Mental Health public sector EBA wage schedule

with updated timing

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
RUSON	$988.60	$26.02	$1,243.70	$32.73	25.8%	$1,281.00	$33.71	3%	$1,281.00	$33.71	0%	$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%
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%	$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%
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%	$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%
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%	$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%
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%	$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%
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%	$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%
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%	$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%
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%	$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%
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%	$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%
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%	$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%
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%	$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%
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%	$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%
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%	$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%
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%	$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%
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%	$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%
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%	$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%
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%	$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%
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%	$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%
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%	$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%
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%	$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%
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%	$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%
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%	$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

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

Mental Health public sector EBA wage schedule

with updated timing

Australian® Nursing & Midwifery Federation VICTORIAN BRANCH

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	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%

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Mental Health public sector EBA wage schedule

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	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					
			20 MAY 2025 *FFPPOOA			20 MAY 2025 *FFPPOOA			5 JANUARY 2026 *FFPPOOA			15 JUNE 2026 *FFPPOOA		
	PER WEEK	PER HOUR	PER WEEK	PER HOUR	% UPLIFT	PER WEEK	PER HOUR	% UPLIFT	PER WEEK	PER HOUR	% UPLIFT	PER WEEK	PER HOUR	% UPLIFT
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%
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%
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%
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%
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%
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%
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%
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%
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%
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%
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%
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%
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%
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%
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%
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%
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%
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%
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%
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%
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%
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%
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%
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%
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%
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%

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
$1,619.00	$42.61	3%	$1,619.00	$42.61	0%	$1,667.60	$43.88	3%	$1,667.60	$43.88	0%	28.4%
$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%
$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%
$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%
$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%
$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%
$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%
$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%
$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%
$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%
$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%
$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%
$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%
$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%
$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%
$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%
$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%
$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%
$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%
$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%
$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%
$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%
$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%
$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%
$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%
$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