ANMF

Australian® Nursing & Midwifery Federation
VICTORIAN BRANCH

PROUD TO BE ANMF

KEY HIGHLIGHTS OF THE

Member-endorsed in-principle agreement

Respect. Retain. Recruit.

2025-28 VICTORIAN PUBLIC MENTAL HEALTH SERVICES ENTERPRISE AGREEMENT

SCAN AND VIEW
the more than 83 EBA improvements and wage and allowance tables online
anmfvic.asn.au/MHsummary

Contents

Proposed 2025-28 EBA key benefits list at a glance 3

Proposed 2025-28 EBA key benefits summary highlights 6

Proposed 2025-28 mental health nurses wages table 12

Proposed 2025-28 wages table comparison with general nurses 16

Proposed 2025-28 allowances schedule 20

Frequently asked questions 24

Explainer: why are public sector nurses not covered by the general agreement? 26

The statewide members meeting on 28 March 2025 voted to endorse the Allan Government's revised offer reached after intensive discussions between ANMF (Vic Branch) and senior Department of Health and government representatives.

The proposed enterprise agreement includes 47 relevant parity claims from the general public sector nurses agreement, including pay parity between mental health nurses' and the general nurses' outcome. It also includes the majority of members' specific mental health nursing claims.

This proposed agreement is the result of ANMF mental health nursing members taking protected industrial action for 36 days. Your actions during this campaign were critical to this outcome.

Also critical was the Fair Work Commission's 2024 decision in the ANMF's aged care work value case. This case is the basis of the significant gender equity increases ANMF achieved in the general nurses enterprise agreement that have flowed onto mental health nurses in this proposed agreement.

The full draft agreement will go to a formal ballot of all mental health workers, including mental health nurses, employed under the Victorian Mental Health Services Enterprise Agreement. The formal ballot process is organised by the employer.

Got a question about the proposed agreement? Email mheba2025@anmfvic.asn.au.

The following provides an 'at a glance' list of the proposed agreement's key wins.

Wage increases

1. 28.4%* (compounded) wage increases for nurses in mental health, aligned with general nurses over the life of the four-year agreement. Members achieved the top end of the Fair Work Commission's expert panel's forecast increase in ANMF's work value case. Increases and revised timings for wage increases, following ANMF discussions with government representatives, are confirmed in the wages table on page 12.

   *ANMF achieved an additional 1.5% wage increase, paid from 1 July 2024, in the last mental health EBA outcome to recognise the delay in bargaining and that the nominal expiry date (NED) was pushed out to 31 December 2024. ANMF had sought an earlier 1 July 2028 NED in this new EBA to better align wage increases with the general nurses and midwives EBA which expires on 30 April 2028. This was not agreed to by other parties.

   The nominal expiry date in the latest offer is 30 December 2028.

Additional improved pay rates/ classifications

2. **Nurse Unit Managers** to translate to a three-level structure with agreed definitions.
3. **Address pay anomaly for PEN level 4** commencing as RN to avoid disadvantage.
4. Registered Undergraduate Student of Nursing **(RUSON) pay rate to increase** from 75% of the graduate rate to 81.5%. The **Prequalified Enrolled Nurse** will match the new RUSON rate.
5. Improved criteria and application process for Psychiatric Clinical Nurse Specialist and RPN2 Advanced. **PCNS application process will be amended** so that successful applications will be backdated to application time period.
6. Introduction of **research nurse classification** structure.
7. **Amended senior mental health nurse provision** to reflect agreed changes to descriptor clarifying that the position is distinct from the duties of a mental health director of nursing.
8. **Amended director of nursing (DON) descriptor** to reflect intention that mental health DONs have limited operational responsibilities
9. **Modernise psychiatric enrolled nurse structure** by removing reference to medication endorsement for enrolled nurse.
10. **Amendments to experience and year of experience** to reflect Australian Health Practitioner Regulation Agency (AHPRA) changes (as per general nurses) – under improved definitions.

New allowance

11. **Change of ward/unit allowance** payable per shift for a permanent nurse with a home/base ward who is moved to another ward/unit, at the initiative of the employer. The intention of this allowance is **to discourage redeployment** as a 'business as usual' rostering practice.

Improved allowances and penalties

12. In addition to wage increase adjustments, from the first pay period on or after (FFPPOA) 1 May 2028 the **qualifications allowance will increase** by a further 50%. By the end of the agreement it will have increased by approximately 90%. Access to this allowance will be improved and streamlined.
13. Where minimum 17.5% **annual leave loading** applies this will now be calculated on five weeks of annual leave rather than four.
14. **Non-casual night shift allowance** (includes permanent night shift) to adjust per wage increases. From the first pay period on or after (FFPPOOA) 1 July 2026 increases to match the May 2026 public sector general nurses' rates, including:
    a. Mon to Thurs increase by an additional 12.5%
    b. Fri and Sat increase by an additional 25%
    c. Sun increase by trial rate ($154.60) + 12.5%.
15. **Casual night duty rate increased** as per other allowances.
16. **Weekend casual rate** to be standardised at 187.5%.
17. **Improved on-call and re-call provisions**.
18. The **on-call rate** and **CATT on-call rate** will attract a further $5.00 per on-call period instead of the telephone allowance (this means it applies to everyone on call). Allowance will increase at the same rate as wage increases thereafter.
19. When **working away from home**, employees will be able to access the Australian Tax Office-stipulated rates for accommodation, meals, beverages and travel — not just when working during a natural disaster.

Superannuation

20. Superannuation (which is already paid on unpaid and paid components of parental leave) will now be **paid during workers compensation, defence leave, jury duty and no safe job leave** (whether paid or not paid).

Staffing and additional mental health nursing EFT

21. Provision that clearly sets out the **minimum staffing profiles** for all bed-based services, as an important foundation step towards achieving nurse/consumer ratios.

22. Extension of the successful **ANMF Graduate Support Nurse pilot** to all 19 mental health services, with 32 EFT to be allocated across adult acute inpatient units progressively over the agreement.
23. The **allocation of 21 EFT for additional mental health nurses in parent infant units**, to achieve consistent staffing across the state. To be implemented progressively over the agreement.

Rosters

24. **Change of roster allowance** will be expanded to be paid when the 28-day roster is not posted 28 days in advance for each shift worked without 28 days' notice.
25. Amendment reinforcing the **change of roster allowance** and supplementary roster.
26. Those working above 0.8 are entitled to a minimum of **two consecutive days off** each week.
27. Stronger provision to enable employees to **schedule their ADOs** on a date that they request.
28. The **four-clear-days-off provision** has been simplified to remove ambiguity and will now introduce an allowance to be paid on each applicable occasion.
29. Insertion of **12-hour shift arrangement provisions** to mitigate fatigue.
30. Introduction of **permanent night shift** (employee choice only). This is part of a number of changes designed to address the difficulty of filling night duty rosters and too much rotation onto night shift.
31. A minimum of **47 hours break post rostered night shifts** before returning to work for an AM/PM shift (for non-permanent night shift).
32. **Non-permanent night shift clause** dealing with rostering principles, including rotation in blocks.

Leave improvements

33. **Alignment of personal leave evidence requirements** to National Employment Standards (NES), requiring evidence that would satisfy a reasonable person, and with no limitations.
34. An **increase in the number of single-day absences without evidence** per year (from three to five).
35. Introduction of a **personal leave pool** facilitative provision.
36. **Interstate public sector nurses** relocating to Victoria will have their service recognised for the purposes of personal leave and long service leave.
37. Mental health nurses transferring from local government to the Victorian public mental health sector will have **portability of service** for the purposes of personal leave and long service leave.
38. **Long service leave** will be calculated on the more advantageous of your contracted hours, or your average hours in the 12 months before commencing leave.
39. Employees will be able to **take long service leave in single days**.
40. A new standalone **transition to retirement provision** will be included in the agreement providing that an employer not unreasonably refuse a request by an employee who wishes to transition to retirement.
41. **Paid family violence leave** will attract penalties rather than base rate only. Extend paid entitlement to casual employees, clarify the meaning of year (anniversary year), and ensure minimum entitlement for part timers of 10 days per anniversary year.
42. **Paid parental leave qualifying period** for non-casual nurses will reduce from six months to zero.
43. **Paid parental leave** will be calculated on the more advantageous of your contracted hours, or your average hours in the 12 months before commencing leave.
44. Prenatal leave will be expanded to cover **assisted reproduction appointments** that are only available during the employee's ordinary rostered shift.
45. Employers cannot unreasonably refuse employees on parental leave who want to work **keeping in touch (KIT) days**.
46. **Annual leave and long service leave can be used during your parental leave** if you choose.
47. A single test for accessing the **sixth week of leave** for weekend workers.
48. Payment of **disaster leave** will now be per disaster occasion rather than per year.
49. **Two days leave for foster or primary carers** on up to five occasions per calendar year.
50. **Ceremonial leave for Aboriginal and Torres Strait Islander nurses** has been improved to include paid leave, recognise the need to access leave for Sorry Business and the ability to swap out paid NAIDOC day for similar day.
51. **Adoption** has been redefined to include kinship.
52. **Improved access to long service leave and annual leave records**.
53. Amended professional development (PD) and associated entitlement clause to separate out **PD, study and examination leave**.
54. **PENs undertaking the RN Bachelor** can also access the paid study leave entitlement.
55. **Study leave entitlement** is not restricted to those employees undertaking postgraduate studies as part of a mental health scholarship.
56. **Overtime now applies for mandatory training that does not occur in rostered time**. Deduction from professional development leave is prohibited.

Community

57. A new provision to ensure where there is a RPN3 in community mental health teams, there is also an RPN4. This is to ensure there are **nursing discipline leads in each team**.
58. **Strengthened nurse-for-nurse replacement provision**, with six-monthly reporting of nursing position data in the community, to unions via the central consultative forum.
59. **Record existing staffing profiles for nurses in community teams** within six months of operation of agreement, to ensure the current composition of nurses working in community mental health is not reduced.
60. **Funding to develop a standardised and partially automated Community Workload Management System (CWMS) tool**.
61. **Amended CWMS clause** to introduce penalty of one additional non-direct clinical day and no additional direct clinical work per reporting period for non-compliance with workload requirements.
62. Amend **Crisis Team Workload Management System (CTWMS)** to remove the reference to 'worked' at 61.2 and **insert a threshold for when planned leave impacts upon non-direct clinical time**.

General

63. Positive obligation on **employer to recover overpayment to salary packaging**.
64. **Employers to cover the cost of employer-required checks**.
65. Amend agreement to ensure **gender neutral language** is used throughout the agreement.
66. Update **anti-discrimination clause** to reflect amendments to protected attributes within the *Fair Work Act*.
67. Improved **gender-based discrimination provision** inclusive of Gender Based Standing Committee.
68. **Expansion of immediate family definition** to include 'a current foster child'.
69. **Improved consultation clause.**
70. Amendments to **alternative dispute resolution procedure** to streamline administration of classification disputes.
71. Amend **union rights clause** to accommodate NES — delegates rights.
72. Amendments to **casual conversion clause** to align with NES.
73. Amend **fixed-term contracting arrangements** to align with NES.
74. **Updating public holidays clause** to expressly refer to Easter Saturday, Grand Final Eve and King's Birthday.
75. Updated **flexible working arrangements** clause.

Occupational health and safety

76. Employers and ANMF will jointly focus on **psychological injury and return to work**, including returning to work with a different employer where appropriate.
77. A **Central Building Consultative Committee** will be established to ensure consultation on construction and refurbishment.
78. **Audits of manual handling incidents** will take place to inform whether manual handling training can be improved.
79. Lists of Designated Work Groups (DWGs), Health and Safety Reps (HSRs), their training dates and vacancies will be **provided to ANMF** twice a year.
80. **Accident make-up pay** to reflect WorkCover scheme determined pre-injury average weekly earnings.

Gendered violence

81. New provision for the **prevention of gendered violence** including sexual harassment.

Right to disconnect

82. A **right to disconnect clause** which includes procedures that specify the order of actions an employer must take to fill a shift so that nurses are not continually contacted to work shifts they are not seeking.

Climate

83. New **climate change clause recognises climate change as a health issue** and introduces sustainability nurse representatives. Also establishes processes both central and per employer to consult over environmental sustainability and climate change.

Proposed 2025-28 EBA key benefits summary highlights

The member endorsed in-principle agreement provides certainty over wage increase percentages and timings. The wages, penalties and allowances, and improved terms and conditions are designed to help address increased financial pressure on members, increased casualisation of the workforce, challenges with staffing night shift and employers' inflexibility around requests for flexible work arrangements.

The in-principle agreement respects the work of mental health nurses, acknowledges the extraordinary work done through the pandemic and royal commission reforms (which are ongoing) and delivers on an overwhelming majority of members' EBA claims.

It is designed to significantly help to retain and recruit a permanent mental health nursing workforce and rebuild our public mental health system.

Annual leave

- For those who rely on the minimum 17.5% leave loading this will be extended to apply from four weeks to five weeks.
- Annual leave clause has been amended and simplified to demonstrate how part-time employees access the sixth week of leave.

Long service leave

- Long service leave will be able to be taken in single days.
- Long service leave will be calculated on the more advantageous of your contracted hours, or your average hours in the 12 months before commencing leave.

Personal leave

- Single day absences without evidence will increase from three to five days.
- A statutory declaration can be used on an unlimited number of occasions, subject to evidence meeting the reasonable person test (aligning to the NES). This replaces the current restriction of three statutory declarations.
- Introduction of a personal leave pool facilitative provision.

Family violence leave

Paid family violence leave will now attract penalties rather than the base rate only. Ten paid days will also be extended to casual employees in line with the NES and access to the 10 (casual) or 20 (permanent) days commences on employment rather than being accrued.

Portability of leave

- For mental health nurses relocating to Victoria and working in the public sector, i.e. from the public sector interstate to Victorian mental health public sector, their service will be recognised for the purposes of personal leave and long service leave – aligning nurses with public sector medical staff.
- Portability of service for the purposes of personal leave and long service leave will occur for those transferring from local government to the Victorian public mental health sector.

Special disaster leave

The payment of special disaster leave will apply per disaster occasion rather than per year.

Parental leave

Changes to the parental leave clause include:

- The qualifying period for paid parental leave for permanent employees will reduce from the current six months to zero, from the commencement of the agreement.
- Paid parental leave will be calculated on the more advantageous of your contracted hours, or your average hours in the 12 months before commencing leave.
- Ability to retain an annual leave buffer prior to commencing parental leave to ensure a safeguard is in place when returning to work after parental leave.
- The right to take annual leave and long service in conjunction with parental leave.
- No unreasonable refusal of a request for keeping in touch (KIT) days.

Prenatal leave

Able to access personal leave for prenatal appointments, assisted reproduction and parenting classes where they are only available during an employee's rostered shift.

Cultural and ceremonial leave

Cultural and ceremonial leave for Aboriginal and Torres Strait Islander employees has been improved to include paid leave, recognise the need to access leave for Sorry Business and the ability to swap out paid NAIDOC day for similar day.

Foster and kinship primary carers leave

For those who are foster or kinship primary carers there are two days paid leave on up to five occasions per calendar year, to be taken at the time of placement of the child.

Professional development and study leave

- Existing professional development and associated entitlements clause will separate out professional development leave, study leave and examination leave to provide better clarity around access to each entitlement.
- The study leave provision has been clarified and amended to ensure that:
  i. PENs undertaking the RN Bachelor can also access the paid study leave entitlement
  ii. study leave entitlement is not restricted to those employees undertaking postgraduate studies as part of a mental health scholarship.
- Mandatory training provision will be amended to include payment of overtime where overtime would otherwise apply.

Overtime

The overtime clause will be amended to include:

- the extension of transport being provided to the employee by the employer following overtime, including the return journey, when their vehicle remains at work (not just double shift)
- the inclusion of a definition of reasonable overtime.

Additional wages information

- Casual rates – standardisation of weekend casual rate to 187.5%.
- Pay anomaly for PEN level 4 commencing as RN will be addressed to avoid disadvantage.

Improved definitions

Definitions within the agreement:

- anti-discrimination, gender identity provisions, and a gender-based standing committee
- consultation, and consultations on rosters
- managing conduct and performance
- public holidays
- alternative dispute procedure
- 'immediate family' to include 'a current foster child'
- improvement in access to flexible workings arrangements including that 'an inherent requirement of the job' does not equate to being a reasonable business ground to refuse a flexible working arrangement request
- adoption to include kinship
- 'experience' and 'years of experience' to reflect AHPRA changes
- amendments to ensure that gender neutral language is used throughout the agreement.

Superannuation

Superannuation to be paid during periods of worker's compensation, defence leave, jury service, and no safe job leave (whether paid or not).

On-call and re-call allowances (non-CATT)

The current on-call rate of $70.30 will attract a further $5.00 per on-call period instead of the Telephone Allowance (this means it applies to everyone on call).

New on-call allowances FFPPOOA 20 May 2025 will be:

Days	Allowance*
Monday to Friday	$80.20
Saturday	$120.40
Sunday and weekday public holiday	$140.50
Weekend public holiday	$210.70

* Allowance will increase at the same rate as wage increases thereafter

Recall return to workplace

- Clarifying how to calculate recall in the event of multiple recalls (always double time after the first recall).
- Clarifying that an employee who is recalled and then recall is cancelled will receive recall payment of three hours.

Rosters

- Change of roster allowance will be expanded and paid when the 28-day roster is not posted 28 days in advance for each shift worked without 28 days' notice.
- Amendment reinforcing the change of roster allowance and supplementary roster.
- Those working above 0.8 are entitled to a minimum of two consecutive days off each week.
- Stronger provision to enable employees to schedule their accrued days off (ADOs) on a date that they request.
- The four-clear-days-off provision has been simplified to remove ambiguity and will now introduce an allowance to be paid on each applicable occasion.
- Insertion of 12-hour shift arrangement provisions to mitigate fatigue.
- Roster to include meal interval. Employer may use an alternative method to record meal interval allocation if the current electronic roster system is unable to accommodate inclusion.
- Insertion of an escalation process when the meal break is not taken.

A new right to disconnect

A new right to disconnect clause which includes procedures that specify the order of actions an employer must take to fill a shift so that nurses are not continually contacted to work shifts they are not seeking.

Union matters

Amendments to the union matters provision to include improvements made to the NES with respect to union delegate rights

New redeployment allowance

The parties have agreed to a provision which provides for payment of a change of ward/unit allowance where a permanent nurse with a home/base ward is moved to another ward/unit at the initiative of the employer. The intention of this allowance is to discourage redeployment as a 'business as usual' staffing practice.
The change of ward allowance:

- does not apply to casuals
- home/base ward is the ward/unit you typically work on
- relocation allowance applies if redeployed
- 2.5% of base rate (same as change of roster allowance) — current rate increasing with wage increases.

Qualification allowance

In addition to wage increase adjustments, the qualification allowance will increase by a further 50% from FFPPOA (from first pay period on or after) 1 May 2028. By the end of the agreement, it will have increased by over 90%.

Access to this allowance will be improved and streamlined, including by:

i. a new subclause to require an employer to respond within 28 days in writing where an employee claims a higher qualification allowance
ii. clarification as to how qualification allowance applies where multiple roles held – highest allowance applies for all shifts
iii. clarification that being redeployed doesn't impact your entitlement to receive higher qualification allowance
iv. requirement for an employer to ask for qualifications as part of the recruitment process
v. evidence for qualification allowance to include where the employer knew, as part of the recruitment process, that you held the qualification
vi. the inclusion of a component of a course being the trigger for receipt of a qualification allowance.

Staffing – bed-based services

- The agreement will clearly set out the minimum staffing profiles for all bed-based services at each mental health service. This is an important foundation step towards achieving legislated ratios.
- A corresponding provision will be included to provide equivalent protections within the *Safe Patient Care Act 2015* and operationalise the management of changes through consultation.
- The new provision will maintain existing protection at 108.3(e) which relates to there being no reduction in the staffing profile as a direct result of the implementation of the agreement.

Graduate Support Nurses – additional EFT

Extension of the successful ANMF Graduate Support Nurse pilot to all 19 mental health services, with 32 EFT to be allocated across all adult acute inpatient units, progressively over the agreement.

Nurse Practitioners

- From FFPPOA 1 July 2025, the introduction of an additional yearly increment at 1.9% above the current rate.
- An amended contemporary definition of Nurse Practitioner to align with the Nursing and Midwifery Board of Australia (NMBA) definition.

Night shift

- Introduction of permanent night shift (employee choice only).
- Night duty staff to receive penalties if required to rotate onto day for training purposes.
- Inclusion of a process to resolve circumstances where additional nurses also want to work night duty.
- A minimum of 47 hours break post rostered night shifts before returning to work for an AM/PM shift (for non-permanent night shift).
- Non-permanent night shift clause dealing with rotation in blocks.

Casual night shift — adjust per wage increases.

Non-casual night shift —adjust per wage increases **and** from FFPPOOA 1 July 2026 increases to match the May 2026 public sector general nurses rates, including:

1. Monday to Thursday increases by an additional 12.5%
2. Friday and Saturday increases by an additional 25%
3. Sunday increases by an additional 12.5% (using previous Sunday 'trial' rate of $154.60 as base).

Public holiday night duty provision will be amended so that those hours worked on a public holiday will be paid at public holiday night duty rate to align with industry standard.

Night shift	CURRENT	MAY 25	JAN 26	JUNE 26	JULY 26	JAN 27	JUNE 27	APRIL 28
Mon – Thurs	$87.60	$93.40	$94.50	$97.30	$114.00	$115.90	$119.40	$130.60
Fri – Sat	$87.60	$93.40	$94.50	$97.30	$126.60	$128.00	$131.80	$144.20
Sun	$154.60	$164.80	$166.80	$171.80	$196.10	$198.30	$204.30	$223.50

Parent Infant Units – additional EFT

An allocation of 21.2 EFT for additional mental health nurses in parent infant units, to achieve consistent staffing across the state. To be implemented progressively over the agreement:

1 July 2025 6.4 EFT PM
1 July 2026 5.6 EFT AM
1 July 2027 9.2 EFT ND

Psychiatric Clinical Nurse Specialist (PCNS)

- Improved criteria and application process for Psychiatric Clinical Nurse Specialist and RPN2 Advanced.
- PCNS application process will be amended so that successful applications will be backdated to application time period.

Undergraduate nurse student employment model

Changes to the RUSON (Registered Undergraduate Student of Nursing) clause providing for:

- the removal of restrictions on number of RUSONs able to be employed
- the introduction of a casual mode of employment
- an ability to extend RUSON employment to when they commence their graduate year
- replacement of the existing pay structure for RUSON with one rate at 81.5% of the graduate rate.

Three-level Nurse Unit Manager (NUM) structure

Introduction of a **three-level Nurse Unit Manager structure** with agreed definitions based on bed numbers and years of experience. The title of the **RPN4UM** classifications may change in drafting.

Additional classification matters:

- Introduction of **research nurse** classification structure.
- **Senior Psychiatric Nurse (SPN)** provision will be amended to reflect agreed changes to descriptor clarifying that the position is distinct from the duties of a Director of Nursing.
- **Mental Health Director of Nursing (MH DON)** provision will be amended to limit operational duties with additional EFT to be allocated to achieve this. Amendments to MH DON descriptor to reflect agreed changes.
- Modernise the **psychiatric enrolled nurse** structure by removing reference to medication endorsement for PEN.

Transition to retirement

A new standalone provision will be included in the agreement expanding on the existing retention provisions and providing that an employer not unreasonably refuse a request by an employee who wishes to transition to retirement.

Prevention of gendered violence

New provision for the prevention of gendered violence including an agreed approach between the parties to preventing sexual harassment.

Community – staffing and workload

- A new provision to ensure that where there is a RPN3 in a community mental health team, there must also be an RPN4 in addition, to ensure there are nursing discipline leads in each team.
- Strengthened nurse-for-nurse replacement provision, with six monthly reporting of nursing position data in the community teams, to be provided to unions via the central consultative forum.
- Existing staffing profiles for community teams will be recorded as minimum staffing levels in a Memorandum of Understanding within six months of operation of agreement to maintain existing nursing EFT, at a minimum.
- **Community Workload Management System (CWMS)** provision will be amended to introduce penalty of one non-direct clinical day and no additional direct clinical work per reporting period for non-compliance with workload requirements. Funding has also been committed as part of the agreement to develop a standardised and partially automated CWMS tool.
- **Crisis Team Workload Management System (CTWMS)** provision will be amended to remove the reference to 'worked' at 61.2 addressing confusion around the entitlement to rostered non-direct clinical days based on employee EFT. The provision will include a threshold for when planned leave impacts upon non-direct clinical time.

New climate change clause

A new clause acknowledging climate change as a health issue. Components of the clause include:

- a commitment to continuous improvement including at a local workplace level to integrate environmental considerations into decision-making
- clarification regarding the use of existing conference leave entitlements for climate-related health topics
- recognition of emerging sustainability responsibilities for some staff time release to participate in such activities, with such time release not to be unreasonably refused
- integrating environmental sustainability into workplace implementation committees (WICs) and other local committees
- introduction of sustainability nurse representatives, with time release to participate in sustainability activities in the ward/unit.

Occupational health and safety

- A Central Building Consultative Committee will be established to ensure consultation on construction and refurbishment.
- Audits of manual handling incidents will take place to inform whether manual handling training can be improved.
- The Health and Safety Rep Designated Work Group (DWG) list will be provided to unions immediately following 30 March and again at 30 September each year. The HSRs will be from DWGs in mental health.
- Greater access by unions to access Occupational Violence and Aggression (OVA) prevention and management committees.
- The parties have agreed to amend clause 70 for consideration at an industry level on about how to support return to work from a mental health injury.
- Inclusion of a hazardous weather provision.

Fitness for work and reasonable adjustments

- New fitness for work provision setting out the procedure to be followed by employer with restriction on when it can be activated.
- Amendments to reasonable adjustments for employees with a disability provision including an obligation on employers to recognise that a temporary injury or illness is a temporary disability and as far as practicable has to be accommodated.

Payment of wages, employee records and related matters

- Amendments to improve access to long service leave and annual leave records.
- A positive employer obligation to recover over-payments they have made on your behalf in salary packaging where they are at fault.
- Employment checks required by employers that are above and beyond those required by legislation or regulation to be paid by the employer.
- Amendments to casual conversion clause to align with changes to the NES.
- Restrict the payment of meal allowance in cash to where practicable.
- Letter of appointment and variations/updated letters of appointment within 28 days.
- When working away from home employees will be able to access the ATO-stipulated rates for accommodation, meals and beverages and travel. This is expanded to include all work not just work performed during a disaster such as the recent floods and bushfires.
- Improved and clarified arrangements for those on fixed-term contracts to align with the NES.

In-principle agreement
WAGES TABLE

Following the statewide members meeting on 28 March 2025, ANMF acted on member feedback in relation to the timing of the wage increases (including the gender equity uplift) to better align with the 2024-28 Victorian general nurses and midwives agreement. As part of these high-level discussions with the Victorian Government, ANMF sought:

- front loading of RPN 2 increases
- timing of wage increases to more closely align with general nurses outcome
- bringing forward the final gender equity uplift

These improvements are now reflected in the wages tables as part of the in-principle EBA offer.

ANMF also sought an earlier nominal expiry date of 30 June 2028 to close the gap between agreements. The other parties did not agree. In the most recent offer from Government the nominal expiry date is 30 December 2028.

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Mental health public sector EBA wage schedule

with updated timing

CLASSIFICATION	CURRENT		2025						2026		
			20 MAY 2025 *FFPPOOA			20 MAY 2025 *FFPPOOA			5 JANUARY 2026 *FFPPOOA		
	PER WEEK	PER HOUR	PER WEEK	PER HOUR	% UPLIFT	PER WEEK	PER HOUR	% UPLIFT	PER WEEK	PER HOUR	% UPLIFT
RUSON	$988.60	$26.02	$1,243.70	$32.73	25.8%	$1,281.00	$33.71	3%	$1,281.00	$33.71	0%
NURSING INDIGENOUS CADETS YEAR 1	$988.60	$26.02	$1,022.70	$26.91	3.45%	$1,053.90	$27.73	3%	$1,066.50	$28.07	1.2%
NURSING INDIGENOUS CADETS YEAR 2	$1,055.50	$27.78	$1,091.90	$28.73	3.45%	$1,124.70	$29.60	3%	$1,138.20	$29.95	1.2%
NURSING INDIGENOUS CADETS YEAR 3	$1,120.40	$29.48	$1,159.10	$30.50	3.45%	$1,193.90	$31.42	3%	$1,208.20	$31.79	1.2%
PRE-QUALIFICATION PEN	$992.50	$26.12	$1,243.70	$32.73	25.31%	$1,281.00	$33.71	3%	$1,281.00	$33.71	0%
PEN LEVEL 1 YEAR 1	$1,163.10	$30.61	$1,203.70	$31.68	3.49%	$1,239.80	$32.63	3%	$1,254.70	$33.02	1.2%
PEN LEVEL 1 YEAR 2	$1,186.90	$31.23	$1,227.90	$32.31	3.45%	$1,264.70	$33.28	3%	$1,279.90	$33.68	1.2%
PEN LEVEL 1 YEAR 3	$1,210.40	$31.85	$1,252.20	$32.95	3.45%	$1,289.80	$33.94	3%	$1,305.30	$34.35	1.2%
PEN LEVEL 1 YEAR 4	$1,234.40	$32.48	$1,277.00	$33.61	3.45%	$1,315.30	$34.61	3%	$1,331.10	$35.03	1.2%
PEN LEVEL 1 YEAR 5	$1,249.10	$32.87	$1,292.20	$34.01	3.45%	$1,331.00	$35.03	3%	$1,347.00	$35.45	1.2%
PEN LEVEL 1 YEAR 6	$1,281.70	$33.73	$1,325.90	$34.89	3.45%	$1,365.70	$35.94	3%	$1,382.10	$36.37	1.2%
PEN LEVEL 1 YEAR 7	$1,305.00	$34.34	$1,350.00	$35.53	3.45%	$1,390.50	$36.59	3%	$1,407.20	$37.03	1.2%
PEN LEVEL 1 YEAR 8	$1,332.80	$35.07	$1,378.80	$36.28	3.45%	$1,420.20	$37.37	3%	$1,437.20	$37.82	1.2%
PEN LEVEL 2 YEAR 1	$1,360.60	$35.81	$1,407.50	$37.04	3.45%	$1,449.70	$38.15	3%	$1,467.10	$38.61	1.2%
PEN LEVEL 2 YEAR 2	$1,374.80	$36.18	$1,422.20	$37.43	3.45%	$1,464.90	$38.55	3%	$1,482.50	$39.01	1.2%
PEN LEVEL 2 YEAR 3	$1,388.60	$36.54	$1,436.50	$37.80	3.45%	$1,479.60	$38.94	3%	$1,497.40	$39.41	1.2%
PEN LEVEL 2 YEAR 4	$1,421.10	$37.40	$1,470.10	$38.69	3.45%	$1,514.20	$39.85	3%	$1,532.40	$40.33	1.2%
PEN LEVEL 3 YEAR 1	$1,458.20	$38.37	$1,508.50	$39.70	3.45%	$1,553.80	$40.89	3%	$1,572.50	$41.38	1.2%
PEN LEVEL 3 YEAR 2	$1,510.40	$39.75	$1,562.50	$41.12	3.45%	$1,609.40	$42.35	3%	$1,628.70	$42.86	1.2%
PEN LEVEL 3 YEAR 3	$1,534.90	$40.39	$1,587.90	$41.79	3.45%	$1,635.50	$43.04	3%	$1,655.10	$43.56	1.2%
PEN LEVEL 3 YEAR 4	$1,555.40	$40.93	$1,609.10	$42.34	3.45%	$1,657.40	$43.62	3%	$1,677.30	$44.14	1.2%
PEN LEVEL 4 (EDUCATOR)	$1,937.30	$50.98	$2,004.10	$52.74	3.45%	$2,064.20	$54.32	3%	$2,089.00	$54.97	1.2%

2026			2027						2028			TOTAL % UPLIFT
15 JUNE 2026 *FFPPOOA			4 JANUARY 2027 *FFPPOOA			7 JUNE 2027 *FFPPOOA			10 JANUARY 2028 *FFPPOOA			2024-28
PER WEEK	PER HOUR	% UPLIFT	PER WEEK	PER HOUR	% UPLIFT	PER WEEK	PER HOUR	% UPLIFT	PER WEEK	PER HOUR	% UPLIFT	% INCREASE
$1,319.50	$34.72	3%	$1,319.50	$34.72	0%	$1,359.10	$35.77	3%	$1,359.10	$35.77	0%	39.5%
$1,098.50	$28.91	3%	$1,110.60	$29.23	1.1%	$1,143.90	$30.10	3%	$1,251.40	$32.93	9.4%	28.5%
$1,172.30	$30.85	3%	$1,185.20	$31.19	1.1%	$1,220.80	$32.13	3%	$1,335.60	$35.15	9.4%	28.6%
$1,244.50	$32.75	3%	$1,258.20	$33.11	1.1%	$1,296.00	$34.11	3%	$1,417.80	$37.31	9.4%	28.4%
$1,319.50	$34.72	3%	$1,319.50	$34.72	0%	$1,359.10	$35.77	3%	$1,359.10	$35.77	0%	39.0%
$1,292.30	$34.01	3%	$1,306.50	$34.38	1.1%	$1,345.70	$35.41	3%	$1,472.20	$38.74	9.4%	28.5%
$1,318.30	$34.69	3%	$1,332.80	$35.07	1.1%	$1,372.80	$36.13	3%	$1,501.80	$39.52	9.4%	28.4%
$1,344.50	$35.38	3%	$1,359.30	$35.77	1.1%	$1,400.10	$36.84	3%	$1,531.70	$40.31	9.4%	28.4%
$1,371.00	$36.08	3%	$1,386.10	$36.48	1.1%	$1,427.70	$37.57	3%	$1,561.90	$41.10	9.4%	28.4%
$1,387.40	$36.51	3%	$1,402.70	$36.91	1.1%	$1,444.80	$38.02	3%	$1,580.60	$41.59	9.4%	28.4%
$1,423.60	$37.46	3%	$1,439.30	$37.88	1.1%	$1,482.50	$39.01	3%	$1,621.90	$42.68	9.4%	28.4%
$1,449.40	$38.14	3%	$1,465.30	$38.56	1.1%	$1,509.30	$39.72	3%	$1,651.20	$43.45	9.4%	28.4%
$1,480.30	$38.96	3%	$1,496.60	$39.38	1.1%	$1,541.50	$40.57	3%	$1,686.40	$44.38	9.4%	28.4%
$1,511.10	$39.77	3%	$1,527.70	$40.20	1.1%	$1,573.50	$41.41	3%	$1,721.40	$45.30	9.4%	28.4%
$1,527.00	$40.18	3%	$1,543.80	$40.63	1.1%	$1,590.10	$41.84	3%	$1,739.60	$45.78	9.4%	28.4%
$1,542.30	$40.59	3%	$1,559.30	$41.03	1.1%	$1,606.10	$42.27	3%	$1,757.10	$46.24	9.4%	28.4%
$1,578.40	$41.54	3%	$1,595.80	$41.99	1.1%	$1,643.70	$43.26	3%	$1,798.20	$47.32	9.4%	28.4%
$1,619.70	$42.62	3%	$1,637.50	$43.09	1.1%	$1,686.60	$44.38	3%	$1,845.10	$48.56	9.4%	28.4%
$1,677.60	$44.15	3%	$1,696.10	$44.63	1.1%	$1,747.00	$45.97	3%	$1,911.20	$50.29	9.4%	28.4%
$1,704.80	$44.86	3%	$1,723.60	$45.36	1.1%	$1,775.30	$46.72	3%	$1,942.20	$51.11	9.4%	28.4%
$1,727.60	$45.46	3%	$1,746.60	$45.96	1.1%	$1,799.00	$47.34	3%	$1,968.10	$51.79	9.4%	28.4%
$2,151.70	$56.62	3%	$2,175.40	$58.96	1.1%	$2,240.60	$57.25	3%	$2,451.20	$64.51	9.4%	28.4%

* FFPPOOA - FROM THE FIRST PAY PERIOD ON OR AFTER

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

Mental health public sector EBA wage schedule

Australian® Nursing & Midwifery Federation VICTORIAN BRANCH

CLASSIFICATION	CURRENT		2025						2026						2027						2028			TOTAL % UPLIFT
			20 MAY 2025 *FFPPOOA			20 MAY 2025 *FFPPOOA			5 JANUARY 2026 *FFPPOOA			15 JUNE 2026 *FFPPOOA			4 JANUARY 2027 *FFPPOOA			7 JUNE 2027 *FFPPOOA			10 JANUARY 2028 *FFPPOOA			2024-28
	PER WEEK	PER HOUR	PER WEEK	PER HOUR	% UPLIFT	PER WEEK	PER HOUR	% UPLIFT	PER WEEK	PER HOUR	% UPLIFT	PER WEEK	PER HOUR	% UPLIFT	PER WEEK	PER HOUR	% UPLIFT	PER WEEK	PER HOUR	% UPLIFT	PER WEEK	PER HOUR	% UPLIFT	% INCREASE
RPN GRADE 2 YEAR 1	$1,318.10	$34.69	$1,526.00	$40.16	15.77%	$1,571.80	$41.36	3%	$1,571.80	$41.36	0%	$1,619.00	$42.61	3%	$1,619.00	$42.61	0%	$1,667.60	$43.88	3%	$1,667.60	$43.88	0%	28.4%
RPN GRADE 2 YEAR 2	$1,392.40	$36.64	$1,564.70	$41.18	12.37%	$1,611.60	$42.41	3%	$1,616.50	$42.54	0.3%	$1,665.00	$43.82	3%	$1,669.60	$43.94	0.28%	$1,719.70	$45.26	3%	$1,761.40	$46.35	2.42%	28.4%
RPN GRADE 2 YEAR 3	$1,466.60	$38.59	$1,609.90	$42.37	9.75%	$1,657.90	$43.63	3%	$1,667.00	$43.87	1.15%	$1,717.00	$45.18	3%	$1,725.40	$45.41	0.49%	$1,777.20	$46.77	3%	$1,855.30	$48.82	4.39%	28.4%
RPN GRADE 2 YEAR 4	$1,546.20	$40.69	$1,658.90	$43.66	7.29%	$1,708.70	$44.97	3%	$1,722.20	$45.32	0.79%	$1,773.90	$46.68	3%	$1,786.30	$47.01	0.7%	$1,839.90	$48.42	3%	$1,956.00	$51.47	6.31%	28.4%
RPN GRADE 2 YEAR 5	$1,625.20	$42.77	$1,714.80	$45.13	5.51%	$1,766.20	$46.48	3%	$1,783.40	$46.93	0.97%	$1,836.90	$48.34	3%	$1,852.90	$48.76	0.87%	$1,908.50	$50.22	3%	$2,056.00	$54.11	7.73%	28.4%
RPN GRADE 2 YEAR 6	$1,702.20	$44.79	$1,771.00	$46.61	4.04%	$1,824.10	$48.00	3%	$1,844.90	$48.55	1.14%	$1,900.00	$50.00	3%	$1,919.10	$50.50	1.01%	$1,976.70	$52.02	3%	$2,153.30	$56.67	8.93%	28.4%
RPN GRADE 2 YEAR 7	$1,789.10	$47.08	$1,850.80	$48.71	3.45%	$1,906.30	$50.17	3%	$1,929.20	$50.77	1.2%	$1,987.10	$52.29	3%	$2,009.00	$52.87	1.1%	$2,069.30	$54.46	3%	$2,263.80	$59.57	9.4%	28.4%
RPN GRADE 2 YEAR 8	$1,861.70	$48.99	$1,925.90	$50.68	3.45%	$1,983.70	$52.20	3%	$2,007.50	$52.83	1.2%	$2,067.70	$54.41	3%	$2,090.40	$55.01	1.1%	$2,153.10	$56.66	3%	$2,355.50	$61.99	9.4%	28.4%
RPN GRADE 2 ADVANCED	$1,937.30	$50.98	$2,004.10	$52.74	3.45%	$2,064.20	$54.32	3%	$2,089.00	$54.97	1.2%	$2,151.70	$56.62	3%	$2,175.40	$57.25	1.1%	$2,240.70	$58.97	3%	$2,451.30	$64.51	9.4%	28.4%
PSYCH CLIN NURSE SPEC	$1,937.30	$50.98	$2,004.10	$52.74	3.45%	$2,064.20	$54.32	3%	$2,089.00	$54.97	1.2%	$2,151.70	$56.62	3%	$2,175.40	$57.25	1.1%	$2,240.70	$58.97	3%	$2,451.30	$64.51	9.4%	28.4%
RPN GRADE 3 YEAR 1	$1,941.00	$51.08	$2,008.00	$52.84	3.45%	$2,068.20	$54.43	3%	$2,093.00	$55.08	1.2%	$2,155.80	$56.73	3%	$2,179.50	$57.36	1.1%	$2,244.90	$59.08	3%	$2,455.90	$64.63	9.4%	28.4%
RPN GRADE 3 YEAR 2	$1,996.40	$52.54	$2,065.30	$54.35	3.45%	$2,127.30	$55.98	3%	$2,152.80	$56.65	1.2%	$2,217.40	$58.35	3%	$2,241.80	$58.99	1.1%	$2,309.10	$60.77	3%	$2,526.20	$66.48	9.4%	28.4%
RPN GRADE 3 YEAR 3 / ANUM YEAR 1	$2,085.30	$54.88	$2,157.20	$56.77	3.45%	$2,222.00	$58.47	3%	$2,248.70	$59.18	1.2%	$2,316.20	$60.95	3%	$2,341.70	$61.62	1.1%	$2,412.00	$63.47	3%	$2,638.70	$69.44	9.4%	28.4%
RPN GRADE 3 YEAR 4 / ANUM YEAR 2	$2,155.60	$56.73	$2,230.00	$58.68	3.45%	$2,296.90	$60.44	3%	$2,324.50	$61.17	1.2%	$2,394.20	$63.01	3%	$2,420.50	$63.70	1.1%	$2,493.10	$65.61	3%	$2,727.50	$71.78	9.4%	28.4%
RPN GRADE 4 YEAR 1	$2,162.80	$56.92	$2,237.40	$58.88	3.45%	$2,304.50	$60.64	3%	$2,332.20	$61.37	1.2%	$2,402.20	$63.22	3%	$2,428.60	$63.91	1.1%	$2,501.50	$65.83	3%	$2,736.60	$72.02	9.4%	28.4%
RPN GRADE 4 YEAR 2	$2,218.30	$58.38	$2,294.80	$60.39	3.45%	$2,363.60	$62.20	3%	$2,392.00	$62.95	1.2%	$2,463.80	$64.84	3%	$2,490.90	$65.55	1.1%	$2,565.60	$67.52	3%	$2,806.80	$73.86	9.4%	28.4%
RPN GRADE 4 YEAR 3	$2,329.10	$61.29	$2,409.50	$63.41	3.45%	$2,481.80	$65.31	3%	$2,511.60	$66.09	1.2%	$2,587.00	$68.08	3%	$2,615.50	$68.83	1.1%	$2,694.00	$70.89	3%	$2,947.20	$77.56	9.4%	28.4%
RPN G4 UNIT MGR YEAR 1-4 ** (LEVEL 1)	$2,460.90	$64.76	$2,529.80	$66.57	2.8%	$2,605.70	$68.57	3%	$2,637.00	$69.39	1.2%	$2,716.10	$71.48	3%	$2,746.00	$72.26	1.1%	$2,828.40	$74.43	3%	$3,094.30	$81.43	9.4%	27.6%
RPN4 UNIT MGR YEAR 5+ / RPN5 UNIT MANAGER YEAR 1-4 ** (LEVEL 2)	$2,460.90	$67.05	$2,622.00	$69.00	6.55%	$2,700.70	$71.07	3%	$2,733.10	$71.92	1.2%	$2,815.10	$74.08	3%	$2,846.10	$74.90	1.1%	$2,931.50	$77.14	3%	$3,207.10	$84.40	9.4%	32.3%
RPN5 NUM YEAR 5+ ** (LEVEL 3)	$2,460.90	$72.97	$2,714.40	$71.43	10.3%	$2,795.80	$73.57	3%	$2,829.30	$74.46	1.2%	$2,914.20	$76.69	3%	$2,946.30	$77.53	1.1%	$3,034.70	$79.86	3%	$3,320.00	$87.37	9.4%	36.9%
RPN GRADE 5	$2,440.10	$64.21	$2,524.30	$66.43	3.45%	$2,600.00	$68.42	3%	$2,631.20	$69.24	1.2%	$2,710.10	$71.32	3%	$2,739.90	$72.10	1.1%	$2,822.10	$74.27	3%	$3,087.40	$81.25	9.4%	28.4%
RPN GRADE 6	$2,772.90	$72.97	$2,868.60	$75.49	3.45%	$2,954.70	$77.76	3%	$2,990.20	$78.69	1.2%	$3,079.90	$81.05	3%	$3,113.80	$81.94	1.1%	$3,207.20	$84.40	3%	$3,508.70	$92.33	9.4%	28.4%
RPN GRADE 6 NURSE PRACTITIONER YEAR 1	$2,772.90	$72.97	$2,868.60	$75.49	3.45%	$2,954.70	$77.76	3%	$2,990.20	$78.69	1.2%	$3,079.90	$81.05	3%	$3,113.80	$81.94	1.1%	$3,207.20	$84.40	3%	$3,508.70	$92.33	9.4%	28.4%
RPN GRADE 6 NURSE PRACTITIONER YEAR 2	$2,772.90	$72.97	INTRODUCTION OF SECOND PAY INCREMENT FROM 1 JULY 2025			$3,010.80	$79.23	N/A	$3,046.90	$80.18	1.2%	$3,138.30	$82.59	3%	$3,172.80	$83.49	1.1%	$3,268.00	$86.00	3%	$3,575.20	$94.08	9.4%	30.9%
RPN GRADE 7	$3,484.60	$91.70	$3,604.10	$94.84	3.45%	$3,712.20	$97.69	3%	$3,756.80	$98.86	1.2%	$3,869.50	$101.83	3%	$3,912.10	$102.95	1.1%	$4,029.50	$106.04	3%	$4,408.30	$116.01	9.4%	28.4%
RPN 7 DON (PRESERVED)	$3,865.70	$91.70	$3,999.10	$105.24	3.45%	$4,119.10	$108.40	3%	$4,166.50	$109.64	1.2%	$4,291.50	$112.93	3%	$4,338.70	$114.18	1.1%	$4,468.90	$117.60	3%	$4,889.00	$128.66	9.4%	28.4%

* FFPPOOA - FROM THE FIRST PAY PERIOD ON OR AFTER

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

Mental health public sector EBA wage schedule

Comparison to general public sector wages

	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			TOTAL % UPLIFT 2024-2028
	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			
	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%

* 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.

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

* FFPPOOA - FROM THE FIRST PAY PERIOD ON OR AFTER

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

2026						2027						2028		TOTAL % UPLIFT 2024-2028
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		
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	
$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%
$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%
$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%
$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%
$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%
$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%
$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%
$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%
$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%
$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%
$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%
$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%
$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%
$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%
$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%
$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%
$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%
$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%
$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%
$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%
$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%
$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%
$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%
$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%
$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%
$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%

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.

Mental health public sector EBA allowances

SHIFT ALLOWANCE	CURRENT	2025		2026
		20 MAY 2025 *FFPPOOA	20 MAY 2025 *FFPPOOA	5 JAN 2026 *FFPPOOA
		3.5%	3%	1.2%
MORNING SHIFT	$36.70	$38.00	$39.10	$39.60
AFTERNOON SHIFT	$36.70	$38.00	$39.10	$39.60
NIGHT SHIFT (NON-CASUAL) – MONDAY – THURSDAY	$87.60	$90.70	$93.40	$94.50
NIGHT SHIFT (NON-CASUAL) – FRIDAY AND SATURDAY	$87.60	$90.70	$93.40	$94.50
NIGHT SHIFT (NON-CASUAL) – SUNDAY	$154.60	$160.00	$164.80	$166.80
NIGHT SHIFT CASUAL	$87.60	$90.70	$93.40	$94.50

2026		2027		2028
15 JUNE 2026 *FFPPOOA	1 JULY 2026 *FFPPOOA	4 JAN 2027 *FFPPOOA	7 JUNE 2027 *FFPPOOA	17 APRIL 2028 *FFPPOOA
3%	VARIED	1.1%	3%	9.4%
$40.80		$41.30	$42.50	$46.50
$40.80		$41.30	$42.50	$46.50
$97.30	$114.00	$115.90	$119.40	$130.60
$97.30	$126.60	$128.00	$131.80	$144.20
$171.80	$196.10	$198.30	$204.30	$223.50
$97.30		$98.40	$101.40	$110.90

CHANGE OF ROSTER	CURRENT	2025		2026
		20 MAY 2025 *FFPPOOA	20 MAY 2025 *FFPPOOA	5 JAN 2026 *FFPPOOA
		3.5%	3%	1.2%
8-14 DAYS	$36.70	$38.00	$39.10	$39.60
7 DAYS OR LESS	$73.30	$75.90	$78.20	$79.10

2026	2027		2028
15 JUNE 2026 *FFPPOOA	4 JAN 2027 *FFPPOOA	7 JUNE 2027 *FFPPOOA	17 APRIL 2028 *FFPPOOA
3%	1.1%	3%	9.4%
$40.80	$41.30	$42.50	$46.50
$81.50	$82.40	$84.90	$92.90

CHANGE OF WARD ALLOWANCE	CURRENT	2025		2026
		20 MAY 2025 *FFPPOOA	20 MAY 2025 *FFPPOOA	5 JAN 2026 *FFPPOOA
		3.5%	3%	1.2%
STARTED AT $36.70	NA	$38.00	$39.10	$39.60

2026	2027		2028
15 JUNE 2026 *FFPPOOA	4 JAN 2027 *FFPPOOA	7 JUNE 2027 *FFPPOOA	17 APRIL 2028 *FFPPOOA
3%	1.1%	3%	9.4%
$40.80	$41.30	$42.50	$46.50

ON CALL – NON-CATT	CURRENT	2025		2026
		20 MAY 2025 *FFPPOOA	20 MAY 2025 *FFPPOOA	5 JAN 2026 *FFPPOOA
		VARIED	3%	1.2%
MONDAY – FRIDAY	$70.30	$77.90	$80.20	$81.20
SATURDAY	$70.30	$116.90	$120.40	$121.80
SUNDAY AND WEEKDAY PUBLIC HOLIDAY	$70.30	$136.40	$140.50	$142.20
WEEKEND PUBLIC HOLIDAY	$70.30	$204.60	$210.70	$213.20

2026	2027		2028
15 JUNE 2026 *FFPPOOA	4 JAN 2027 *FFPPOOA	7 JUNE 2027 *FFPPOOA	17 APRIL 2028 *FFPPOOA
3%	1.1%	3%	9.4%
$83.60	$84.50	$87.00	$95.20
$125.50	$126.90	$130.70	$143.00
$146.50	$148.10	$152.50	$166.80
$219.60	$222.00	$228.70	$250.20

ON CALL – CATT	CURRENT	2025		2026
		20 MAY 2025 *FFPPOOA	20 MAY 2025 *FFPPOOA	5 JAN 2026 *FFPPOOA
		VARIED	3%	1.2%
MONDAY – FRIDAY	$163.50	$174.40	$179.60	$181.80
SATURDAY	$163.50	$213.40	$219.80	$222.40
SUNDAY AND WEEKDAY PUBLIC HOLIDAY	$163.50	$232.90	$239.80	$242.80
WEEKEND PUBLIC HOLIDAY	$163.50	$301.10	$310.10	$313.80

2026	2027		2028
15 JUNE 2026 *FFPPOOA	4 JAN 2027 *FFPPOOA	7 JUNE 2027 *FFPPOOA	17 APRIL 2028 *FFPPOOA
3%	1.1%	3%	9.4%
$187.30	$189.30	$195.00	$213.30
$229.10	$231.70	$238.70	$261.10
$250.10	$252.90	$260.50	$285.00
$323.20	$326.80	$336.60	$368.40

TABLE UPDATED NOVEMBER 2025 TO CORRECT THE DATE OF THE APRIL 2028 ALLOWANCES INCREASE

Mental health public sector EBA allowances

UNIFORM ALLOWANCE	CURRENT	2025		2026
		20 MAY 2025 *FFPPOOA	20 MAY 2025 *FFPPOOA	5 JAN 2026 *FFPPOOA
		3.5%	3%	1.2%
DAILY	$1.95	$2.02	$2.08	$2.10
WEEKLY	$9.62	$9.96	$10.26	$10.38

UNIFORM ALLOWANCE	2026	2027		2028
	15 JUNE 2026 *FFPPOOA	4 JAN 2027 *FFPPOOA	7 JUNE 2027 *FFPPOOA	17 APRIL 2028 *FFPPOOA
	3%	1.1%	3%	9.4%
DAILY	$2.16	$2.18	$2.25	$2.46
WEEKLY	$10.69	$10.81	$11.13	$12.18

LAUNDRY ALLOWANCE	CURRENT	2025		2026
		20 MAY 2025 *FFPPOOA	20 MAY 2025 *FFPPOOA	5 JAN 2026 *FFPPOOA
		3.5%	3%	1.2%
DAILY	$0.51	$0.53	$0.55	$0.56
WEEKLY	$2.61	$2.70	$2.78	$2.81

LAUNDRY ALLOWANCE	2026	2027		2028
	15 JUNE 2026 *FFPPOOA	4 JAN 2027 *FFPPOOA	7 JUNE 2027 *FFPPOOA	17 APRIL 2028 *FFPPOOA
	3%	1.1%	3%	9.4%
DAILY	$0.58	$0.59	$0.61	$0.67
WEEKLY	$2.89	$2.92	$3.01	$3.29

MEAL ALLOWANCE	CURRENT	2025		2026
		20 MAY 2025 *FFPPOOA	20 MAY 2025 *FFPPOOA	5 JAN 2026 *FFPPOOA
		3.5%	3%	1.2%
ALLOWANCE A	$14.53	$15.00	$15.50	$15.70
ALLOWANCE B	$11.53	$11.90	$12.30	$12.50

MEAL ALLOWANCE	2026	2027		2028
	15 JUNE 2026 *FFPPOOA	4 JAN 2027 *FFPPOOA	7 JUNE 2027 *FFPPOOA	17 APRIL 2028 *FFPPOOA
	3%	1.1%	3%	9.4%
ALLOWANCE A	$16.20	$16.40	$16.90	$18.50
ALLOWANCE B	$12.90	$13.00	$13.40	$14.70

CHANGE OF SHIFT FOR ELIGIBLE EMPLOYEES	CURRENT	2025		2026
		20 MAY 2025 *FFPPOOA	20 MAY 2025 *FFPPOOA	5 JAN 2026 *FFPPOOA
		3.5%	3%	1.2%
PEN	$46.47	$48.10	$49.50	$50.10

CHANGE OF SHIFT FOR ELIGIBLE EMPLOYEES	2026	2027		2028
	15 JUNE 2026 *FFPPOOA	4 JAN 2027 *FFPPOOA	7 JUNE 2027 *FFPPOOA	17 APRIL 2028 *FFPPOOA
	3%	1.1%	3%	9.4%
PEN	$51.60	$52.20	$53.80	$58.90

QUALIFICATION ALLOWANCE RPN	CURRENT	2025		2026
		20 MAY 2025 *FFPPOOA	20 MAY 2025 *FFPPOOA	5 JAN 2026 *FFPPOOA
		3.5%	3%	1.2%
HOSPITAL/GRAD CERTIFICATE	$58.70	$60.80	$62.60	$63.40
POST GRAD DIP OR DEGREE	$95.30	$98.60	$101.60	$102.80
MASTERS	$110.00	$113.90	$117.30	$118.70
PHD	$146.60	$151.70	$156.30	$158.20

QUALIFICATION ALLOWANCE RPN	2026	2027		2028	
	15 JUNE 2026 *FFPPOOA	4 JAN 2027 *FFPPOOA	7 JUNE 2027 *FFPPOOA	17 APRIL 2028 *FFPPOOA	1 MAY 2028 *FFPPOOA
	3%	1.1%	3%	9.4%	50%
HOSPITAL/GRAD CERTIFICATE	$65.30	$66.00	$68.00	$74.40	$111.60
POST GRAD DIP OR DEGREE	$105.90	$107.10	$110.30	$120.70	$181.10
MASTERS	$122.30	$123.70	$127.40	$139.40	$209.10
PHD	$163.00	$164.80	$169.70	$185.60	$278.40

QUALIFICATION ALLOWANCE PEN	CURRENT	2025		2026
		20 MAY 2025 *FFPPOOA	20 MAY 2025 *FFPPOOA	5 JAN 2026 *FFPPOOA
		3.5%	3%	1.2%
LEVEL 1 – 6 MONTH COURSE	$53.30	$55.20	$56.90	$57.60
LEVEL 1 – 12 MONTH COURSE	$99.90	$103.40	$106.50	$107.80
LEVEL 2 – 6 MONTH COURSE	$55.00	$56.90	$58.60	$59.30
LEVEL 2 – 12 MONTH COURSE	$103.10	$106.70	$109.90	$111.20
LEVEL 3 – 6 MONTH COURSE	$55.00	$56.90	$58.60	$59.30
LEVEL 3 – 12 MONTH COURSE	$103.10	$106.70	$109.90	$111.20

QUALIFICATION ALLOWANCE PEN	2026	2027		2028	
	15 JUNE 2026 *FFPPOOA	4 JAN 2027 *FFPPOOA	7 JUNE 2027 *FFPPOOA	17 APRIL 2028 *FFPPOOA	1 MAY 2028 *FFPPOOA
	3%	1.1%	3%	9.4%	50%
LEVEL 1 – 6 MONTH COURSE	$59.30	$60.00	$61.80	$67.60	$101.40
LEVEL 1 – 12 MONTH COURSE	$111.00	$112.20	$115.60	$126.50	$189.80
LEVEL 2 – 6 MONTH COURSE	$61.10	$61.80	$63.70	$69.70	$104.60
LEVEL 2 – 12 MONTH COURSE	$114.50	$115.80	$119.30	$130.50	$195.80
LEVEL 3 – 6 MONTH COURSE	$61.10	$61.80	$63.70	$69.70	$104.60
LEVEL 3 – 12 MONTH COURSE	$114.50	$115.80	$119.30	$130.50	$195.80

TABLE UPDATED NOVEMBER 2025 TO CORRECT THE DATE OF THE APRIL 2028 ALLOWANCES INCREASE

Frequently asked questions

Wages

1. What is the wages offer?

28.4%* (compounded) wage increases for nurses in mental health, aligned with general nurses over the life of the four-year agreement. Members achieved the top end of the Fair Work Commission's expert panel's forecast increase in ANMF's work value case. Increases and revised timings for wage increases, following ANMF discussions with government representatives, are confirmed in the wages table on page 12.

*ANMF achieved an additional 1.5% wage increase, paid from 1 July 2024, in the last mental health EBA outcome to recognise the delay in bargaining and that the nominal expiry date (NED) was pushed out to 31 December 2024. ANMF had sought an earlier 1 July 2028 NED in this new EBA to better align wage increases with the general nurses and midwives EBA which expires on 30 April 2028. This was not agreed to by other parties.

2. How did ANMF achieve above the Victorian Government's wages policy (which is 3% per annum only)?

In 2021, based on a recommendation of the Aged Care Royal Commission, ANMF brought a Work Value Case in the Fair Work Commission on behalf of aged care nurses and personal care workers in order to lift the Award-based minimum rates of pay for aged care nurses and carers.

The outcome of that case has been a between 15–28% wage increase for those workers. ANMF has also brought a case to have this uplift apply to minimum Award rates in other clinical contexts. We await a determination of that later case.

As a result of the Aged Care Work Value outcome, ANMF have been able to use the increase to these Award rates as leverage in public sector negotiations to ensure that gender inequity found and addressed by the Fair Work Commission in the aged care nurses Award rates is similarly addressed in enterprise agreement rates – and also flows to nurses working in other clinical contexts.

3. Will we get back pay?

Yes, the first increase will apply at least from the first full pay period on or from 20 May 2025.

4. What is the annual breakdown of increases?

The offer provides annual percentage wage increases (one of which is a gender equity uplift).

Aside from the first increase on 20 May 2025, these increases will occur in January and June of each year until the final wage increase on 10 January 2028.

Including the final 1.5% wage increase that mental health nurses received at the of the last enterprise agreement (on 1 July 2024), these increases equate to the same wages outcome that was achieved for general nurses – a 28.4% compounded wage increase over the life of the agreement.

5. Why aren't mental health nurses being paid at the same time as their counterparts in general nursing?

Mental health nurses and general nurses are employed under two different enterprise agreements which are subject to different expiry dates.

Notwithstanding this, ANMF has heard the concerns raised by some members and through intensive discussions with senior Victorian Government and Department of Health representatives, has secured improved timing of wage increases to closely align with the timing of the general nurses' wage increases.

Staffing

6. What about ratios for mental health?

ANMF have been consistent in our messaging and in discussions with Government that we need nurse-consumer ratios in public mental health. ANMF has always stood for safe staffing mechanisms, and we know (from our experiences in general nursing since the early 2000s) that ratios work. Importantly, our experience in general nursing has taught us that achieving ratios needs to be progressive and carefully stepped out. In general nursing, we first achieved nurse to patient ratios in the Enterprise Agreement; this is what formed the basis for the *Safe Patient Care Act* legislation when general nursing and midwifery ratios became law in 2015.

ANMF is seeking the same staged process for mental health with this offer containing members' claim for staffing profiles to be reflected in the Agreement. We know this is the necessary foundation for nurse/consumer ratios to be added to the *Safe Patient Care Act* in the future.

EBA process

7. Why wasn't there any specific claim for RPN5s?

There is a process for developing a log of claims prior to commencing bargaining for a new Agreement. New claims cannot be added once a log of claims is formally provided to the parties. An RPN5 specific claim was not put forward for inclusion in the log of claims that ANMF developed with members in 2024, so it could not be included in this offer.

Read more about how our log of claims is developed with our members at **anmfvic.asn.au/eba101faq** or scan the QR code.

8. What about Psychiatric Enrolled Nurses (PENs)?

Victoria has the highest number of enrolled nurses in Australia, and this is something ANMF is very proud of. We have campaigned for improved pathways and progression for enrolled nurses, such as via the free diploma of nursing and recognition for the important role that enrolled nurses in mental health play. Noting progression through PEN levels is not only via completion of an advanced diploma of nursing.

This offer provides a 28.4% (compounded) — inclusive of the 1.5% paid on 1 July 2024 — wage uplift for all nurses, enrolled and registered. Similarly, the additional benefits such as leave loading paid on five weeks instead of four weeks or improved night duty allowance are relevant for all nurses, not just registered nurses.

9. What is the expiry date of the proposed new Agreement?

The expiry date of the proposed agreement is 30 December 2028. ANMF sought in negotiations to have a nominal expiry date of 31 June 2028, to more closely align with the general nurses agreement, however VHIA and HACSU did not support this claim.

Other questions from members

10. How is it different from the last offer?

The first offer contained wages parity by the end of the Agreement but had minimal other parity claims such as no increase to qualification allowance, or improved night duty allowances. This new offer represents an additional 47 parity claims, and the majority of our mental health nurse specific claims such as staffing profiles in the Agreement, parent infant unit staffing and minimum RPN4 staffing in community mental health teams.

ANMF negotiations secured these additional 60 claims into this second offer.

11. How does this offer help retain experienced, exhausted mental health nurses ready to quit?

We know that mental health nurses are stretched, with a reliance on overtime and double shifts to meet vacancies across the state. This offer provides real wage growth of 28.4% (compounded), inclusive of 1.5% paid on 1 July 2024, along with additional ANMF claims that will provide additional EFT, better and enforceable staffing provisions in your EBA, enhanced access to leave and improved workload tools for community teams.

12. Why didn't we go to stage 2 to get an even better offer?

This second offer contains all of our relevant parity claims from general nursing and a large majority of our mental health nurse specific claims. We have been able to leverage the ANMF Aged Care Work Value Case to secure these significant wage increases to general nurses and now to mental health nurses.

ANMF was ready to support members to escalate to stage 2 or 3 if it was required. We provided the prerequisite notice to employers on Tuesday 25 March to ensure that our members had that opportunity to participate in stop work action. The claims achieved in the revised offer from the Victorian Government and subsequent discussions with Government on timing of wage increases ensures mental health and general nurses are largely aligned in terms of wage increases throughout the Agreement.

13. Why did the ANMF put the offer to members before agreement with all unions was reached?

In line with the 14 February 2025 members' resolution (via **anmfvic.asn.au/mhresolution3**), a statewide members meeting was scheduled to consider a revised offer from the Victorian Government or, in the absence of an offer, to discuss the next steps.

ANMF received a revised offer from government shortly before the scheduled statewide members' meeting which included the majority of ANMF claims, including 47 relevant parity claims from the general nurses agreement outcome and the majority of members' specific mental health nursing claims.

ANMF was therefore prepared to recommend that members consider endorsing the revised offer. Consistent with ANMF processes, the formal revised offer was put to a vote at the statewide members meeting and a majority of members endorsed the revised offer.

ANMF and its members support a fair agreement for all workers employed under the Victorian Public Mental Health Services Enterprise Agreement. However, ANMF only has the ability to negotiate for the sections of the agreement relevant to mental health nurses. This is limited to the common provisions section (Section 1) and registered nurses and enrolled nurses section (Section 2). The ANMF member-endorsed log of claims therefore only addresses claims relevant to these sections and the relevant schedules applicable to nurses working in public sector mental health.

ANMF supports HACSU members' right to continue their action for a fair outcome for its members.

Explainer: why are public sector mental health nurses not covered by the general public sector agreement?

Victoria is the only state or territory that has a separate EBA for nurses working in public mental health services.

Another difference is this agreement that covers Victorian public sector mental health nurses also covers all other employees in these services – including allied health, patient services assistants (PSAs) and admin staff.

The public sector nurses and midwives agreement only covers nurses and midwives.

So why isn't there one agreement covering all nurses, regardless of clinical speciality, and midwives?

The reasons are predominantly historical and shaped by the fact that nurses working in psychiatric residential institutions were once public service employees and nurses in all other services were not.

We need to go back nearly 50 years before the policy of mainstreaming patients with mental illness in the late 1980s and early 1990s, which led to the closure of Victoria's 'asylums'.

Registered psychiatric nurses and psychiatric enrolled nurses working in these government-run institutions were employed directly by the state of Victoria under the *Public Service Act 1974*. The same applied to other classifications working in these services. The Public Service Board decided their terms and conditions.

At the same time, nurses working in public hospitals and health services, outside of mental health services, were employed under Victorian Industrial Relations Commission Awards. (Victoria moved to the national workplace relations system in 1996 when the Kennett government abolished the VIRC.)

It got even more complicated. Registered nurses were employed under the Registered Nurses Award. The Hospital and Benevolent Homes Award outlined the wages and conditions for enrolled nurses.

By the early 1990s the Victorian Government had started replacing the asylums with smaller 'Area Mental Health Services'. This included setting up additional acute wards and outpatient clinics within public hospitals.

While located within general hospitals they were organisationally and operationally distinct.

Employees of these new services were employed by the state and were part of the public service.

In 1992, the Australian Industrial Relations Commission (now the Fair Work Commission) issued a decision leading to registered and enrolled nurses in public sector hospitals coming under the one federal award. It contained comprehensive classifications and grades for nurses in public and private health services.

The decision did not include psychiatric nurses employed in the Victorian public service under the *Public Service Act 1974*. This was followed by an ANF (now ANMF) and Health Services Union 1992 demarcation agreement that led to a new federal award applying to these nurses.

The Public Service Board was abolished in 1994 and then came a string of industrial documents covering psychiatric nurses and other employees such as trade, technician, catering, laundry and linen.

That's why when enterprise bargaining began in 1997 it was a natural conclusion that the first certified agreements regulated the conditions and pay of all employees providing public sector mental health services, such as ward clerks and PSAs, not just the nurses.

And like the previous awards, the first public sector nurses agreement excluded nurses working in mental health services.

This separation continued in the 2000, 2004, 2007, 2012, 2016, 2020 and the 2025 EBA.

Are you a graduate registered or enrolled nurse working in mental health?

It's now easier to join your union!

Half-price membership for **two years.**

Yes

Reduced grad membership rates

	per shift	fortnightly	yearly
RN more than 24 hours per week	$1.24*	$12.38	$321.97
RN 24 hours or less per week	$1.54**	$9.24	$240.18
EN more than 24 hours per week	$0.92*	$9.24	$240.18
EN 24 hours or less per week	$0.95**	$5.68	$147.74

Reduced rate for two years when you join in your grad year

* 5 shifts per week ** 3 shifts per week

You're a nurse – join your nursing union

Join the Australian Nursing and Midwifery Federation (Victorian Branch) for:

- **dedicated advice** about graduate wages, working conditions, workplace safety and professional issues
- dedicated graduate **support and representation**
- Almost 300 **free online CPD** modules (included)
- professional indemnity **insurance*** including any overtime worked
- **campaigns to improve** wages and conditions
- **financial help** for postgraduate and post-registration study
- **discounts** on cars, computers, travel, shopping, ANMF holiday accommodation and more
- peace of mind that **your union has your back**.

*conditions apply

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1. We understand your work. **Our elected union leadership, Branch Council and the majority of our staff are Victorian nurses and midwives.**
2. **We improve wages and working conditions** through enterprise bargaining agreement negotiations with your employer and member campaigns.
3. **We fight to grow and defend mental health nursing positions** to protect our professions and consumers against those who want to replace nurses with other mental health workers.
4. **We campaign to make the health, mental health and aged care systems better** for today and tomorrow.
5. **We advocate on health-related social justice and sustainability issues** because our members want to make a difference.

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- Holiday accommodation in Bright, Ocean Grove and Melbourne CBD – up to 50% off market rates
- Union Shopper for discounts on cars, computers, travel and more
- Discounted conferences, events and seminars
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and much more.

† unavailable for independent and/or privately practising midwives providing intrapartum care. Other exclusions apply. Visit **anmfvic.asn.au/pii**

‡ unavailable for non-working members

conditions apply

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