

VHIA SALARY CIRCULAR

Number: 799
Addressee: PUBLIC SECTOR AND STAND-ALONE COMMUNITY HEALTH CENTRES
From: CHIEF EXECUTIVE OFFICER
Date: 7 December 2021
Subject: PROPOSED NURSES AND MIDWIVES (VICTORIAN PUBLIC HEALTH SECTOR)
(SINGLE INTEREST EMPLOYERS) ENTERPRISE AGREEMENT 2020 - 2024

Further to [Salary Circular 797](#) the proposed *Nurses and Midwives (Victorian Health Services) (Single Interest Employers) Enterprise Agreement 2020 -2024 (Proposed Replacement Agreement)* was authorised for implementation by administrative action.

The next increase is now payable. The increase takes effect on the **first full pay period on or after 1 December 2021**. 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

Whilst Health Services may have already implemented the changes, each section contains an explanation of what and when the changes need to occur.

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.

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" written in a more compact, connected 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.

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

CLASSIFICATION	CODE	GRADE	Comm RATE 01/04/2019	01/12/2020	01/12/2021	01/12/2022
EN LEVEL 2 DIPLOMA YEAR 1	IB68	EN 2.3	\$1,176.60	\$1,211.90	\$1,248.30	\$1,285.70
EN LEVEL 2 DIPLOMA YEAR 2	IB69	EN 2.4	\$1,201.70	\$1,237.80	\$1,274.90	\$1,313.10
EN LEVEL 2 DIPLOMA YEAR 3	IB70	EN 2.5	\$1,226.80	\$1,263.60	\$1,301.50	\$1,340.50
EN LEVEL 2 DIPLOMA YEAR 4	IB71	EN 2.6	\$1,239.50	\$1,276.70	\$1,315.00	\$1,354.50
EN LEVEL 2 DIPLOMA YEAR 5 (WITH 5 ROUTES)	IB72	EN 2.7	\$1,252.00	\$1,289.60	\$1,328.30	\$1,368.10
EN LEVEL 3 (SA)	IB73	EN 3.1	\$1,314.80	\$1,354.20	\$1,394.80	\$1,436.60
EN LEVEL 3 (WITH 4 ROUTES)	IB74	EN 3.2	\$1,361.80	\$1,402.70	\$1,444.80	\$1,488.10
EN LEVEL 3 (WITH 5 ROUTES)	IB75	EN 3.3	\$1,383.90	\$1,425.40	\$1,468.20	\$1,512.20
RUSON YEAR 1	YP12	RUSON 1	\$891.30	\$918.10	\$945.60	\$974.00
RUSON YEAR 2	YP13	RUSON 2	\$950.70	\$979.30	\$1,008.60	\$1,038.90
RUSON YEAR 3	YP14	RUSON 3	\$1,010.10	\$1,040.50	\$1,071.70	\$1,103.80
RUSOM YEAR 1	YP15	RUSOM 1	\$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)	ZA1	CN 6	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
COMM HLTH (IN-CHARGE)	ZA2	CN 6	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
MAT&CHILD NURSE	ZJ5	CAPR 3.2	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
MAT&CHILD NURSE	ZJ6	CAPR 3.2	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
CLIN NURSE CONS B	ZJ4	CAPR 3.2	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
CLIN NURSE CONS B	ZJ7	CAPR 3.2	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
CLIN MIDWIFE CONS B	RN36	CAPR 3.2	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
LEVEL 3 RESEARCH NURSE	YX13	QRED 2	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
LEVEL 3 RESEARCH NURSE	YX14	QRED 2	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
LEVEL 3 RESEARCH MIDWIFE	RN37	QRED 2	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
NURSE UNIT MANAGER LEVEL 1	NM10	NM 2	\$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	XB2	QRED 4.3	\$2,150.00	\$2,214.50	\$2,280.90	\$2,349.30
LEVEL 4 RESEARCH NURSE YEAR 1	RN47	QRED 4.2	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70
LEVEL 4 RESEARCH NURSE YEAR 2	RN48	QRED 4.3	\$2,150.00	\$2,214.50	\$2,280.90	\$2,349.30
LEVEL 4 RESEARCH MIDWIFE YEAR 1	RN49	QRED 4.2	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70
LEVEL 4 RESEARCH MIDWIFE YEAR 2	RN50	QRED 4.3	\$2,150.00	\$2,214.50	\$2,280.90	\$2,349.30
DAY HOS COORD LEVEL 1	ZO9	NM 5	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
DAY HOS COORD LEVEL 1	ZP1	NM 5	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
DAY HOS COORD LEVEL 2	ZP4	NM 5	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70
MAT&CHILD NURSE COORDINATOR	RN52	NM5C	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70
CLIN NURSE CONS D	ZE4	CAPR 5	\$2,500.00	\$2,575.00	\$2,652.30	\$2,731.90
CLIN MIDWIFE CONS D	RN53	CAPR 5	\$2,500.00	\$2,575.00	\$2,652.30	\$2,731.90

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

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

CLASSIFICATION	CODE	GRADE	Comm RATE 01/04/2019	01/12/2020	01/12/2021	01/12/2022
BANK EN LEVEL 2 DIPLOMA YEAR 1	IB84	EN 2.3	\$1,176.60	\$1,211.90	\$1,248.30	\$1,285.70
BANK EN LEVEL 2 DIPLOMA YEAR 2	IB85	EN 2.4	\$1,201.70	\$1,237.80	\$1,274.90	\$1,313.10
BANK EN LEVEL 2 DIPLOMA YEAR 3	IB86	EN 2.5	\$1,226.80	\$1,263.60	\$1,301.50	\$1,340.50
BANK EN LEVEL 2 DIPLOMA YEAR 4	IB87	EN 2.6	\$1,239.50	\$1,276.70	\$1,315.00	\$1,354.50
BANK EN LEVEL 2 DIPLOMA YEAR 5 (WITH 5 ROUTES)	IB88	EN 2.7	\$1,252.00	\$1,289.60	\$1,328.30	\$1,368.10
BANK EN LEVEL 3 (WITH SA)	IB89	EN 3.1	\$1,314.80	\$1,354.20	\$1,394.80	\$1,436.60
BANK EN LEVEL 3 (4 ROUTES)	IB90	EN 3.2	\$1,361.80	\$1,402.70	\$1,444.80	\$1,488.10
BANK EN LEVEL 3 (WITH 5 ROUTES)	IB91	EN 3.4	\$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 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	YT13	\$1,750.00	\$1,802.50	\$1,856.60	\$1,912.30	Preserved classification – can no longer appoint to this classification
RN G3A Y2 RESEARCH	YT14					
RN G4A Y1 RESEARCH	YW13	\$1,900.00	\$1,957.00	\$2,015.70	\$2,076.20	Preserved classification – can no longer appoint to this classification
RN G4A Y2 RESEARCH	YW14					
RN BANK G3A Y1 RESEARCH	ZU21	\$1,750.00	\$1,802.50	\$1,856.60	\$1,912.30	Preserved classification – can no longer appoint to this classification
RN BANK G3A Y2 RESEARCH	ZU22					
RN BANK G4A Y1 RESEARCH	ZU31	\$1,900.00	\$1,957.00	\$2,015.70	\$2,076.20	Preserved classification – can no longer appoint to this classification
RN BANK G4A Y2 RESEARCH	ZU32	\$1,900.00				
RN G4B YR1 ND IC <13	ZC3	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50	Redundant following NM5 and above translation
RN G5 SUPER	ZB5	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70	Redundant following NM5 and above translation
RN G5 ADON 13-50	ZB7	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50	Redundant following NM5 and above translation
RN G5 ADON 51-200	ZB8	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70	Redundant following NM5 and above translation
RN G5 ADON 201-400	ZB9	\$2,150.00	\$2,214.50	\$2,280.90	\$2,349.30	Redundant following NM5 and above translation
RN G5 ADON 401-600	ZC1	\$2,200.00	\$2,266.00	\$2,334.00	\$2,404.00	Redundant following NM5 and above translation
RN G5 ADON 601+	ZC2	\$2,200.00				
RN G5 NT/SUP 13-50	ZC4	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50	Redundant following NM5 and above translation
RN G5 NT/SUP 51-200	ZC5	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70	Redundant following NM5 and above translation
RN G5 NT/SUP 201-400	ZC6	\$2,150.00	\$2,214.50	\$2,280.90	\$2,349.30	Redundant following NM5 and above translation
RN G5 NT/SUP 401-600	ZC7	\$2,200.00	\$2,266.00	\$2,334.00	\$2,404.00	Redundant following NM5 and above translation

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

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

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

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

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.

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

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

SECTION 5 ALLOWANCES

Allowance		NEW RATE 1/04/2019	1/12/2020	1/12/2021	1/12/2022
Shift Allowance		\$	\$	\$	\$
	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
On Call Allowance		\$66.10	\$68.10	\$70.10	\$72.20
Change of Roster (7 days) Allowance (up to 30 June 2020)		\$33.10	\$34.00	\$35.10	\$36.10
Change of Roster Allowance (7 days) (from 1 July 2020)		\$66.20	\$68.00	\$70.20	\$72.20
Change of Roster Allowance (14 days) (from 1 July 2020)		\$33.10	\$34.00	\$35.10	\$36.10
RIPN Allowance		\$52.90	\$54.50	\$56.10	\$57.80
RN/Midwife Hospital / Grad Certificate		\$52.90	\$54.50	\$56.10	\$57.80
RN/Midwife Post Grad Diploma, Degree or Double Degree		\$85.90	\$88.50	\$91.20	\$93.90
RN/Midwife Masters		\$99.20	\$102.10	\$105.20	\$108.40

Allowance		NEW RATE 1/04/2019	1/12/2020	1/12/2021	1/12/2022
RN/Midwife Doctorate or PhD		\$132.20	\$136.20	\$140.30	\$144.50
EN 6 Month Course		\$47.70	\$49.10	\$50.60	\$52.10
EN 12 Month Course		\$89.40	\$92.00	\$94.80	\$97.60
Uniform Allowance		\$1.83	\$1.88	\$1.94	\$2.00
		\$9.03	\$9.30	\$9.58	\$9.86
Laundry Allowance		\$0.49	\$0.50	\$0.52	\$0.53
		\$2.46	\$2.53	\$2.61	\$2.68
Lead Apron (from 1 July 2020)		\$8.00	\$8.24	\$8.49	\$8.74
Cert IV TAFE Allowance (from 1/1/2021)			\$47.67	\$49.10	\$50.57
Vehicle Allowance	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

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