

Public sector EBA campaign update #21

2016 EBA public sector wage and allowance increases

TUESDAY 30 AUGUST 2016

ANMF members can now access updated nurses and midwives wages and allowance following the first wage increase under the 2016–20 public sector agreement.

Check your wage and allowance increases [here](#) or <http://goo.gl/2HFzkl>

The information includes pre-April 2016 rates, the new 2016 rates, and where classifications and wages will move across the life of the agreement.

As reported in [EBA Update 20](#) on Wednesday 24 August, the new 2016 wage rates should apply in the next pay period. The Victorian Hospitals' Industrial Association has also advised its members (the employers) to start paying back pay, (for the period between the first pay period on or after 1 April 2016 and now) in the subsequent pay period after the new pay rates have started.

Members should also be aware your back pay may be paid over more than one pay period.

What are the wage increases?

First agreement: 1 April 2016 – 1 April 2020

1 April 2016: the 2015 rate, plus the CPD allowance, plus 3 per cent (from April 2016 the CPD allowance will be rolled into your salary*)

1 April 2017: 3 per cent

1 April 2018: 3.25 per cent

1 April 2019: 4 – 20 per cent depending on your classification in order to reach net pay parity with NSW nurses and midwives

* The CPD allowance was rolled in to the base hourly rate with the pay rises applied on top. It will also increase all penalties which are calculated on the base rate. Other benefits of rolling in the CPD allowance include the minimisation of tax issues around receiving the lump sum and you receive the money regardless of whether you are a permanent employee on the particular dates the two payments were paid – this means casual, bank staff, and people on unpaid leave e.g. parental leave, no longer miss out on the benefit of the payment.

Second agreement expires 31 March 2024

1 December 2020: 3 per cent

1 December 2021: 3 per cent

1 December 2022: 3 per cent

Check your pay and allowance increases [here](#) or <http://goo.gl/2HFzkl>



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What about NSW nurses and midwives rates?

There has been some concern by members that NSW nurses and midwives future increases have not been taken into account. NSW nurses and midwives have recently received the final 2.5 per cent increase under their two-year agreement. Their next agreement will be negotiated under the Baird Government's legislated 2.5 per cent public sector wages cap.

What were the offsets?

As part of the agreement to achieve these significant wage increases, and as advised to members at the statewide members meeting on 5 May 2016 and in the information emailed to members that night, the:

- public holiday 'rostered off' benefits will be aligned for full and part time staff, meaning that a Monday to Friday employee will not receive a benefit for a weekend public holiday falling on their days off
- a reduction of one day's personal leave for those on 21 days per year noting that NSW nurses and midwives receive only 10 personal leave days per annum, while Victorian nurses and midwives will receive 20 days (100% more).

Read the [summary of the EBA changes presented to the statewide members meeting on 5 May](#) emailed to members that night or visit <http://goo.gl/1zPYQs>