.76	10.43	12.14
Plus 2 years out of school	10.43	12.14	14.13
Plus 3 years out of school	12.14	14.13	16.18
Plus 4 years out of school	14.13	16.18	
Plus 5 or more years out of school	16.18		

Due to the translation of Clerical Workers to the Management and Administrative Worker Structure, the rates identified in the column marked current for night shift (clerical worker), Permanent Night Shift (Clerical Worker) and Change of Roster are not the current rates, but those negotiated for this translation only and do not apply to Clerical Workers.

PART 1: WAGE RATES FOR HEALTH AND ALLIED SERVICES EMPLOYEES

Classification	Year	Pay Code	Skill Level	Current	FFPPOA	FFPPOA	FFPPOA	FFPPOA
					1 October 2016	1 October 2017	1 October 2018	1 October 2019
					5%	3%	3%	3%
DENTAL NURSES								
Level 1 (Trainee)		DY1		\$436.40	\$458.20	\$471.90	Reclassified as Dental Assistants not employed by DHSV or Ballarat Health Service (See Part 2 of Schedule 2B)	
Level 2		DY2		\$496.40	\$521.20	\$536.80		
Level 3		DY3		\$809.50	\$850.00	\$875.50		
Level 4		DY4		\$826.80	\$868.10	\$894.10		
Level 5		DY5		\$836.00	\$877.80	\$904.10		
Level 6		DY6		\$849.20	\$891.70	\$918.50		
Level 6		DY6		n/a	n/a	n/a	\$1,026.00	\$1,056.80
COMMUNITY CARE WORKERS (MELBOURNE HEALTH ONLY)								
Grade 1				\$807.35	\$847.70	\$873.10	\$899.30	\$926.30
Grade 2				\$841.25	\$883.30	\$909.80	\$937.10	\$965.20
FOOD SERVICES								
Chef Grade D		RG6	8	\$898.20	\$943.10	\$971.40	\$1,000.50	\$1,030.50
Chef Grade C		RG7	9	\$919.10	\$965.10	\$994.10	\$1,023.90	\$1,054.60
Chef Grade B		RG8	10	\$967.30	\$1,015.70	\$1,046.20	\$1,077.60	\$1,109.90
Chef Grade A		RG9	11	\$1,011.00	\$1,061.60	\$1,093.40	\$1,126.20	\$1,160.00
Cook Employed Alone		GR2	3	\$828.50	\$869.90	\$896.00	\$922.90	\$950.60
Diet Cook		GR7	3	\$828.50	\$869.90	\$896.00	\$922.90	\$950.60

Classification	Year	Pay Code	Skill Level	Current	FFPPOA 1 October 2016	FFPPOA 1 October 2017	FFPPOA 1 October 2018	FFPPOA 1 October 2019
					5%	3%	3%	3%
Dietary Supervisor		GR1	3	\$828.50	\$869.90	\$896.00	\$922.90	\$950.60
Food and Domestic Assistant		HA1	1	\$785.00	\$824.30	\$849.00	\$874.50	\$900.70
Food and Domestic Assistant (after 3 months)			2	n/a	n/a	n/a	\$903.40	\$930.50
Food Monitor		GS6	4	\$836.90	\$878.70	\$905.10	\$932.30	\$960.30
Food Services Supervisor		FS1	11	\$1,011.00	\$1,061.60	\$1,093.40	\$1,126.20	\$1,160.00
Other Cook		GS5	1	\$785.00	\$824.30	\$849.00	\$874.50	\$900.70
Other Cook (after 3 months)			2	n/a	n/a	n/a	\$903.40	\$930.50
Pastry Cook (Other)		GS2		\$828.50	\$869.90	\$896.00	\$922.90	\$950.60
Pastry Cook (Trades)		GS1	7	\$882.60	\$926.70	\$954.50	\$983.10	\$1,012.60
Second Cook Grade D		RH2	7	\$882.60	\$926.70	\$954.50	\$983.10	\$1,012.60
Second Cook Grade C		RH3	8	\$898.20	\$943.10	\$971.40	\$1,000.50	\$1,030.50
Second Cook Grade B		RH4	9	\$919.10	\$965.10	\$994.10	\$1,023.90	\$1,054.60
Second Cook Grade A		RH5	10	\$967.30	\$1,015.70	\$1,046.20	\$1,077.60	\$1,109.90
Sweets Cook		GR8	3	\$828.50	\$869.90	\$896.00	\$922.90	\$950.60
Trade Cook		GR3	7	\$882.60	\$926.70	\$954.50	\$983.10	\$1,012.60
Apprentice Cook	1	LE1		\$530.40	\$556.90	\$573.60	\$590.80	\$608.50
	2	LE2		\$608.70	\$639.10	\$658.30	\$678.00	\$698.30
	3	LE3		\$726.10	\$762.40	\$785.30	\$808.90	\$833.20
	4	LE4		\$843.50	\$885.70	\$912.30	\$939.70	\$967.90
GENERAL SERVICES								

Classification	Year	Pay Code	Skill Level	Current	FFPPOA	FFPPOA	FFPPOA	FFPPOA
					1 October 2016	1 October 2017	1 October 2018	1 October 2019
					5%	3%	3%	3%
All other Employees (not provided for elsewhere)		KM1	1	\$785.00	\$824.30	\$849.00	\$874.50	\$900.70
All other Employees (not provided for elsewhere) (after 3 months)			2	n/a	n/a	n/a	\$903.40	\$930.50
Ambulance Driver/Assistant (Other)		JJ6	5	\$854.70	\$897.40	\$924.30	\$952.00	\$980.60
Ambulance Driver/Assistant (Certificate)		JJ5	6	\$863.60	\$906.80	\$934.00	\$962.00	\$990.90
Car Park Attendant		KF9	1	\$785.00	\$824.30	\$849.00	\$874.50	\$900.70
Car Park Attendant (after 3 months)		KF10	2	n/a	n/a	n/a	\$903.40	\$930.50
Cleaner Windows		JN1	2	\$811.00	\$851.60	\$877.10	\$903.40	\$930.50
Driver <1.25 tonnes		JJ9	3	\$828.50	\$869.90	\$896.00	\$922.90	\$950.60
Driver 1.25-3.0 Tonnes		JJ8	5	\$854.70	\$897.40	\$924.30	\$952.00	\$980.60
Driver Over 3 Tonnes		JJ7	7	\$882.60	\$926.70	\$954.50	\$983.10	\$1,012.60
Driver Articulated 12-13 Tonnes		JJ4	7	\$882.60	\$926.70	\$954.50	\$983.10	\$1,012.60
Assistant Gardener		JP9	1	\$785.00	\$824.30	\$849.00	\$874.50	\$900.70
Assistant Gardener (after 3 months)		JP10	2	n/a	n/a	n/a	\$903.40	\$930.50
Gardener (Non-Trade)		JP5	2	\$811.00	\$851.60	\$877.10	\$903.40	\$930.50
Gardener Trade		GF6	7	\$882.60	\$926.70	\$954.50	\$983.10	\$1,012.60
Gardener Advanced		GO1	9	\$919.10	\$965.10	\$994.10	\$1,023.90	\$1,054.60
Garden Superintendent		GM5	11	\$1,011.00	\$1,061.60	\$1,093.40	\$1,126.20	\$1,160.00
General Services Supervisor		GN1	11	\$1,011.00	\$1,061.60	\$1,093.40	\$1,126.20	\$1,160.00
Handyperson (Unqualified)		KH6	1	\$785.00	\$824.30	\$849.00	\$874.50	\$900.70

Classification	Year	Pay Code	Skill Level	Current	FFPPOA	FFPPOA	FFPPOA	FFPPOA
					1 October 2016	1 October 2017	1 October 2018	1 October 2019
					5%	3%	3%	3%
Handyperson (Unqualified) (after 3 months)		KH7	2	n/a	n/a	n/a	\$903.40	\$930.50
Handyperson Trade		GH1	7	\$882.60	\$926.70	\$954.50	\$983.10	\$1,012.60
Handyperson Advanced		GL6	9	\$919.10	\$965.10	\$994.10	\$1,023.90	\$1,054.60
Hospital Attendant		KG4	3	\$828.50	\$869.90	\$896.00	\$922.90	\$950.60
Housekeeper		GV9	2	\$811.00	\$851.60	\$877.10	\$903.40	\$930.50
Laundryhand		HK6	1	\$796.30	\$836.10	\$861.20	\$887.00	\$913.60
Laundryhand (after 3 months)			2	n/a	n/a	n/a	\$903.40	\$930.50
Laundry Operator		HK2	2	\$811.00	\$851.60	\$877.10	\$903.40	\$930.50
Orderly/Cleaner		IJ1	1	\$785.00	\$824.30	\$849.00	\$874.50	\$900.70
Orderly/Cleaner (after 3 months)			2	n/a	n/a	n/a	\$903.40	\$930.50
Printer Trade		GH6	7	\$882.60	\$926.70	\$954.50	\$983.10	\$1,012.60
Printer Advanced		GM1	9	\$919.10	\$965.10	\$994.10	\$1,023.90	\$1,054.60
Seamsperson		KN1	1	\$785.00	\$824.30	\$849.00	\$874.50	\$900.70
Seamsperson (after 3 months)			2	n/a	n/a	n/a	\$903.40	\$930.50
Seamsperson - Cuts & Fits		KM9	2	\$811.00	\$851.60	\$877.10	\$903.40	\$930.50
Security Officer Grade 1		GF1	5	\$857.70	\$900.60	\$927.60	\$955.40	\$984.10
Security Officer Grade 2		GK1	7	\$882.60	\$926.70	\$954.50	\$983.10	\$1,012.60
Sorter/Packer Linen		HK5	1	\$785.00	\$824.30	\$849.00	\$874.50	\$900.70
Sorter/Packer Linen (after 3 months)			2	n/a	n/a	n/a	\$903.40	\$930.50
Storeperson		JQ8	2	\$811.00	\$851.60	\$877.10	\$903.40	\$930.50

Classification	Year	Pay Code	Skill Level	Current	FFPPOA	FFPPOA	FFPPOA	FFPPOA
					1 October 2016	1 October 2017	1 October 2018	1 October 2019
					5%	3%	3%	3%
Storeperson Alone		JR3	3	\$828.50	\$869.90	\$896.00	\$922.90	\$950.60
Storeperson Advanced		GK6	7	\$882.60	\$926.70	\$954.50	\$983.10	\$1,012.60
TECHNICAL, CLINICAL AND PERSONAL CARE								
Allied Health Assistant Grade 1		TB1		\$855.10	\$897.90	\$924.80	\$952.50	\$981.10
Allied Health Assistant Grade 2		TC1		\$968.40	\$1,016.80	\$1,047.30	\$1,078.70	\$1,111.10
Allied Health Assistant Grade 3		TC2		\$1,018.20	\$1,069.10	\$1,101.20	\$1,134.20	\$1,168.20
Anaesthetic Technician Grade 1		TF6		\$993.40	\$1,043.10	\$1,074.40	\$1,106.60	\$1,139.80
Anaesthetic Technician Grade 2		TF10		\$1,051.10	\$1,103.70	\$1,136.80	\$1,170.90	\$1,206.00
Anaesthetic Technician Grade 3		TF14		\$1,117.80	\$1,173.70	\$1,208.90	\$1,245.20	\$1,282.60
Anaesthetic Technician Grade 4		TF18		\$1,175.10	\$1,233.90	\$1,270.90	\$1,309.00	\$1,348.30
Dental Maintenance Technician		TF30		\$1,194.70	\$1,254.40	\$1,292.00	\$1,330.80	\$1,370.70
Dental Maintenance Technician Manager		TF31		\$1,442.00	\$1,514.10	\$1,559.50	\$1,606.30	\$1,654.50
Instructor Trades (Unqualified)		IG4	5	\$854.70	\$897.40	\$924.30	\$952.00	\$980.60
Instructor Trades (Qualified)	1	IG1	10	\$967.30	\$1,015.70	\$1,046.20	\$1,077.60	\$1,109.90
Instructor Trades (Qualified)	2	IG2	11	\$1,011.00	\$1,061.60	\$1,093.40	\$1,126.20	\$1,160.00
Instrument Technician Grade 1		TB6		\$851.40	\$894.00	\$920.80	n/a	n/a
Instrument Technician Grade 2		TC6		\$964.70	\$1,012.90	\$1,043.30	n/a	n/a
Instrument Technician Grade 3		TD1		\$1,014.40	\$1,065.10	\$1,097.10	n/a	n/a
Instrument Technician Grade 4		TD5		\$1,101.60	\$1,156.70	\$1,191.40	n/a	n/a
Instrument Technician Grade 1 (first 3			1	n/a	n/a	n/a	\$903.40	\$930.50

Classification	Year	Pay Code	Skill Level	Current	FFPPOA 1 October 2016	FFPPOA 1 October 2017	FFPPOA 1 October 2018	FFPPOA 1 October 2019
					5%	3%	3%	3%
months) (FFPPOA 1 October 2018)								
Instrument Technician Grade 2 (FFPPOA 1 October 2018)		TB6		n/a	n/a	n/a	\$948.40	\$976.90
Instrument Technician Grade 3 (FFPPOA 1 October 2018)		TC6		n/a	n/a	n/a	\$1,074.60	\$1,106.80
Instrument Technician Grade 4 (FFPPOA 1 October 2018)		TD1		n/a	n/a	n/a	\$1,130.00	\$1,163.90
Instrument Technician Grade 5 (FFPPOA 1 October 2018)		TD5		n/a	n/a	n/a	\$1,227.10	\$1,263.90
Instrument Technician Grade 6 (FFPPOA 1 October 2018)				n/a	n/a	n/a	\$1,394.60	\$1,436.40
Intepreter (Unqualified) Year 1	1	MA60		\$919.10	\$965.10	\$994.10	Transition to Management and Administrative Worker Structure Section 3	
Intepreter (Unqualified) Year 2	2	MA61		\$924.90	\$971.10	\$1,000.20		
Intepreter (Unqualified) Year 3	3	MA62		\$930.50	\$977.00	\$1,006.30		
Intepreter (Unqualified) Year 4	4	MA63		\$937.30	\$984.20	\$1,013.70		
Intepreter (Unqualified) Year 5	5	MA64		\$938.50	\$985.40	\$1,015.00		
Interpreter (Qualified NAATI Accreditation Level 2) Year 1	1	MA65		\$1,011.00	\$1,061.60	\$1,093.40		
Interpreter (Qualified NAATI Accreditation Level 2) Year 2	2	MA66		\$1,025.95	\$1,077.20	\$1,109.50		
Interpreter (Qualified NAATI Accreditation Level 2) Year 3	3	MA67		\$1,054.40	\$1,107.10	\$1,140.30		
Interpreter (Qualified NAATI Accreditation Level 2) Year 4	4	MA68		\$1,084.45	\$1,138.70	\$1,172.90		

Classification	Year	Pay Code	Skill Level	Current	FFPPOA	FFPPOA	FFPPOA	FFPPOA
					1 October 2016	1 October 2017	1 October 2018	1 October 2019
					5%	3%	3%	3%
Interpreter (Qualified NAATI Accreditation Level 2) Year 5	5	MA69		\$1,085.70	\$1,140.00	\$1,174.20	Administrative Worker Structure Section 3	
Interpreter (Qualified NAATI Accreditation Level 3) Year 1	1	MA70		\$1,101.70	\$1,156.80	\$1,191.50		
Interpreter (Qualified NAATI Accreditation Level 3) Year 2	2	MA71		\$1,132.05	\$1,188.70	\$1,224.40		
Interpreter (Qualified NAATI Accreditation Level 3) Year 3	3	MA72		\$1,163.00	\$1,221.20	\$1,257.80		
Interpreter (Qualified NAATI Accreditation Level 3) Year 4	4	MA73		\$1,196.15	\$1,256.00	\$1,293.70		
Interpreter (Qualified NAATI Accreditation Level 3) Year 5	5	MA74		\$1,197.40	\$1,257.30	\$1,295.00		
Laboratory Assistant Grade 1		IV7	1	\$785.00	\$824.30	\$849.00	\$874.50	\$900.70
Laboratory Assistant Grade 1 (after 3 months)			2	n/a	n/a	n/a	\$903.40	\$930.50
Laboratory Assistant Grade 2		IV8	3	\$828.50	\$869.90	\$896.00	\$922.90	\$950.60
Laboratory Assistant Grade 3		IV9	4	\$836.90	\$878.70	\$905.10	\$932.30	\$960.30
Nursing Attendant (all)		IH6	1	\$785.00	\$824.30	\$849.00	Reclassified as Health Care Worker Grade 1	
Orthotic Technician Grade 1		JH7	1	\$785.00	\$824.30	\$849.00	\$874.50	\$900.70
Orthotic Technician Grade 1 (after 3 months)			2	n/a	n/a	n/a	\$903.40	\$930.50
Orthotic Technician Grade 2		JH8	2	\$811.00	\$851.60	\$877.10	\$903.40	\$930.50
Orthotic Technician Grade 3		JH9	3	\$828.50	\$869.90	\$896.00	\$922.90	\$950.60

Classification	Year	Pay Code	Skill Level	Current	FFPPOA	FFPPOA	FFPPOA	FFPPOA
					1 October 2016	1 October 2017	1 October 2018	1 October 2019
					5%	3%	3%	3%
Orthotic Technician Grade 4		J11	6	\$863.60	\$906.80	\$934.00	\$962.00	\$990.90
Orthotic Technician Grade 5		J12	8	\$898.20	\$943.10	\$971.40	\$1,000.50	\$1,030.50
Patient Services Assistant Level 1		PS21	3	\$828.50	\$869.90	\$896.00	\$922.90	\$950.60
Patient Services Assistant Level 2		PS25	5	\$854.70	\$897.40	\$924.30	\$952.00	\$980.60
Pathology Technician Grade 1		IC5	6	\$863.60	\$906.80	\$934.00	\$962.00	\$990.90
Pathology Technician Grade 2		IC2	9	\$919.10	\$965.10	\$994.10	\$1,023.90	\$1,054.60
Pathology Collector in Training		ID1	95% of 7	\$838.50	\$880.40	\$906.80	\$933.90	\$962.00
Pathology Collector Grade 1		ID 2	7	\$882.60	\$926.70	\$954.50	\$983.10	\$1,012.60
Pathology Collector Grade 2		ID 4	9	\$919.10	\$965.10	\$994.10	\$1,023.90	\$1,054.60
Personal Care Worker Grade 1		PW1	3	\$828.50	\$869.90	\$896.00	Reclassified as Health Care Worker	
Personal Care Worker Grade 2		CW1	6	\$863.60	\$906.80	\$934.00		
Personal Care Worker Grade 3		WP1	8	\$898.20	\$943.10	\$971.40		
Health Care Worker Grade 1		PW1	3	n/a	n/a	n/a	\$922.90	\$950.60
Health Care Worker Grade 2		CW1	6	n/a	n/a	n/a	\$962.00	\$990.90
Health Care Worker Grade 3		WP1	8	n/a	n/a	n/a	\$1,000.50	\$1,030.50
Pharmacy Technician Grade 1		TF1		\$851.40	\$894.00	\$920.80	\$948.40	\$976.90
Pharmacy Technician Grade 2		TH6		\$964.70	\$1,012.90	\$1,043.30	\$1,074.60	\$1,106.80
Pharmacy Technician Grade 3		TH10		\$1,014.40	\$1,065.10	\$1,097.10	\$1,130.00	\$1,163.90
Pharmacy Technician Grade 4		TH14		\$1,101.60	\$1,156.70	\$1,191.40	\$1,227.10	\$1,263.90
Radiotherapy Technician		TD6	7	\$882.60	\$926.70	\$954.50	\$983.10	\$1,012.60

Classification	Year	Pay Code	Skill Level	Current	FFPPOA 1 October 2016	FFPPOA 1 October 2017	FFPPOA 1 October 2018	FFPPOA 1 October 2019
					5%	3%	3%	3%
Social Worker/Welfare Aide		IF5	1	\$785.00	\$824.30	\$849.00	\$874.50	\$900.70
Social Worker/Welfare Aide (after 3 months)			2	n/a	n/a	n/a	\$903.40	\$930.50
Technical, Therapy & Personal Care Supervisor		ID5	11	\$1,011.00	\$1,061.60	\$1,093.40	\$1,126.20	\$1,160.00
Theatre Technician Grade 1		HZ5		\$891.40	\$936.00	\$964.10	n/a	n/a
Theatre Technician Grade 2		HZ6		\$1,004.70	\$1,054.90	\$1,086.50	n/a	n/a
Theatre Technician Grade 3		HH1		\$1,054.40	\$1,107.10	\$1,140.30	n/a	n/a
Theatre Technician Grade 4		HH5		\$1,138.20	\$1,195.10	\$1,231.00	n/a	n/a
Theatre Technician Grade 1 (FFPPOA 1 October 2018)		IA5		n/a	n/a	n/a	\$964.10	\$964.10
Theatre Technician Grade 2 (FFPPOA 1 October 2018)		HZ5		n/a	n/a	n/a	\$993.00	\$1,022.80
Theatre Technician Grade 3 (FFPPOA 1 October 2018)		HZ6		n/a	n/a	n/a	\$1,119.10	\$1,152.70
Theatre Technician Grade 4 (FFPPOA 1 October 2018)		HH1		n/a	n/a	n/a	\$1,174.50	\$1,209.70
Theatre Technician Grade 5 (FFPPOA 1 October 2018)		HH5		n/a	n/a	n/a	\$1,267.90	\$1,305.90
Theatre Technician Grade 6 (FFPPOA 1 October 2018)				n/a	n/a	n/a	\$1,359.00	\$1,399.80
CLERICAL								
Clerical Worker Grade C	1			\$893.10	\$937.80	Transition to Management and Administrative		

Classification	Year	Pay Code	Skill Level	Current	FFPPOA 1 October 2016	FFPPOA 1 October 2017	FFPPOA 1 October 2018	FFPPOA 1 October 2019
					5%	3%	3%	3%
	2			\$898.90	\$943.80	Worker Structure (Clerical Workers will cease to be covered by Section 2 of this Agreement from FFPPOA 1 October 2017. After that date see Section 3 of this Agreement for applicable wage rates)		
	3			\$904.50	\$949.70			
	4			\$911.30	\$956.90			
	5+			\$912.50	\$958.10			
Clerical Worker Grade B	1			\$919.10	\$965.10			
	2			\$924.90	\$971.10			
	3			\$930.50	\$977.00			
	4			\$937.30	\$984.20			
	5+			\$938.50	\$985.40			
Clerical Worker Grade A	1			\$1,011.00	\$1,061.60			
	2			\$1,016.85	\$1,067.70			
	3			\$1,022.50	\$1,073.60			
	4			\$1,029.45	\$1,080.90			
	5+			\$1,030.70	\$1,082.20			

Table A: Dental Assistants employed by DHSV or Ballarat Health Service

Classification		Pay code	Current	FFPPOA 1 October 2016	FFPPOA 1 October 2017	FFPPOA 1 October 2018	FFPPOA 1 October 2019
				5%	3%	3%	3%
Grade 1 Dental Assistant	Newly Qualified	1.1	\$43,608.95	\$45,789.40	\$47,163.08	\$48,577.97	\$50,035.31
Grade 2 Dental Assistant	Progression by annual performance appraisal process	2.1	\$44,608.95	\$46,839.40	\$48,244.58	\$49,691.92	\$51,182.67
		2.2	\$46,608.95	\$48,939.40	\$50,407.58	\$51,919.81	\$53,477.40
		2.3	\$47,608.95	\$49,989.40	\$51,489.08	\$53,033.75	\$54,624.76
		2.4	\$48,608.95	\$51,039.40	\$52,570.58	\$54,147.70	\$55,772.13
		2.5	\$50,608.95	\$53,139.40	\$54,733.58	\$56,375.59	\$58,066.85
Grade 3 • Dental Assistant – Coach • Oral Health Educator	By appointment only	3.1	\$55,700.10	\$58,485.11	\$60,239.66	\$62,046.85	\$63,908.25
		3.2	\$56,751.05	\$59,588.60	\$61,376.26	\$63,217.55	\$65,114.07
Grade 4 – Senior Dental Assistant	By appointment only	4.1	\$58,852.95	\$61,795.60	\$63,649.47	\$65,558.95	\$67,525.72
		4.2	\$60,954.85	\$64,002.59	\$65,922.67	\$67,900.35	\$69,937.36

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

Classification		Pay code	Current	FFPPOA	FFPPOA	FFPPOA	FFPPOA
				1 October 2016	1 October 2017	1 October 2018	1 October 2019
				5%	3%	3%	3%
Dental Assistant Trainee			N/A	N/A	N/A	\$486.10	\$500.70
Grade 1 Dental Assistant	Newly Qualified (first 12 months)	1.1	N/A	N/A	N/A	\$920.40	\$948.00
Grade 2 Dental Assistant	Progression by annual performance appraisal process	2.1	N/A	N/A	N/A	\$941.50	\$969.70
		2.2	N/A	N/A	N/A	\$983.70	\$1,013.20
		2.3	N/A	N/A	N/A	\$1,004.90	\$1,035.00
		2.4	N/A	N/A	N/A	\$1,026.00	\$1,056.80
		2.5	N/A	N/A	N/A	\$1068.20	\$1100.20
Grade 3 • Dental Assistant – Coach • Oral Health Educator	By appointment only	3.1	N/A	N/A	N/A	\$1175.6	\$1210.90
		3.2	N/A	N/A	N/A	\$1197.8	\$1210.90
Grade 4 – Senior Dental Assistant	By appointment only	4.1	N/A	N/A	N/A	\$1242.2	\$1279.40
		4.2	N/A	N/A	N/A	\$1286.50	\$1325.10

SCHEDULE 2C - ALLOWANCES

HEALTH AND ALLIED SERVICES EMPLOYEES AND DENTAL ASSISTANTS (OTHER THAN DHSV AND BALLARAT HEALTH SERVICE)

Allowance	Current	FFPPOA			
		1-Oct-16	1-Oct-17	1-Oct-18	1-Oct-19
		5.0%	3.0%	3.0%	3.0%
Experience Payments - Dental Nurses					
Second year of experience	\$6.40	\$6.70	\$6.90	\$7.10	\$7.30
Third and subsequent years of experience	\$12.60	\$13.20	\$13.60	\$14.00	\$14.40
Experience Payments - For all other classifications					
After 1 years' experience	\$6.40	\$6.70	\$6.90	\$7.10	\$7.30
After 2 years' experience	\$12.60	\$13.20	\$13.60	\$14.00	\$14.40
After 3 years' experience	\$20.20	\$21.20	\$21.80	\$22.50	\$23.20
After 4 years' experience	\$21.40	\$22.50	\$23.20	\$23.90	\$24.60
Completed apprenticeship or issued with trade certificate					
After 1 years' experience	\$9.00	\$9.50	\$9.80	\$10.10	\$10.40
After 2 years' experience	\$16.30	\$17.10	\$17.60	\$18.10	\$18.60
After 3 years' experience	\$20.20	\$21.20	\$21.80	\$22.50	\$23.20
After 4 years' experience	\$21.40	\$22.50	\$23.20	\$23.90	\$24.60
Incremental payments for trainee Dental Nurses					
Under 18 years of age	\$39.60	\$41.60	\$42.80	\$44.10	\$45.40
At 18 years of age	\$51.00	\$53.60	\$55.20	\$56.90	\$58.60
At 19 years of age	\$57.60	\$60.50	\$62.30	\$64.20	\$66.10
At 20 years of age	\$65.60	\$68.90	\$71.00	\$73.10	\$75.30
Shift Allowances					
Morning Shift	\$20.90	\$21.90	\$22.60	\$23.30	\$24.00
Afternoon Shift	\$20.90	\$21.90	\$22.60	\$23.30	\$24.00
Night Shift	\$52.90	\$55.50	\$57.20	\$58.90	\$60.70
Permanent Night Shift	\$60.70	\$63.70	\$65.60	\$67.60	\$69.60
Change of Shift	\$33.40	\$35.10	\$36.20	\$37.30	\$38.40
Change of Roster	\$20.90	\$21.90	\$22.60	\$23.30	\$24.00
On-Call Allowance	\$20.90	\$21.90	\$22.60	\$23.30	\$24.00
Meal Allowance					
After 1 hour of shift	\$13.20	\$13.90	\$14.30	\$14.70	\$15.10

Allowance	Current	FFPPOA			
		1-Oct-16	1-Oct-17	1-Oct-18	1-Oct-19
		5.0%	3.0%	3.0%	3.0%
After 4 hours of shift	\$10.60	\$11.10	\$11.40	\$11.70	\$12.10
After 5 hours on a Sat, Sun or RDO	\$13.20	\$13.90	\$14.30	\$14.70	\$15.10
After 9 hours on a Sat, Sun or RDO	\$10.60	\$11.10	\$11.40	\$11.70	\$12.10
Uniform Allowance					
Amount per day	\$1.78	\$1.87	\$1.93	\$1.98	\$2.04
Amount per week	\$8.99	\$9.44	\$9.72	\$10.01	\$10.31
Laundry Allowance					
Amount per day	\$0.44	\$0.46	\$0.48	\$0.49	\$0.50
Amount per week	\$2.12	\$2.23	\$2.29	\$2.36	\$2.43
Heat Allowance (for persons employed prior to 8 August 1991)					
>40 degrees but <46 degrees celsius	\$0.49	\$0.51	\$0.53	\$0.55	\$0.56
>46 degrees celsius	\$0.53	\$0.56	\$0.57	\$0.59	\$0.61
Infectious Allowances (for persons employed prior to 8 August 1991)					
Working in wards/units with patients suffering – per day	\$0.31	\$0.33	\$0.34	\$0.35	\$0.36
Handling or dressing patients – per day	\$0.12	\$0.13	\$0.13	\$0.13	\$0.14
Handling clothes, bedding linen etc – per day	\$0.12	\$0.13	\$0.13	\$0.13	\$0.14
Handling of bodies – per day	\$0.12	\$0.13	\$0.13	\$0.13	\$0.14
Engaged in Experiments – per hour	\$0.14	\$0.15	\$0.15	\$0.16	\$0.16
Engaged in Experiments – per day	\$0.30	\$0.32	\$0.32	\$0.33	\$0.34
Vehicle Allowances					
Motor Vehicles (cents per kms)					
Under 35 PMU	\$0.79	\$0.83	\$0.86	\$0.88	\$0.91
35 PMU and over	\$1.03	\$1.08	\$1.11	\$1.14	\$1.18
Motor Cycles (per kms)					
Under 250 cc	\$0.35	\$0.36	\$0.37	\$0.39	\$0.40
250cc and over	\$0.46	\$0.49	\$0.50	\$0.51	\$0.53
Bicycles (per kms)					
	\$0.12	\$0.12	\$0.13	\$0.13	\$0.14
Other Allowances					
Certificate Allowance - Pathology Technician	\$67.80	\$71.20	\$73.30	\$75.50	\$77.80
Badge Allowance - Dental Nurse	\$31.20	\$32.80	\$33.80	n/a	n/a
Tow Motor Driver Allowance per day	\$3.10	\$3.30	\$3.40	\$3.50	\$3.60
Computer Allowance per week	\$22.00	\$23.10	\$23.80	\$24.50	\$25.20
Tools Allowance - Chef and Cooks per week	\$14.50	\$15.20	\$15.70	\$16.20	\$16.70
Sleepover Allowance per shift	\$86.20	\$90.50	\$93.20	\$96.00	\$98.90

PART 2: DENTAL ASSISTANTS

Allowance	Current	FFPPOA			
		1-Oct-16	1-Oct-17	1-Oct-18	1-Oct-19
		5.0%	3.0%	3.0%	3.0%
Shift Allowances					
Morning Shift	\$20.90	\$21.90	\$22.60	\$23.30	\$24.00
Afternoon Shift	\$20.90	\$21.90	\$22.60	\$23.30	\$24.00
Night Shift	\$52.90	\$55.50	\$57.20	\$58.90	\$60.70
Permanent Night Shift	\$60.70	\$63.70	\$65.60	\$67.60	\$69.60
Change of Shift	\$33.40	\$35.10	\$36.20	\$37.30	\$38.40
Change of Roster	\$20.90	\$21.90	\$22.60	\$23.30	\$24.00
On-Call Allowance	\$20.90	\$21.90	\$22.60	\$23.30	\$24.00
Meal Allowance					
After 1 hour of shift	\$9.40	\$9.90	\$10.20	\$10.50	\$10.80
After 4 hours of shift	\$7.60	\$8.00	\$8.20	\$8.40	\$8.70
After 5 hours on a Sat, Sun or RDO	\$9.40	\$9.90	\$10.20	\$10.50	\$10.80
After 9 hours on a Sat, Sun or RDO	\$7.60	\$8.00	\$8.20	\$8.40	\$8.70
Laundry Allowance					
Amount per day	\$0.35	\$0.37	\$0.38	\$0.39	\$0.40
Amount per week	\$1.83	\$1.92	\$1.98	\$2.04	\$2.10
Vehicle Allowances					
Motor Vehicles (per kms)					
Under 35 PMU	\$0.72	\$0.75	\$0.77	\$0.80	\$0.82
35 PMU and over	\$0.87	\$0.91	\$0.94	\$0.97	\$1.00
Motor Cycles (per kms)					
Under 250 cc	\$0.31	\$0.33	\$0.34	\$0.35	\$0.36
250cc and over	\$0.42	\$0.44	\$0.45	\$0.47	\$0.48

SCHEDULE 3B – WAGE RATES

PART 1: Managers and Administrative Workers (other than Royal Women’s Hospital and Royal Children’s Hospital)

Classification	Pay Code	Current	FFPPOA	FFPPOA	FFPPOA	FFPPOA
			1 October 2016	1 October 2017	1 October 2018	1 October 2019
			5%	3%	3%	3%
Grade 1A (from FFPPOA 1 October 2017)	HS1A	N/A	N/A	\$994.10	\$1,023.90	\$1,054.60
Grade 1	HS1	\$979.50	\$1,028.50	\$1,059.40	\$1,091.20	\$1,123.90
Grade 2	HS2	\$1,119.05	\$1,175.00	\$1,210.30	\$1,246.60	\$1,284.00
Grade 3	HS3	\$1,247.80	\$1,310.20	\$1,349.50	\$1,390.00	\$1,431.70
Grade 4	HS4	\$1,402.05	\$1,472.20	\$1,516.40	\$1,561.90	\$1,608.80
Grade 5	HS5	\$1,556.40	\$1,634.20	\$1,683.20	\$1,733.70	\$1,785.70
Grade 6	HS6	\$1,710.65	\$1,796.20	\$1,850.10	\$1,905.60	\$1,962.80
Grade 7	HS7	\$1,890.75	\$1,985.30	\$2,044.90	\$2,106.20	\$2,169.40
Grade 8	HS8	\$2,115.90	\$2,221.70	\$2,288.40	\$2,357.10	\$2,427.80
Grade 9	HS9	\$2,299.85	\$2,414.80	\$2,487.20	\$2,561.80	\$2,638.70
Grade 10	HS10	\$2,496.60	\$2,621.40	\$2,700.00	\$2,781.00	\$2,864.40

PART 2: Managers and Administrative Officers – Royal Women’s Hospital and Royal Children’s Hospital

Classification		Pay Code	Current	1 October 2016	1 October 2017	1 October 2018	1 October 2019
				5%	3%	3%	3%
Grade 1A (from 1 October 2017)		AO09	\$919.10	n/a	\$994.10	\$1,023.90	\$1,054.60
Grade 1	Transitional Level	AO10	\$979.50	n/a	\$1,059.40	\$1,091.20	\$1,123.90
	Level 1	AO11	\$1,030.50	\$1,082.00	\$1,114.50	\$1,147.90	\$1,182.30
	Level 2	AO12	\$1,072.70	\$1,126.30	\$1,160.10	\$1,194.90	\$1,230.70
Grade 2	Level 1	AO21	\$1,030.50	\$1,082.00	\$1,114.50	\$1,147.90	\$1,182.30
	Level 2	AO22	\$1,072.70	\$1,126.30	\$1,160.10	\$1,194.90	\$1,230.70
	Level 3	AO23	\$1,103.95	\$1,159.10	\$1,193.90	\$1,229.70	\$1,266.60
	Level 4	AO24	\$1,137.05	\$1,193.90	\$1,229.70	\$1,266.60	\$1,304.60
	Level 5	AO25	\$1,182.80	\$1,241.90	\$1,279.20	\$1,317.60	\$1,357.10
Grade 3	Level 1	AO31	\$1,137.05	\$1,193.90	\$1,229.70	\$1,266.60	\$1,304.60
	Level 2	AO32	\$1,182.80	\$1,241.90	\$1,279.20	\$1,317.60	\$1,357.10
	Level 3	AO33	\$1,218.30	\$1,279.20	\$1,317.60	\$1,357.10	\$1,397.80
	Level 4	AO34	\$1,254.85	\$1,317.60	\$1,357.10	\$1,397.80	\$1,439.70
	Level 5	AO35	\$1,272.45	\$1,336.10	\$1,376.20	\$1,417.50	\$1,460.00
Grade 4	Level 1	AO41	\$1,254.85	\$1,317.60	\$1,357.10	\$1,397.80	\$1,439.70
	Level 2	AO42	\$1,272.45	\$1,336.10	\$1,376.20	\$1,417.50	\$1,460.00
	Level 3	AO43	\$1,310.65	\$1,376.20	\$1,417.50	\$1,460.00	\$1,503.80
	Level 4	AO44	\$1,349.95	\$1,417.40	\$1,459.90	\$1,503.70	\$1,548.80
	Level 5	AO45	\$1,410.20	\$1,480.70	\$1,525.10	\$1,570.90	\$1,618.00
Grade 5	Level 1	AO51	\$1,410.20	\$1,480.70	\$1,525.10	\$1,570.90	\$1,618.00
	Level 2	AO52	\$1,470.55	\$1,544.10	\$1,590.40	\$1,638.10	\$1,687.20
	Level 3	AO53	\$1,514.65	\$1,590.40	\$1,638.10	\$1,687.20	\$1,737.80
	Level 4	AO54	\$1,560.10	\$1,638.10	\$1,687.20	\$1,737.80	\$1,789.90
	Level 5	AO55	\$1,582.35	\$1,661.50	\$1,711.30	\$1,762.60	\$1,815.50

Classification		Pay Code	Current	1 October 2016	1 October 2017	1 October 2018	1 October 2019
				5%	3%	3%	3%
Grade 6	Level 1	AO61	\$1,582.35	\$1,661.50	\$1,711.30	\$1,762.60	\$1,815.50
	Level 2	AO62	\$1,621.50	\$1,702.60	\$1,753.70	\$1,806.30	\$1,860.50
	Level 3	AO63	\$1,671.05	\$1,754.60	\$1,807.20	\$1,861.40	\$1,917.20
	Level 4	AO64	\$1,720.25	\$1,806.30	\$1,860.50	\$1,916.30	\$1,973.80
	Level 5	AO65	\$1,744.95	\$1,832.20	\$1,887.20	\$1,943.80	\$2,002.10
Grade 7	Level 1	AO71	\$1,720.25	\$1,806.30	\$1,860.50	\$1,916.30	\$1,973.80
	Level 2	AO72	\$1,744.95	\$1,832.20	\$1,887.20	\$1,943.80	\$2,002.10
	Level 3	AO73	\$1,797.30	\$1,887.20	\$1,943.80	\$2,002.10	\$2,062.20
	Level 4	AO74	\$1,851.15	\$1,943.70	\$2,002.00	\$2,062.10	\$2,124.00
	Level 5	AO75	\$1,877.85	\$1,971.70	\$2,030.90	\$2,091.80	\$2,154.60
Grade 8	Level 1	AO81	\$1,877.85	\$1,971.70	\$2,030.90	\$2,091.80	\$2,154.60
	Level 2	AO82	\$1,924.35	\$2,020.60	\$2,081.20	\$2,143.60	\$2,207.90
	Level 3	AO83	\$1,982.10	\$2,081.20	\$2,143.60	\$2,207.90	\$2,274.10
	Level 4	AO84	\$2,041.60	\$2,143.70	\$2,208.00	\$2,274.20	\$2,342.40
	Level 5	AO85	\$2,072.35	\$2,176.00	\$2,241.30	\$2,308.50	\$2,377.80

SCHEDULE 3C – ALLOWANCES

PART 1: Managers and Administrative Workers (other than Royal Women’s Hospital and Royal Children’s Hospital)

Allowance	Current	FFPPOA			
		1-Oct-16	1-Oct-17	1-Oct-18	1-Oct-19
		5.0%	3.0%	3.0%	3.0%
Shift Allowances					
Morning Shift	\$24.40	\$25.60	\$26.40	\$27.20	\$28.00
Afternoon Shift	\$24.40	\$25.60	\$26.40	\$27.20	\$28.00
Night Shift	\$38.80	\$40.70	\$41.90	\$43.20	\$44.50
Night Shift (Clerical Worker) *	\$52.90	n/a	\$57.20	\$58.90	\$60.70
Permanent Night Shift	\$48.60	\$51.00	\$52.50	\$54.10	\$55.70
Permanent Night Shift (Clerical Worker) *	\$60.70	n/a	\$65.60	\$67.60	\$69.60
Change of Shift	\$38.80	\$40.70	\$41.90	\$43.20	\$44.50
Change of Roster (from 1 October 2017)	\$20.90	n/a	\$22.60	\$23.30	\$24.00
On-Call - Mon to Fri	\$20.90	\$21.90	\$22.60	\$23.30	\$24.00
On Call - Public Holidays and all other times	\$36.30	\$38.10	\$39.20	\$40.40	\$41.60
Meal Allowance					
After 1 hour of shift	\$13.20	\$13.90	\$14.30	\$14.70	\$15.10
After 4 hours of shift	\$10.60	\$11.10	\$11.40	\$11.70	\$12.10
After 5 hours on a Sat, Sun or RDO	\$13.20	\$13.90	\$14.30	\$14.70	\$15.10
After 9 hours on a Sat, Sun or RDO	\$10.60	\$11.10	\$11.40	\$11.70	\$12.10
Uniform Allowance					
Amount per day	\$1.78	\$1.87	\$1.93	\$1.98	\$2.04
Amount per week	\$8.99	\$9.44	\$9.72	\$10.01	\$10.31
Laundry Allowance					
Amount per day	\$0.44	\$0.46	\$0.48	\$0.49	\$0.50
Amount per week	\$2.12	\$2.23	\$2.29	\$2.36	\$2.43
Leave Loading Cap					
Leave loading cap (weekly salary exceeds)	\$1,686.10	\$1770.40	\$1823.50	\$1878.20	\$1934.50
Leave Loading Amount (on 4 weeks annual leave)	\$1,180.30	\$1239.30	\$1276.50	\$1314.80	\$1354.20
Vehicle Allowances					
Motor Vehicles (cents per kms)					
Under 35 PMU	\$ 0.72	\$ 0.75	\$ 0.77	\$ 0.80	\$ 0.82
35 PMU and over	\$ 0.87	\$ 0.91	\$ 0.94	\$ 0.97	\$ 1.00
Motor Cycles (cents per kms)					
Under 250 cc	\$ 0.31	\$ 0.33	\$ 0.34	\$ 0.35	\$ 0.36
250cc and over	\$ 0.42	\$ 0.44	\$ 0.46	\$ 0.47	\$ 0.48
Bicycles	\$ 0.10	\$ 0.11	\$ 0.11	\$ 0.11	\$ 0.12

PART 2: Managers and Administrative Workers – Royal Women’s Hospital and Royal Children’s Hospital

Allowance	Current	FFPPOA			
		1-Oct-16	1-Oct-17	1-Oct-18	1-Oct-19
		5.0%	3.0%	3.0%	3.0%
Shift Allowances					
Morning Shift	\$21.20	\$22.30	\$23.00	\$23.70	\$24.40
Afternoon Shift	\$21.20	\$22.30	\$23.00	\$23.70	\$24.40
Night Shift	\$42.40	\$44.50	\$45.80	\$47.20	\$48.60
Night Shift (Clerical Worker)*	\$52.90	\$55.50	\$57.20	\$58.90	\$60.70
Permanent Night Shift	\$53.00	\$55.70	\$57.40	\$59.10	\$60.90
Permanent Night Shift (Clerical Worker)*	\$60.70	\$63.70	\$65.60	\$67.60	\$69.60
Change of Shift	\$42.40	\$44.50	\$45.80	\$47.20	\$48.60
Change of Roster (from 1 October 2017)	\$20.90	\$21.90	\$22.60	\$23.30	\$24.00
On-Call - Mon to Fri	\$20.90	\$21.90	\$22.60	\$23.30	\$24.00
On Call - Public Holidays and all other times	\$36.30	\$38.10	\$39.20	\$40.40	\$41.60
Meal Allowance					
After 1 hour of shift	\$9.30	\$9.80	\$10.10	\$10.40	\$10.70
After 4 hours of shift	\$7.60	\$8.00	\$8.20	\$8.40	\$8.70
After 5 hours on a Sat, Sun or RDO	\$9.30	\$9.80	\$10.10	\$10.40	\$10.70
After 9 hours on a Sat, Sun or RDO	\$7.60	\$8.00	\$8.20	\$8.40	\$8.70
Uniform Allowance					
Amount per day	\$1.78	\$1.87	\$1.93	\$1.98	\$2.04
Amount per week	\$8.99	\$9.44	\$9.72	\$10.01	\$10.31
Laundry Allowance					
Amount per day	\$0.44	\$0.46	\$0.48	\$0.49	\$0.50
Amount per week	\$2.12	\$2.23	\$2.29	\$2.36	\$2.43
Leave Loading Cap					
Leave loading cap (weekly salary exceeds)	\$1,686.10	\$1770.40	\$1823.50	\$1878.20	\$1934.50
Leave Loading Amount (on 4 weeks annual leave)	1,180.30	\$1239.30	\$1276.50	\$1314.80	\$1354.20
Vehicle Allowances					
Motor Vehicles (cents per kms)					
Under 35 PMU	\$0.72	\$0.75	\$0.77	\$0.80	\$0.82
35 PMU and over	\$0.87	\$0.91	\$0.94	\$0.97	\$1.00
Motor Cycles (cents per kms)					
Under 250 cc	\$0.31	\$0.33	\$0.34	\$0.35	\$0.36
250cc and over	\$0.42	\$0.44	\$0.46	\$0.47	\$0.48
Bicycles	\$0.10	\$0.11	\$0.11	\$0.11	\$0.12

