

Public sector EBA campaign update #22

WEDNESDAY 31 AUGUST 2016

Timing of first 2016 EBA public sector wage increases

1. I've just been paid. Why didn't receive my pay increase?

Employers will pay the new EBA rates from the **first full pay period** occurring on or after 24 August 2016. This means it may not occur in the pay period directly after 24 August if that was not a full pay period.

2. What about back pay?

Back pay is to occur in the subsequent pay period, or shortly thereafter. The agreement requires back payments to be made to the **first full pay period occurring on or after 1 April 2016**. These back payments should be processed as soon as reasonably practicable. All employers should notify their employees of the planned back payment schedule within the health service.

3. What are the increases and changes?

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

You can also check your new hourly rates for registered nurses and midwives [here](#) or <http://goo.gl/jGk5Ob> or enrolled nurses [here](#) or <http://goo.gl/c1WSUQ>

Check the EBA changes [here](#) or <http://goo.gl/1zPYQs>

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