Campaign update #40
New pay rate information and timing

1. Pay rise, back pay and good faith payment
The Victorian Hospitals’ Industrial Association (VHIA) has advised public sector mental health employers that they should start paying the new pay rates, the back pay, and the good faith payment within the first two full pay periods on or after the new agreement’s operational start date of 27 April.

ANMF has also requested that employers provide information to mental health nurses explaining how their new pay has been calculated.

You can check your new pay rate in the agreement (see page 247).

ANMF has also requested that the good faith payment and the back pay (the first pay rise payable from the first full pay period on or after 1 October) are staggered into two different pay periods where possible.

2. Calculating the good faith payment
The following is a reminder to ANMF members about the guidelines employers will use to calculate your good faith payment (clause 60 of the new agreement). The one-off good faith payment is based on 1.5 per cent of the employee’s total annual remuneration including salary and allowances as at the commencement of this agreement.

1. the period for calculating the one-off good faith payment is the 12 months preceding the expiration of the employee’s last pay period before the new rates of pay become operable (eg prior to the first pay period on or after 1 October 2016)
2. total annual remuneration calculation is to include all payments made to the employee during this period including base rates, allowances, penalties and overtime
3. each employee will be advised in writing of the total annual remuneration sum and the one off good faith payment sum at the time of payment
4. the payment relates to those employees employed as at the full pay period on or after 1 October 2016, identified in point 1
5. employees employed after this date are not entitled to receive a payment
6. employees will be notified of the schedule for payments arising from the implementation of the agreement. This includes:
   • the timing of the change in rates
   • the one off good faith payment
   • the pay increases payable from the first full pay period on or after 1 October 2016 and 1 April 2017.

3. Good faith payment
If you have any concerns about timing or the amount you are paid please contact your pay roll in the first instance.
If you are not satisfied with the response contact the ANMF Information Line on 9275 9300 or 1800 133 353 (regional toll free) or infoline@anmfvic.asn.au or contact your ANMF Organiser.