Mental Health public sector EBA wage schedule

Comparison to general public sector wages

Australian® Nursing & Midwifery Federation VICTORIAN BRANCH

	2024			2025					2026					2027					2028		TOTAL % UPLIFT
	MENTAL HEALTH CURRENT RATE	GENERAL NURSING 2024 INCREASES		MENTAL HEALTH WAGE INCREASE		GENERAL NURSING WAGE INCREASE	MENTAL HEALTH WAGE INCREASE		GENERAL NURSING WAGE INCREASE	MENTAL HEALTH WAGE INCREASE		GENERAL NURSING WAGE INCREASE	MENTAL HEALTH WAGE INCREASE		GENERAL NURSING WAGE INCREASE	MENTAL HEALTH WAGE INCREASE		GENERAL NURSING WAGE INCREASE	MENTAL HEALTH WAGE INCREASE		
MENTAL HEALTH CLASSIFICATION EXAMPLE OF A CORRESPONDING GRADE IN GENERAL NURSES EBA	SINCE JULY 2024	15 JUNE 2024	1 JULY 2024 *FFPPOOA	20 MAY 2025 *FFPPOOA	% UPLIFT	12 MAY 2025 *FFPPOOA	20 MAY 2025 *FFPPOOA	% UPLIFT	29 NOVEMBER 2025	5 JANUARY 2026 *FFPPOOA	% UPLIFT	11 MAY 2026 *FFPPOOA	15 JUNE 2026 *FFPPOOA	% UPLIFT	30 NOVEMBER 2026	4 JANUARY 2027 *FFPPOOA	% UPLIFT	10 MAY 2027 *FFPPOOA	7 JUNE 2027 *FFPPOOA	% UPLIFT	29 NOVEMBER 2027	10 JANUARY 2028 *FFPPOOA	% UPLIFT	2024-2028
RUSON RUSON	$988.60	$1,003.20	$1,243.70	$1,243.70	25.8%	$1,281.00	$1,281.00	3%	$1,281.00	$1,281.00	0%	$1,319.40	$1,319.50	3%	$1,319.50	$1,319.50	0%	$1,359.10	$1,359.10	3%	$1,359.10	$1,359.10	0%	39.5%
NURSING INDIGENOUS HEALTH CADET YEAR 1 N/A	$988.60			$1,022.70	3.45%		$1,053.90	3%		$1,066.50	1.2%		$1,098.50	3%		$1,110.60	1.1%		$1,143.90	3%		$1,251.40	9.4%	28.5%
NURSING INDIGENOUS HEALTH CADET YEAR 2 N/A	$1,055.50			$1,091.90	3.45%		$1,124.70	3%		$1,138.20	1.2%		$1,172.30	3%		$1,185.20	1.1%		$1,220.80	3%		$1,335.60	9.4%	28.6%
NURSING INDIGENOUS HEALTH CADET YEAR 3 N/A	$1,120.40			$1,159.10	3.45%		$1,193.90	3%		$1,208.20	1.2%		$1,244.50	3%		$1,258.20	1.1%		$1,296.00	3%		$1,417.80	9.4%	28.4%
PRE-QUAL PEN REN	$992.50	$1,003.20	$1,243.70	$1,243.70	25.31%	$1,281.00	$1,281.00	3%	$1,281.00	$1,281.00	0%	$1,319.40	$1,319.50	3%	$1,319.50	$1,319.50	0%	$1,359.10	$1,359.10	3%	$1,359.10	$1,359.10	0%	39.0%
PEN LEVEL 1 YEAR 1 EN LEVEL 1 YEAR 1	$1,163.10	$1,180.30	$1,203.20	$1,203.70	3.49%	$1,239.30	$1,239.80	3%	$1,254.00	$1,254.70	1.2%	$1,291.60	$1,292.30	3%	$1,305.30	$1,306.50	1.1%	$1,344.50	$1,345.70	3%	$1,471.30	$1,472.20	9.4%	28.5%
PEN LEVEL 1 YEAR 2 EN LEVEL 1 YEAR 2	$1,186.90	$1,204.50	$1,227.90	$1,227.90	3.45%	$1,264.70	$1,264.70	3%	$1,279.70	$1,279.90	1.2%	$1,318.10	$1,318.30	3%	$1,332.10	$1,332.80	1.1%	$1,372.10	$1,372.80	3%	$1,501.50	$1,501.80	9.4%	28.4%
PEN LEVEL 1 YEAR 3 EN LEVEL 1 YEAR 3	$1,210.40	$1,228.30	$1,252.10	$1,252.20	3.45%	$1,289.70	$1,289.80	3%	$1,305.00	$1,305.30	1.2%	$1,344.20	$1,344.50	3%	$1,358.40	$1,359.30	1.1%	$1,399.20	$1,400.10	3%	$1,531.10	$1,531.70	9.4%	28.4%
PEN LEVEL 1 YEAR 4 EN LEVEL 1 YEAR 4	$1,234.40	$1,252.70	$1,277.00	$1,277.00	3.45%	$1,315.30	$1,315.30	3%	$1,331.00	$1,331.10	1.2%	$1,370.90	$1,371.00	3%	$1,385.40	$1,386.10	1.1%	$1,427.00	$1,427.70	3%	$1,561.60	$1,561.90	9.4%	28.4%
PEN LEVEL 1 YEAR 5 EN LEVEL 1 YEAR 5	$1,249.10	$1,300.70	$1,325.90	$1,292.20	3.45%	$1,365.70	$1,331.00	3%	$1,382.00	$1,347.00	1.2%	$1,423.50	$1,387.40	3%	$1,438.60	$1,402.70	1.1%	$1,481.80	$1,444.80	3%	$1,621.50	$1,580.60	9.4%	28.4%
PEN LEVEL 1 YEAR 6 EN LEVEL 1 YEAR 6	$1,281.70	$1,341.00	$1,367.00	$1,325.90	3.45%	$1,408.00	$1,365.70	3%	$1,424.80	$1,382.10	1.2%	$1,467.50	$1,423.60	3%	$1,483.10	$1,439.30	1.1%	$1,527.60	$1,482.50	3%	$1,671.70	$1,621.90	9.4%	28.4%
PEN LEVEL 1 YEAR 7 EN 2 DIP YEAR 1	$1,305.00	$1,324.30	$1,350.00	$1,350.00	3.45%	$1,390.50	$1,390.50	3%	$1,407.00	$1,407.20	1.2%	$1,449.20	$1,449.40	3%	$1,464.60	$1,465.30	1.1%	$1,508.50	$1,509.30	3%	$1,650.80	$1,651.20	9.4%	28.4%
PEN LEVEL 1 YEAR 8 EN 2 DIP YEAR 2	$1,332.80	$1,352.50	$1,378.70	$1,378.80	3.45%	$1,420.10	$1,420.20	3%	$1,437.00	$1,437.20	1.2%	$1,480.10	$1,480.30	3%	$1,495.80	$1,496.60	1.1%	$1,540.70	$1,541.50	3%	$1,686.00	$1,686.40	9.4%	28.4%
PEN LEVEL 2 YEAR 1 EN 2 DIP YEAR 3	$1,360.60	$1,380.70	$1,407.50	$1,407.50	3.45%	$1,449.70	$1,449.70	3%	$1,467.00	$1,467.10	1.2%	$1,511.00	$1,511.10	3%	$1,527.00	$1,527.70	1.1%	$1,572.80	$1,573.50	3%	$1,721.10	$1,721.40	9.4%	28.4%
PEN LEVEL 2 YEAR 2 EN 2 DIP YEAR 4	$1,374.80	$1,395.10	$1,422.20	$1,422.20	3.45%	$1,464.90	$1,464.90	3%	$1,482.30	$1,482.50	1.2%	$1,526.80	$1,527.00	3%	$1,543.00	$1,543.80	1.1%	$1,589.30	$1,590.10	3%	$1,739.20	$1,739.60	9.4%	28.4%
PEN LEVEL 2 YEAR 3 EN 2 DIP YEAR 5	$1,388.60	$1,409.10	$1,436.40	$1,436.50	3.45%	$1,479.50	$1,479.60	3%	$1,497.10	$1,497.40	1.2%	$1,542.00	$1,542.30	3%	$1,558.30	$1,559.30	1.1%	$1,605.00	$1,606.10	3%	$1,756.40	$1,757.10	9.4%	28.4%
PEN LEVEL 2 YEAR 4 N/A	$1,421.10			$1,470.10	3.45%		$1,514.20	3%		$1,532.40	1.2%		$1,578.40	3%		$1,595.80	1.1%		$1,643.70	3%		$1,798.20	9.4%	28.4%
PEN LEVEL 3 YEAR 1 EN 3 (SA)	$1,458.20	$1,479.70	$1,508.40	$1,508.50	3.45%	$1,553.70	$1,553.80	3%	$1,572.20	$1,572.50	1.2%	$1,619.40	$1,619.70	3%	$1,636.60	$1,637.50	1.1%	$1,685.70	$1,686.60	3%	$1,844.70	$1,845.10	9.4%	28.4%
PEN LEVEL 3 YEAR 2 EN 3 (4 ROUTES)	$1,510.40	$1,532.70	$1,562.40	$1,562.50	3.45%	$1,609.30	$1,609.40	3%	$1,628.50	$1,628.70	1.2%	$1,677.40	$1,677.60	3%	$1,695.20	$1,696.10	1.1%	$1,746.10	$1,747.00	3%	$1,910.80	$1,911.20	9.4%	28.4%
PEN LEVEL 3 YEAR 3 EN 3 (5 ROUTES)	$1,534.90	$1,557.60	$1,587.80	$1,587.90	3.45%	$1,635.40	$1,635.50	3%	$1,654.90	$1,655.10	1.2%	$1,704.50	$1,704.80	3%	$1,722.60	$1,723.60	1.1%	$1,774.30	$1,775.30	3%	$1,941.60	$1,942.20	9.4%	28.4%
PEN LEVEL 3 YEAR 4 N/A	$1,555.40			$1,609.10	3.45%		$1,657.40	3%		$1,677.30	1.2%		$1,727.60	3%		$1,746.60	1.1%		$1,799.00	3%		$1,968.10	9.4%	28.4%
PEN LEVEL 4 (EDUCATOR) N/A	$1,937.30			$2,004.10	3.45%		$2,064.20	3%		$2,089.00	1.2%		$2,151.70	3%		$2,175.40	1.1%		$2,240.60	3%		$2,451.20	9.4%	28.4%

* FFPPOOA - FROM THE FIRST PAY PERIOD ON OR AFTER

** TITLE OF NURSE UNIT MANAGER CLASSIFICATIONS MAY CHANGE IN DRAFTING

PLEASE NOTE: ANMF RECOGNISES THAT THE MENTAL HEALTH SECTOR IS UNIQUE, AND OFTEN THERE MAY NOT BE A CORRESPONDING CLASSIFICATION IN THE GENERAL EBA.

Authorised M Harradence, Acting Secretary, Australian Nursing & Midwifery Federation, 535 Elizabeth Street, Melbourne Vic 3000

	2024			2025					2026					2027					2028		
	MENTAL HEALTH CURRENT RATE	GENERAL NURSING 2024 INCREASES		MENTAL HEALTH WAGE INCREASE		GENERAL NURSING WAGE INCREASE	MENTAL HEALTH WAGE INCREASE	GENERAL NURSING WAGE INCREASE	MENTAL HEALTH WAGE INCREASE		GENERAL NURSING WAGE INCREASE	MENTAL HEALTH WAGE INCREASE	GENERAL NURSING WAGE INCREASE	MENTAL HEALTH WAGE INCREASE		GENERAL NURSING WAGE INCREASE	MENTAL HEALTH WAGE INCREASE	GENERAL NURSING WAGE INCREASE	MENTAL HEALTH WAGE INCREASE		TOTAL % UPLIFT
MENTAL HEALTH CLASSIFICATION EXAMPLE OF A CORRESPONDING GRADE IN GENERAL NURSES EBA	SINCE JULY 2024	15 JUNE 2024	1 JULY 2024 *FFPPOOA	20 MAY 2025 *FFPPOOA	% UPLIFT	12 MAY 2025 *FFPPOOA	20 MAY 2025 *FFPPOOA	% UPLIFT	29 NOVEMBER 2025	5 JANUARY 2026 *FFPPOOA	% UPLIFT	11 MAY 2026 *FFPPOOA	15 JUNE 2026 *FFPPOOA	% UPLIFT	30 NOVEMBER 2026	4 JANUARY 2027 *FFPPOOA	% UPLIFT	10 MAY 2027 *FFPPOOA	7 JUNE 2027 *FFPPOOA	% UPLIFT	29 NOVEMBER 2027	10 JANUARY 2028 *FFPPOOA	% UPLIFT	2024-2028
RPN GRADE 2 YEAR 1 RN GRADE 2 YEAR 1	$1,318.10	$1,337.60	$1,526.00	$1,526.00	15.77%	$1,571.80	$1,571.80	3%	$1,571.80	$1,571.80	0%	$1,619.00	$1,619.00	3%	$1,619.00	$1,619.00	0%	$1,667.60	$1,667.60	3%	$1,667.60	$1,667.60	0%	28.4%
RPN GRADE 2 YEAR 2 RN GRADE 2 YEAR 2	$1,392.40	$1,413.00	$1,564.70	$1,564.70	12.37%	$1,611.60	$1,611.60	3%	$1,616.50	$1,616.50	0.3%	$1,665.00	$1,665.00	3%	$1,669.60	$1,669.60	0.28%	$1,719.70	$1,719.70	3%	$1,761.40	$1,761.40	2.42%	28.4%
RPN GRADE 2 YEAR 3 RN GRADE 2 YEAR 3	$1,466.60	$1,488.00	$1,609.60	$1,609.90	9.75%	$1,657.90	$1,657.90	3%	$1,667.00	$1,667.00	1.15%	$1,717.00	$1,717.00	3%	$1,725.40	$1,725.40	0.49%	$1,777.20	$1,777.20	3%	$1,855.30	$1,855.30	4.39%	28.4%
RPN GRADE 2 YEAR 4 RN GRADE 2 YEAR 4	$1,546.20	$1,569.00	$1,658.90	$1,658.90	7.29%	$1,708.70	$1,708.70	3%	$1,722.20	$1,722.20	0.79%	$1,773.90	$1,773.90	3%	$1,786.30	$1,786.30	0.7%	$1,839.90	$1,839.90	3%	$1,956.00	$1,956.00	6.31%	28.4%
RPN GRADE 2 YEAR 5 RN GRADE 2 YEAR 5	$1,625.20	$1,649.20	$1,714.80	$1,714.80	5.51%	$1,766.20	$1,766.20	3%	$1,783.40	$1,783.40	0.97%	$1,836.90	$1,836.90	3%	$1,852.90	$1,852.90	0.87%	$1,908.50	$1,908.50	3%	$2,056.00	$2,056.00	7.73%	28.4%
RPN GRADE 2 YEAR 6 RN GRADE 2 YEAR 6	$1,702.20	$1,727.30	$1,771.00	$1,771.00	4.04%	$1,824.10	$1,824.10	3%	$1,844.70	$1,844.90	1.14%	$1,900.00	$1,900.00	3%	$1,919.10	$1,919.10	1.01%	$1,976.70	$1,976.70	3%	$2,153.30	$2,153.30	8.93%	28.4%
RPN GRADE 2 YEAR 7 RN GRADE 2 YEAR 7	$1,789.10	$1,815.60	$1,850.80	$1,850.80	3.45%	$1,906.30	$1,906.30	3%	$1,910.90	$1,929.20	1.2%	$1,968.20	$1,987.10	3%	$1,972.80	$2,009.00	1.1%	$2,032.00	$2,069.30	3%	$2,263.40	$2,263.80	9.4%	28.4%
RPN GRADE 2 YEAR 8 RN GRADE 2 YEAR 8	$1,861.70	$1,889.20	$1,925.90	$1,925.90	3.45%	$1,983.70	$1,983.70	3%	$2,007.30	$2,007.50	1.2%	$2,067.50	$2,067.70	3%	$2,089.40	$2,090.40	1.1%	$2,152.10	$2,153.10	3%	$2,355.00	$2,355.50	9.4%	28.4%
RPN GRADE 2 ADVANCED CNS	$1,937.30	$1,966.00	$2,004.10	$2,004.10	3.45%	$2,064.20	$2,064.20	3%	$2,088.80	$2,089.00	1.2%	$2,151.50	$2,151.70	3%	$2,174.30	$2,175.40	1.1%	$2,239.50	$2,240.70	3%	$2,450.70	$2,451.30	9.4%	28.4%
PSYCH CLIN NURSE SPEC CNS	$1,937.30	$1,966.00	$2,004.10	$2,004.10	3.45%	$2,064.20	$2,064.20	3%	$2,088.80	$2,089.00	1.2%	$2,151.50	$2,151.70	3%	$2,174.30	$2,175.40	1.1%	$2,239.50	$2,240.70	3%	$2,450.70	$2,451.30	9.4%	28.4%
RPN GRADE 3 YEAR 1 RN 3A	$1,941.00	$1,969.70	$2,007.90	$2,008.00	3.45%	$2,068.10	$2,068.20	3%	$2,092.70	$2,093.00	1.2%	$2,155.50	$2,155.80	3%	$2,178.30	$2,179.50	1.1%	$2,243.60	$2,244.90	3%	$2,455.20	$2,455.90	9.4%	28.4%
RPN GRADE 3 YEAR 2 COMM HEALTH NURSE / CLINICAL SUPPORT NURSE	$1,996.40	$2,025.90	$2,065.20	$2,065.30	3.45%	$2,127.20	$2,127.30	3%	$2,152.50	$2,152.80	1.2%	$2,217.10	$2,217.40	3%	$2,240.60	$2,241.80	1.1%	$2,307.80	$2,309.10	3%	$2,525.40	$2,526.20	9.4%	28.4%
RPN GRADE 3 YEAR 3 / ANUM YEAR 1 ANUM YEAR 1	$2,085.30	$2,116.10	$2,157.20	$2,157.20	3.45%	$2,221.90	$2,222.00	3%	$2,248.30	$2,248.70	1.2%	$2,315.70	$2,316.20	3%	$2,340.20	$2,341.70	1.1%	$2,410.40	$2,412.00	3%	$2,637.70	$2,638.70	9.4%	28.4%
RPN GRADE 3 YEAR 4 / ANUM YEAR 2 ANUM YEAR 2	$2,155.60	$2,187.40	$2,229.80	$2,223.00	3.45%	$2,296.70	$2,296.90	3%	$2,324.00	$2,324.50	1.2%	$2,393.70	$2,394.20	3%	$2,419.10	$2,420.50	1.1%	$2,491.70	$2,493.10	3%	$2,726.70	$2,727.50	9.4%	28.4%
RPN GRADE 4 YEAR 1 CNC A	$2,162.80	$2,138.50	$2,180.00	$2,237.40	3.45%	$2,245.40	$2,304.50	3%	$2,272.10	$2,332.20	1.2%	$2,340.30	$2,402.20	3%	$2,365.10	$2,428.60	1.1%	$2,436.10	$2,501.50	3%	$2,665.80	$2,736.60	9.4%	28.4%
RPN GRADE 4 YEAR 2 CNC B	$2,218.30	$2,251.10	$2,294.80	$2,294.80	3.45%	$2,363.60	$2,363.60	3%	$2,391.70	$2,392.00	1.2%	$2,463.50	$2,463.80	3%	$2,489.60	$2,490.90	1.1%	$2,564.30	$2,565.60	3%	$2,806.10	$2,806.80	9.4%	28.4%
RPN GRADE 4 YEAR 3 N/A	$2,329.10	$2,363.50	$2,409.40	$2,409.50	3.45%	$2,481.70	$2,481.80	3%	$2,511.20	$2,511.60	1.2%	$2,586.50	$2,587.00	3%	$2,613.90	$2,615.50	1.1%	$2,692.30	$2,694.00	3%	$2,946.20	$2,947.20	9.4%	28.4%
RPN G4 UNIT MGR YEAR 1-4 (LEVEL 1)** NUM LEVEL 1	$2,460.90	$2,409.50	$2,456.20	$2,529.80	2.8%	$2,529.90	$2,605.70	3%	$2,560.00	$2,637.00	1.2%	$2,636.80	$2,716.10	3%	$2,664.80	$2,746.00	1.1%	$2,744.70	$2,828.40	3%	$3,003.50	$3,094.30	9.4%	27.6%
RPN4 UNIT MGR YEAR 5+ / RPN5 UNIT MANAGER YEAR 1-4 (LEVEL 2)** NUM LEVEL 2	$2,460.90	$2,497.20	$2,545.60	$2,622.00	6.55%	$2,622.00	$2,700.70	3%	$2,653.20	$2,733.10	1.2%	$2,732.80	$2,815.10	3%	$2,761.80	$2,846.10	1.1%	$2,844.70	$2,931.50	3%	$3,113.00	$3,207.10	9.4%	32.3%
RPN5 NUM YEAR 5+ (LEVEL 3)** NUM LEVEL 3	$2,460.90	$2,585.10	$2,635.30	$2,714.40	10.3%	$2,714.40	$2,795.80	3%	$2,746.70	$2,829.30	1.2%	$2,829.10	$2,914.20	3%	$2,859.10	$2,946.30	1.1%	$2,944.90	$3,034.70	3%	$3,222.60	$3,320.00	9.4%	36.9%
RPN GRADE 5 AFTER HOURS COORDINATOR	$2,440.10	$2,476.10	$2,524.10	$2,524.30	3.45%	$2,599.80	$2,600.00	3%	$2,630.70	$2,631.20	1.2%	$2,709.60	$2,710.10	3%	$2,738.30	$2,739.90	1.1%	$2,820.40	$2,822.10	3%	$3,086.40	$3,087.40	9.4%	28.4%
RPN GRADE 6 CNC D	$2,772.90	$2,813.90	$2,868.50	$2,868.60	3.45%	$2,954.60	$2,954.70	3%	$2,989.80	$2,990.20	1.2%	$3,079.50	$3,079.90	3%	$3,112.10	$3,113.80	1.1%	$3,205.50	$3,207.20	3%	$3,507.80	$3,508.70	9.4%	28.4%
RPN 6 NURSE PRACTITIONER YEAR 1 NURSE PRACTITIONER YEAR 1	$2,772.90	$2,622.90	$2,673.80	$2,868.60	3.45%	$2,754.00	$2,954.70	3%	$2,786.80	$2,990.20	1.2%	$2,870.40	$3,079.90	3%	$2,900.80	$3,113.80	1.1%	$2,987.80	$3,207.20	3%	$3,269.50	$3,508.70	9.4%	28.4%
RPN 6 NURSE PRACTITIONER YEAR 2 NURSE PRACTITIONER YEAR 2	$2,772.90	$2,672.70	$2,724.60	INTRODUCTION OF SECOND PAY INCREMENT FROM 1 JULY 2025		$2,806.30	$3,010.80	N/A	$2,839.70	$3,046.90	1.2%	$2,924.90	$3,138.30	3%	$2,955.90	$3,172.80	1.1%	$3,044.60	$3,268.00	3%	$3,331.70	$3,575.20	9.4%	30.9%
RPN GRADE 7 CAMPUS DON	$3,484.60	$3,536.10	$3,604.70	$3,604.10	3.45%	$3,712.80	$3,712.20	3%	$3,757.00	$3,756.80	1.2%	$3,869.70	$3,869.50	3%	$3,910.70	$3,912.10	1.1%	$4,028.00	$4,029.50	3%	$4,407.80	$4,408.30	9.4%	28.4%
RPN 7 DON (PRESERVED) EXEC DON	$3,865.70	$3,920.80	$3,996.90	$3,999.10	3.45%	$4,116.80	$4,119.10	3%	$4,165.80	$4,166.50	1.2%	$4,290.80	$4,291.50	3%	$4,336.30	$4,338.70	1.1%	$4,466.40	$4,468.90	3%	$4,887.60	$4,889.00	9.4%	28.4%

* FFPPOOA - FROM THE FIRST PAY PERIOD ON OR AFTER

PLEASE NOTE: ANMF RECOGNISES THAT THE MENTAL HEALTH SECTOR IS UNIQUE, AND OFTEN THERE MAY NOT BE A CORRESPONDING CLASSIFICATION IN THE GENERAL EBA.

** TITLE OF NURSE UNIT MANAGER CLASSIFICATIONS MAY CHANGE IN DRAFTING

Authorised M Harradence, Acting Secretary, Australian Nursing & Midwifery Federation, 535 Elizabeth Street, Melbourne Vic 3000

Mental Health public sector EBA wage schedule

Comparison to general public sector wages

Australian® Nursing & Midwifery Federation VICTORIAN BRANCH

	2024			2025					
	MENTAL HEALTH CURRENT RATE	GENERAL NURSING 2024 INCREASES		MENTAL HEALTH WAGE INCREASE		GENERAL NURSING WAGE INCREASE	MENTAL HEALTH WAGE INCREASE		GENERAL NURSING WAGE INCREASE
MENTAL HEALTH CLASSIFICATION EXAMPLE OF A CORRESPONDING GRADE IN GENERAL NURSES EBA	SINCE JULY 2024	15 JUNE 2024	1 JULY 2024 *FFPPOOA	20 MAY 2025 *FFPPOOA	% UPLIFT	12 MAY 2025 *FFPPOOA	20 MAY 2025 *FFPPOOA	% UPLIFT	29 NOVEMBER 2025
RUSON RUSON	$988.60	$1,003.20	$1,243.70	$1,243.70	25.8%	$1,281.00	$1,281.00	3%	$1,281.00
NURSING INDIGENOUS HEALTH CADET YEAR 1 N/A	$988.60			$1,022.70	3.45%		$1,053.90	3%	
NURSING INDIGENOUS HEALTH CADET YEAR 2 N/A	$1,055.50			$1,091.90	3.45%		$1,124.70	3%	
NURSING INDIGENOUS HEALTH CADET YEAR 3 N/A	$1,120.40			$1,159.10	3.45%		$1,193.90	3%	
PRE-QUAL PEN REN	$992.50	$1,003.20	$1,243.70	$1,243.70	25.31%	$1,281.00	$1,281.00	3%	$1,281.00
PEN LEVEL 1 YEAR 1 EN LEVEL 1 YEAR 1	$1,163.10	$1,180.30	$1,203.20	$1,203.70	3.49%	$1,239.30	$1,239.80	3%	$1,254.00
PEN LEVEL 1 YEAR 2 EN LEVEL 1 YEAR 2	$1,186.90	$1,204.50	$1,227.90	$1,227.90	3.45%	$1,264.70	$1,264.70	3%	$1,279.70
PEN LEVEL 1 YEAR 3 EN LEVEL 1 YEAR 3	$1,210.40	$1,228.30	$1,252.10	$1,252.20	3.45%	$1,289.70	$1,289.80	3%	$1,305.00
PEN LEVEL 1 YEAR 4 EN LEVEL 1 YEAR 4	$1,234.40	$1,252.70	$1,277.00	$1,277.00	3.45%	$1,315.30	$1,315.30	3%	$1,331.00
PEN LEVEL 1 YEAR 5 EN LEVEL 1 YEAR 5	$1,249.10	$1,300.70	$1,325.90	$1,292.20	3.45%	$1,365.70	$1,331.00	3%	$1,382.00
PEN LEVEL 1 YEAR 6 EN LEVEL 1 YEAR 6	$1,281.70	$1,341.00	$1,367.00	$1,325.90	3.45%	$1,408.00	$1,365.70	3%	$1,424.80
PEN LEVEL 1 YEAR 7 EN 2 DIP YEAR 1	$1,305.00	$1,324.30	$1,350.00	$1,350.00	3.45%	$1,390.50	$1,390.50	3%	$1,407.00
PEN LEVEL 1 YEAR 8 EN 2 DIP YEAR 2	$1,332.80	$1,352.50	$1,378.70	$1,378.80	3.45%	$1,420.10	$1,420.20	3%	$1,437.00
PEN LEVEL 2 YEAR 1 EN 2 DIP YEAR 3	$1,360.60	$1,380.70	$1,407.50	$1,407.50	3.45%	$1,449.70	$1,449.70	3%	$1,467.00
PEN LEVEL 2 YEAR 2 EN 2 DIP YEAR 4	$1,374.80	$1,395.10	$1,422.20	$1,422.20	3.45%	$1,464.90	$1,464.90	3%	$1,482.30
PEN LEVEL 2 YEAR 3 EN 2 DIP YEAR 5	$1,388.60	$1,409.10	$1,436.40	$1,436.50	3.45%	$1,479.50	$1,479.60	3%	$1,497.10
PEN LEVEL 2 YEAR 4 N/A	$1,421.10			$1,470.10	3.45%		$1,514.20	3%	
PEN LEVEL 3 YEAR 1 EN 3 (SA)	$1,458.20	$1,479.70	$1,508.40	$1,508.50	3.45%	$1,553.70	$1,553.80	3%	$1,572.20
PEN LEVEL 3 YEAR 2 EN 3 (4 ROUTES)	$1,510.40	$1,532.70	$1,562.40	$1,562.50	3.45%	$1,609.30	$1,609.40	3%	$1,628.50
PEN LEVEL 3 YEAR 3 EN 3 (5 ROUTES)	$1,534.90	$1,557.60	$1,587.80	$1,587.90	3.45%	$1,635.40	$1,635.50	3%	$1,654.90
PEN LEVEL 3 YEAR 4 N/A	$1,555.40			$1,609.10	3.45%		$1,657.40	3%	
PEN LEVEL 4 (EDUCATOR) N/A	$1,937.30			$2,004.10	3.45%		$2,064.20	3%	

	2026						2027						2028		
	MENTAL HEALTH WAGE INCREASE		GENERAL NURSING WAGE INCREASE	MENTAL HEALTH WAGE INCREASE		GENERAL NURSING WAGE INCREASE	MENTAL HEALTH WAGE INCREASE		GENERAL NURSING WAGE INCREASE	MENTAL HEALTH WAGE INCREASE		GENERAL NURSING WAGE INCREASE	MENTAL HEALTH WAGE INCREASE			TOTAL % UPLIFT 2024-2028
MENTAL HEALTH CLASSIFICATION EXAMPLE OF A CORRESPONDING GRADE IN GENERAL NURSES EBA	5 JANUARY 2026 *FFPPOOA	% UPLIFT	11 MAY 2026 *FFPPOOA	15 JUNE 2026 *FFPPOOA	% UPLIFT	30 NOVEMBER 2026	4 JANUARY 2027 *FFPPOOA	% UPLIFT	10 MAY 2027 *FFPPOOA	7 JUNE 2027 *FFPPOOA	% UPLIFT	29 NOVEMBER 2027	10 JANUARY 2028 *FFPPOOA	% UPLIFT	
RUSON RUSON	$1,281.00	0%	$1,319.40	$1,319.50	3%	$1,319.50	$1,319.50	0%	$1,359.10	$1,359.10	3%	$1,359.10	$1,359.10	0%	39.5%
NURSING INDIGENOUS HEALTH CADET YEAR 1 N/A	$1,066.50	1.2%		$1,098.50	3%		$1,110.60	1.1%		$1,143.90	3%		$1,251.40	9.4%	28.5%
NURSING INDIGENOUS HEALTH CADET YEAR 2 N/A	$1,138.20	1.2%		$1,172.30	3%		$1,185.20	1.1%		$1,220.80	3%		$1,335.60	9.4%	28.6%
NURSING INDIGENOUS HEALTH CADET YEAR 3 N/A	$1,208.20	1.2%		$1,244.50	3%		$1,258.20	1.1%		$1,296.00	3%		$1,417.80	9.4%	28.4%
PRE-QUAL PEN REN	$1,281.00	0%	$1,319.40	$1,319.50	3%	$1,319.50	$1,319.50	0%	$1,359.10	$1,359.10	3%	$1,359.10	$1,359.10	0%	39.0%
PEN LEVEL 1 YEAR 1 EN LEVEL 1 YEAR 1	$1,254.70	1.2%	$1,291.60	$1,292.30	3%	$1,305.30	$1,306.50	1.1%	$1,344.50	$1,345.70	3%	$1,471.30	$1,472.20	9.4%	28.5%
PEN LEVEL 1 YEAR 2 EN LEVEL 1 YEAR 2	$1,279.90	1.2%	$1,318.10	$1,318.30	3%	$1,332.10	$1,332.80	1.1%	$1,372.10	$1,372.80	3%	$1,501.50	$1,501.80	9.4%	28.4%
PEN LEVEL 1 YEAR 3 EN LEVEL 1 YEAR 3	$1,305.30	1.2%	$1,344.20	$1,344.50	3%	$1,358.40	$1,359.30	1.1%	$1,399.20	$1,400.10	3%	$1,531.10	$1,531.70	9.4%	28.4%
PEN LEVEL 1 YEAR 4 EN LEVEL 1 YEAR 4	$1,331.10	1.2%	$1,370.90	$1,371.00	3%	$1,385.40	$1,386.10	1.1%	$1,427.00	$1,427.70	3%	$1,561.60	$1,561.90	9.4%	28.4%
PEN LEVEL 1 YEAR 5 EN LEVEL 1 YEAR 5	$1,347.00	1.2%	$1,423.50	$1,387.40	3%	$1,438.60	$1,402.70	1.1%	$1,481.80	$1,444.80	3%	$1,621.50	$1,580.60	9.4%	28.4%
PEN LEVEL 1 YEAR 6 EN LEVEL 1 YEAR 6	$1,382.10	1.2%	$1,467.50	$1,423.60	3%	$1,483.10	$1,439.30	1.1%	$1,527.60	$1,482.50	3%	$1,671.70	$1,621.90	9.4%	28.4%
PEN LEVEL 1 YEAR 7 EN 2 DIP YEAR 1	$1,407.20	1.2%	$1,449.20	$1,449.40	3%	$1,464.60	$1,465.30	1.1%	$1,508.50	$1,509.30	3%	$1,650.80	$1,651.20	9.4%	28.4%
PEN LEVEL 1 YEAR 8 EN 2 DIP YEAR 2	$1,437.20	1.2%	$1,480.10	$1,480.30	3%	$1,495.80	$1,496.60	1.1%	$1,540.70	$1,541.50	3%	$1,686.00	$1,686.40	9.4%	28.4%
PEN LEVEL 2 YEAR 1 EN 2 DIP YEAR 3	$1,467.10	1.2%	$1,511.00	$1,511.10	3%	$1,527.00	$1,527.70	1.1%	$1,572.80	$1,573.50	3%	$1,721.10	$1,721.40	9.4%	28.4%
PEN LEVEL 2 YEAR 2 EN 2 DIP YEAR 4	$1,482.50	1.2%	$1,526.80	$1,527.00	3%	$1,543.00	$1,543.80	1.1%	$1,589.30	$1,590.10	3%	$1,739.20	$1,739.60	9.4%	28.4%
PEN LEVEL 2 YEAR 3 EN 2 DIP YEAR 5	$1,497.40	1.2%	$1,542.00	$1,542.30	3%	$1,558.30	$1,559.30	1.1%	$1,605.00	$1,606.10	3%	$1,756.40	$1,757.10	9.4%	28.4%
PEN LEVEL 2 YEAR 4 N/A	$1,532.40	1.2%		$1,578.40	3%		$1,595.80	1.1%		$1,643.70	3%		$1,798.20	9.4%	28.4%
PEN LEVEL 3 YEAR 1 EN 3 (SA)	$1,572.50	1.2%	$1,619.40	$1,619.70	3%	$1,636.60	$1,637.50	1.1%	$1,685.70	$1,686.60	3%	$1,844.70	$1,845.10	9.4%	28.4%
PEN LEVEL 3 YEAR 2 EN 3 (4 ROUTES)	$1,628.70	1.2%	$1,677.40	$1,677.60	3%	$1,695.20	$1,696.10	1.1%	$1,746.10	$1,747.00	3%	$1,910.80	$1,911.20	9.4%	28.4%
PEN LEVEL 3 YEAR 3 EN 3 (5 ROUTES)	$1,655.10	1.2%	$1,704.50	$1,704.80	3%	$1,722.60	$1,723.60	1.1%	$1,774.30	$1,775.30	3%	$1,941.60	$1,942.20	9.4%	28.4%
PEN LEVEL 3 YEAR 4 N/A	$1,677.30	1.2%		$1,727.60	3%		$1,746.60	1.1%		$1,799.00	3%		$1,968.10	9.4%	28.4%
PEN LEVEL 4 (EDUCATOR) N/A	$2,089.00	1.2%		$2,151.70	3%		$2,175.40	1.1%		$2,240.60	3%		$2,451.20	9.4%	28.4%

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Mental Health public sector EBA wage schedule

Australian® Nursing & Midwifery Federation
VICTORIAN BRANCH

	2024			2025					
	MENTAL HEALTH CURRENT RATE	GENERAL NURSING 2024 INCREASES		MENTAL HEALTH WAGE INCREASE		GENERAL NURSING WAGE INCREASE	MENTAL HEALTH WAGE INCREASE		GENERAL NURSING WAGE INCREASE
MENTAL HEALTH CLASSIFICATION EXAMPLE OF A CORRESPONDING GRADE IN GENERAL NURSES EBA	SINCE JULY 2024	15 JUNE 2024	1 JULY 2024 *FFPPOOA	20 MAY 2025 *FFPPOOA	% UPLIFT	12 MAY 2025 *FFPPOOA	20 MAY 2025 *FFPPOOA	% UPLIFT	29 NOVEMBER 2025
RPN GRADE 2 YEAR 1 RN GRADE 2 YEAR 1	$1,318.10	$1,337.60	$1,526.00	$1,526.00	15.77%	$1,571.80	$1,571.80	3%	$1,571.80
RPN GRADE 2 YEAR 2 RN GRADE 2 YEAR 2	$1,392.40	$1,413.00	$1,564.70	$1,564.70	12.37%	$1,611.60	$1,611.60	3%	$1,616.50
RPN GRADE 2 YEAR 3 RN GRADE 2 YEAR 3	$1,466.60	$1,488.00	$1,609.60	$1,609.90	9.75%	$1,657.90	$1,657.90	3%	$1,667.00
RPN GRADE 2 YEAR 4 RN GRADE 2 YEAR 4	$1,546.20	$1,569.00	$1,658.90	$1,658.90	7.29%	$1,708.70	$1,708.70	3%	$1,722.20
RPN GRADE 2 YEAR 5 RN GRADE 2 YEAR 5	$1,625.20	$1,649.20	$1,714.80	$1,714.80	5.51%	$1,766.20	$1,766.20	3%	$1,783.40
RPN GRADE 2 YEAR 6 RN GRADE 2 YEAR 6	$1,702.20	$1,727.30	$1,771.00	$1,771.00	4.04%	$1,824.10	$1,824.10	3%	$1,844.70
RPN GRADE 2 YEAR 7 RN GRADE 2 YEAR 7	$1,789.10	$1,815.60	$1,850.80	$1,850.80	3.45%	$1,906.30	$1,906.30	3%	$1,910.90
RPN GRADE 2 YEAR 8 RN GRADE 2 YEAR 8	$1,861.70	$1,889.20	$1,925.90	$1,925.90	3.45%	$1,983.70	$1,983.70	3%	$2,007.30
RPN GRADE 2 ADVANCED CNS	$1,937.30	$1,966.00	$2,004.10	$2,004.10	3.45%	$2,064.20	$2,064.20	3%	$2,088.80
PSYCH CLIN NURSE SPEC CNS	$1,937.30	$1,966.00	$2,004.10	$2,004.10	3.45%	$2,064.20	$2,064.20	3%	$2,088.80
RPN GRADE 3 YEAR 1 RN 3A	$1,941.00	$1,969.70	$2,007.90	$2,008.00	3.45%	$2,068.10	$2,068.20	3%	$2,092.70
RPN GRADE 3 YEAR 2 COMM HEALTH NURSE / CLINICAL SUPPORT NURSE	$1,996.40	$2,025.90	$2,065.20	$2,065.30	3.45%	$2,127.20	$2,127.30	3%	$2,152.50
RPN GRADE 3 YEAR 3 / ANUM YEAR 1 ANUM YEAR 1	$2,085.30	$2,116.10	$2,157.20	$2,157.20	3.45%	$2,221.90	$2,222.00	3%	$2,248.30
RPN GRADE 3 YEAR 4 / ANUM YEAR 2 ANUM YEAR 2	$2,155.60	$2,187.40	$2,229.80	$2,223.00	3.45%	$2,296.70	$2,296.90	3%	$2,324.00
RPN GRADE 4 YEAR 1 CNC A	$2,162.80	$2,138.50	$2,180.00	$2,237.40	3.45%	$2,245.40	$2,304.50	3%	$2,272.10
RPN GRADE 4 YEAR 2 CNC B	$2,218.30	$2,251.10	$2,294.80	$2,294.80	3.45%	$2,363.60	$2,363.60	3%	$2,391.70
RPN GRADE 4 YEAR 3 N/A	$2,329.10	$2,363.50	$2,409.40	$2,409.50	3.45%	$2,481.70	$2,481.80	3%	$2,511.20
RPN G4 UNIT MGR YEAR 1-4 (LEVEL 1)** NUM LEVEL 1	$2,460.90	$2,409.50	$2,456.20	$2,529.80	2.8%	$2,529.90	$2,605.70	3%	$2,560.00
RPN4 UNIT MGR YEAR 5+ / RPN5 UNIT MANAGER YEAR 1-4 (LEVEL 2)** NUM LEVEL 2	$2,460.90	$2,497.20	$2,545.60	$2,622.00	6.55%	$2,622.00	$2,700.70	3%	$2,653.20
RPN5 NUM YEAR 5+ (LEVEL 3)** NUM LEVEL 3	$2,460.90	$2,585.10	$2,635.30	$2,714.40	10.3%	$2,714.40	$2,795.80	3%	$2,746.70
RPN GRADE 5 AFTER HOURS COORDINATOR	$2,440.10	$2,476.10	$2,524.10	$2,524.30	3.45%	$2,599.80	$2,600.00	3%	$2,630.70
RPN GRADE 6 CNC D	$2,772.90	$2,813.90	$2,868.50	$2,868.60	3.45%	$2,954.60	$2,954.70	3%	$2,989.80
RPN 6 NURSE PRACTITIONER YEAR 1 NURSE PRACTITIONER YEAR 1	$2,772.90	$2,622.90	$2,673.80	$2,868.60	3.45%	$2,754.00	$2,954.70	3%	$2,786.80
RPN 6 NURSE PRACTITIONER YEAR 2 NURSE PRACTITIONER YEAR 2	$2,772.90	$2,672.70	$2,724.60	INTRODUCTION OF SECOND PAY INCREMENT FROM 1 JULY 2025		$2,806.30	$3,010.80	N/A	$2,839.70
RPN GRADE 7 CAMPUS DON	$3,484.60	$3,536.10	$3,604.70	$3,604.10	3.45%	$3,712.80	$3,712.20	3%	$3,757.00
RPN 7 DON (PRESERVED) EXEC DON	$3,865.70	$3,920.80	$3,996.90	$3,999.10	3.45%	$4,116.80	$4,119.10	3%	$4,165.80

	2026						2027						2028		
	MENTAL HEALTH WAGE INCREASE		GENERAL NURSING WAGE INCREASE	MENTAL HEALTH WAGE INCREASE		GENERAL NURSING WAGE INCREASE	MENTAL HEALTH WAGE INCREASE		GENERAL NURSING WAGE INCREASE	MENTAL HEALTH WAGE INCREASE		GENERAL NURSING WAGE INCREASE	MENTAL HEALTH WAGE INCREASE			TOTAL % UPLIFT 2024-2028
MENTAL HEALTH CLASSIFICATION EXAMPLE OF A CORRESPONDING GRADE IN GENERAL NURSES EBA	5 JANUARY 2026 *FFPPOOA	% UPLIFT	11 MAY 2026 *FFPPOOA	15 JUNE 2026 *FFPPOOA	% UPLIFT	30 NOVEMBER 2026	4 JANUARY 2027 *FFPPOOA	% UPLIFT	10 MAY 2027 *FFPPOOA	7 JUNE 2027 *FFPPOOA	% UPLIFT	29 NOVEMBER 2027	10 JANUARY 2028 *FFPPOOA	% UPLIFT	
RPN GRADE 2 YEAR 1 RN GRADE 2 YEAR 1	$1,571.80	0%	$1,619.00	$1,619.00	3%	$1,619.00	$1,619.00	0%	$1,667.60	$1,667.60	3%	$1,667.60	$1,667.60	0%	28.4%
RPN GRADE 2 YEAR 2 RN GRADE 2 YEAR 2	$1,616.50	0.3%	$1,665.00	$1,665.00	3%	$1,669.60	$1,669.60	0.28%	$1,719.70	$1,719.70	3%	$1,761.40	$1,761.40	2.42%	28.4%
RPN GRADE 2 YEAR 3 RN GRADE 2 YEAR 3	$1,667.00	1.15%	$1,717.00	$1,717.00	3%	$1,725.40	$1,725.40	0.49%	$1,777.20	$1,777.20	3%	$1,855.30	$1,855.30	4.39%	28.4%
RPN GRADE 2 YEAR 4 RN GRADE 2 YEAR 4	$1,722.20	0.79%	$1,773.90	$1,773.90	3%	$1,786.30	$1,786.30	0.7%	$1,839.90	$1,839.90	3%	$1,956.00	$1,956.00	6.31%	28.4%
RPN GRADE 2 YEAR 5 RN GRADE 2 YEAR 5	$1,783.40	0.97%	$1,836.90	$1,836.90	3%	$1,852.90	$1,852.90	0.87%	$1,908.50	$1,908.50	3%	$2,056.00	$2,056.00	7.73%	28.4%
RPN GRADE 2 YEAR 6 RN GRADE 2 YEAR 6	$1,844.90	1.14%	$1,900.00	$1,900.00	3%	$1,919.10	$1,919.10	1.01%	$1,976.70	$1,976.70	3%	$2,153.30	$2,153.30	8.93%	28.4%
RPN GRADE 2 YEAR 7 RN GRADE 2 YEAR 7	$1,929.20	1.2%	$1,968.20	$1,987.10	3%	$1,972.80	$2,009.00	1.1%	$2,032.00	$2,069.30	3%	$2,263.40	$2,263.80	9.4%	28.4%
RPN GRADE 2 YEAR 8 RN GRADE 2 YEAR 8	$2,007.50	1.2%	$2,067.50	$2,067.70	3%	$2,089.40	$2,090.40	1.1%	$2,152.10	$2,153.10	3%	$2,355.00	$2,355.50	9.4%	28.4%
RPN GRADE 2 ADVANCED CNS	$2,089.00	1.2%	$2,151.50	$2,151.70	3%	$2,174.30	$2,175.40	1.1%	$2,239.50	$2,240.70	3%	$2,450.70	$2,451.30	9.4%	28.4%
PSYCH CLIN NURSE SPEC CNS	$2,089.00	1.2%	$2,151.50	$2,151.70	3%	$2,174.30	$2,175.40	1.1%	$2,239.50	$2,240.70	3%	$2,450.70	$2,451.30	9.4%	28.4%
RPN GRADE 3 YEAR 1 RN 3A	$2,093.00	1.2%	$2,155.50	$2,155.80	3%	$2,178.30	$2,179.50	1.1%	$2,243.60	$2,244.90	3%	$2,455.20	$2,455.90	9.4%	28.4%
RPN GRADE 3 YEAR 2 COMM HEALTH NURSE / CLINICAL SUPPORT NURSE	$2,152.80	1.2%	$2,217.10	$2,217.40	3%	$2,240.60	$2,241.80	1.1%	$2,307.80	$2,309.10	3%	$2,525.40	$2,526.20	9.4%	28.4%
RPN GRADE 3 YEAR 3 / ANUM YEAR 1 ANUM YEAR 1	$2,248.70	1.2%	$2,315.70	$2,316.20	3%	$2,340.20	$2,341.70	1.1%	$2,410.40	$2,412.00	3%	$2,637.70	$2,638.70	9.4%	28.4%
RPN GRADE 3 YEAR 4 / ANUM YEAR 2 ANUM YEAR 2	$2,324.50	1.2%	$2,393.70	$2,394.20	3%	$2,419.10	$2,420.50	1.1%	$2,491.70	$2,493.10	3%	$2,726.70	$2,727.50	9.4%	28.4%
RPN GRADE 4 YEAR 1 CNC A	$2,332.20	1.2%	$2,340.30	$2,402.20	3%	$2,365.10	$2,428.60	1.1%	$2,436.10	$2,501.50	3%	$2,665.80	$2,736.60	9.4%	28.4%
RPN GRADE 4 YEAR 2 CNC B	$2,392.00	1.2%	$2,463.50	$2,463.80	3%	$2,489.60	$2,490.90	1.1%	$2,564.30	$2,565.60	3%	$2,806.10	$2,806.80	9.4%	28.4%
RPN GRADE 4 YEAR 3 N/A	$2,511.60	1.2%	$2,586.50	$2,587.00	3%	$2,613.90	$2,615.50	1.1%	$2,692.30	$2,694.00	3%	$2,946.20	$2,947.20	9.4%	28.4%
RPN G4 UNIT MGR YEAR 1-4 (LEVEL 1)** NUM LEVEL 1	$2,637.00	1.2%	$2,636.80	$2,716.10	3%	$2,664.80	$2,746.00	1.1%	$2,744.70	$2,828.40	3%	$3,003.50	$3,094.30	9.4%	27.6%
RPN4 UNIT MGR YEAR 5+ / RPN5 UNIT MANAGER YEAR 1-4 (LEVEL 2)** NUM LEVEL 2	$2,733.10	1.2%	$2,732.80	$2,815.10	3%	$2,761.80	$2,846.10	1.1%	$2,844.70	$2,931.50	3%	$3,113.00	$3,207.10	9.4%	32.3%
RPN5 NUM YEAR 5+ (LEVEL 3)** NUM LEVEL 3	$2,829.30	1.2%	$2,829.10	$2,914.20	3%	$2,859.10	$2,946.30	1.1%	$2,944.90	$3,034.70	3%	$3,222.60	$3,320.00	9.4%	36.9%
RPN GRADE 5 AFTER HOURS COORDINATOR	$2,631.20	1.2%	$2,709.60	$2,710.10	3%	$2,738.30	$2,739.90	1.1%	$2,820.40	$2,822.10	3%	$3,086.40	$3,087.40	9.4%	28.4%
RPN GRADE 6 CNC D	$2,990.20	1.2%	$3,079.50	$3,079.90	3%	$3,112.10	$3,113.80	1.1%	$3,205.50	$3,207.20	3%	$3,507.80	$3,508.70	9.4%	28.4%
RPN 6 NURSE PRACTITIONER YEAR 1 NURSE PRACTITIONER YEAR 1	$2,990.20	1.2%	$2,870.40	$3,079.90	3%	$2,900.80	$3,113.80	1.1%	$2,987.80	$3,207.20	3%	$3,269.50	$3,508.70	9.4%	28.4%
RPN 6 NURSE PRACTITIONER YEAR 2 NURSE PRACTITIONER YEAR 2	$3,046.90	1.2%	$2,924.90	$3,138.30	3%	$2,955.90	$3,172.80	1.1%	$3,044.60	$3,268.00	3%	$3,331.70	$3,575.20	9.4%	30.9%
RPN GRADE 7 CAMPUS DON	$3,756.80	1.2%	$3,869.70	$3,869.50	3%	$3,910.70	$3,912.10	1.1%	$4,028.00	$4,029.50	3%	$4,407.80	$4,408.30	9.4%	28.4%
RPN 7 DON (PRESERVED) EXEC DON	$4,166.50	1.2%	$4,290.80	$4,291.50	3%	$4,336.30	$4,338.70	1.1%	$4,466.40	$4,468.90	3%	$4,887.60	$4,889.00	9.4%	28.4%

* FFPPOOA - FROM THE FIRST PAY PERIOD ON OR AFTER

** TITLE OF NURSE UNIT MANAGER CLASSIFICATIONS MAY CHANGE IN DRAFTING

PLEASE NOTE:
ANMF RECOGNISES THAT THE MENTAL HEALTH NURSES' WORK IS UNIQUE AND SPECIALISED, AND OFTEN THERE MAY NOT BE A CORRESPONDING CLASSIFICATION IN THE GENERAL EBA.