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VICTORIAN BRANCH

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KEY HIGHLIGHTS OF THE
Member-endorsed
in-principle agreement

2024-28 VICTORIAN PUBLIC SECTOR EBA



View the list of the 75 improvements
at anmfvic.asn.au/update24

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The statewide members meeting on Wednesday 26 June 2024 overwhelmingly endorsed the Allan Government's offer reached after intensive discussions between the ANMF (Vic Branch) and senior Department of Health and government representatives.

The full draft enterprise agreement will go to a formal ballot of all public sector nurses and midwives employed under the EBA in coming weeks.

The 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, employers' inability to fill night shift, too much rotation onto night shift, over reliance on redeployment and employers' inflexibility around requests for flexible work arrangements.

The in-principle agreement respects the work of nurses and midwives, acknowledges the extraordinary work done through the pandemic and delivers on an overwhelming majority of members' EBA claims.

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

Personal leave

From 8 July 2024 [clause 61]

- Single day absences without evidence will increase from three to five days.
- A statutory declaration can be used on five occasions, increased from the current three.

Long service leave

From 8 July 2024 [clauses 70 and 4]

- 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.

Compassionate leave

From 24 June 2024 [clause 65]

Access to paid compassionate leave will be extended from the current two to four days per occasion.

Portability of leave

From 24 June 2024 [clause 70]

- For those nurses and midwives relocating to Victoria and working in the public sector, i.e. from the public sector interstate to Victorian public sector, their service will be recognised for the purposes of personal leave and long service leave – aligning nurses and midwives with public sector medical staff.
- The 180-day cap on transferable personal leave will be removed.
- Portability of service for the purposes of personal leave and long service will occur for those transferring from local government to the Victorian public sector.

These changes will operate from the date above (not retrospectively).

Disaster leave

From 24 June 2024 [clause 72(b)]

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



Annual leave

From 24 June 2024 [clause 57]

Annual leave clause has been amended and simplified to demonstrate

how part-time employees access the sixth week, and from 1 June 2024, for those who rely on the minimum 17.5% leave loading this will be extended to apply from four weeks to five weeks.

Family violence leave

From 24 June 2024 [clauses 19 and 64]

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

Gender affirmation leave

From 24 June 2024 [clause 74(e)]

20 days paid leave for gender affirmation procedures, as well as up to 48 weeks of unpaid leave.

Ceremonial leave

From 24 June 2024 [clause 73]

Ceremonial leave for Aboriginal and Torres Strait Islander nurses and midwives has been improved, recognising the need to access leave for Sorry Business.

Foster and kinship primary carers leave

From 24 June 2024 [clause 74(f)]

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 the placement of the child.

Pre-natal leave

From 24 June 2024 [clause 66]

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

Mandatory education

From 8 July 2024 [clause 75]

All education deemed mandatory or compulsory must occur within paid time, overtime will apply and no deduction from professional development leave is allowed.

Study leave

From 24 June 2024 [clause 75]

The study leave clause has been clarified and amended to ensure that ENs undertaking the RN/RM Bachelor can also access the paid study leave entitlement.

Parental leave

From 24 June 2024
[clauses 4 and 68]

Changes to parental leave clauses include:



- The qualifying period for paid parental leave for nurses and midwives will reduce from the current six months to zero from 1 June 2024.
- 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.

Clinical Nurse Specialist/ Clinical Midwife Specialist

From 8 July 2024 [clause 83]

In relation to CNS/CMS the clause now makes it clear that it applies from the application date when a nurse or midwife is successful.

From 24 June 2024

In the event there is a dispute relating to a qualification being relevant it will be determined by the existing central statewide disputes panel if not resolved locally.

No Lift Co-ordinators

From 1 July 2024 [clause 95]

No Lift Co-ordinators will be paid the same rate QRED 2 (old Grade 4A).

Working away from home

From 24 June 2024 [clause 37.3]

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.

Midwives

From 1 May 2024

If a midwife is the sole midwife at a Maternity Capability Level 3 or 2 maternity services ward, they will be paid a sole midwife allowance of \$58.10 per shift.

From 24 June 2024 [clause 83]

Midwifery Liaison Officers who work across a region will be classified at CNC D.

From 1 July 2024 [clause 107.10]

- Midwifery continuity of care models clause to now reference Maternity ante, postnatal and domiciliary models (MAPS). There are improvements in the Local Health Agency Committee (LHAC) process and the 32% commuted loading review will be undertaken within six months of EBA approval.
- Ward change for caseload model midwives will attract change of ward allowance.

From 1 January 2025 [clause 83]

Senior midwives will be appointed – oneEFT at Warragul, Sale and Mildura.

From 1 June 2025 [clause 83]

- There will be a new Endorsed Midwife allowance payable aligned to the Grad Dip qualification allowance.

The utilisation of the Nursing and Midwifery Board of Australia endorsement must be required by the employer.

Importantly, this is in addition to receipt of any qualification allowance.

[Clause 4]

A midwife who is not a registered nurse, but later becomes one, has their experience as a midwife count as experience towards their registered nurse increments.

Registered nurses undertaking midwifery education, as part of their employment, will be employed at a minimum 0.6EFT and be paid their substantive rate for all clinical placement/ supervised experience that occurs within special care nursery/pre-natal/postnatal/ birthing suite (and other placement/experience occurring in paid time).



Employer allocated portfolio work or administrative duties

From 8 July 2024 [clause 45(a)]

Those with employer-allocated portfolio work or administrative duties will have reasonable paid time to undertake such responsibilities.

Clinical Educators

From 1 July 2024 [clause 83]

The major/non major hospital distinction for clinical educators (predominantly in regional Victoria) starting rate of pay will be removed, with those at the non-major lower entry level automatically transferring to the first increment of the higher entry level.

Nurse Practitioners

[clause 83]

There is now an amended contemporary definition of Nurse Practitioner in our EBA meaning if someone is working as a Nurse Practitioner they must be paid as a Nurse Practitioner.

Standalone community health

From 24 June 2024 [clause 83]

For those in standalone community health the existing Community Stream in the EBA career structure which comprises those classifications principally engaged in district nursing, community alcohol and other drugs, domiciliary, ambulatory, outpatients, community health, hospital in the home (HITH), post-acute care (PAC), hospital admission risk program (HARP), in-reach etc, are now to be read in conjunction with the Clinical, Advanced Practice and Research Stream and the Nurse/Midwifery Manager Stream.

Streamlining implementation

From 24 June 2024 [clause 14]

Workplace Implementation Committees continue but now mandatory, with a central committee to monitor implementation of the EBA and resolve disputes.

Vacancies and backfill

From 24 June 2024 [clause 96]

Various clauses that deal with vacancies and backfill have been reviewed and are now contained in one clause.

Overtime

Parties have agreed to move from exclusive of, to inclusive of, meal breaks – and removal of night-time requirement when determining if an employee has worked excessive hours.

The parties agreed to the following amendments to the overtime clause:

- i. 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)
- ii. ten-minute breaks during overtime will now be paid breaks.

Skill mix clause

From 1 January 2025 [clause 86]

The skill mix clause will be amended to include operating theatres, recovery units and paediatrics.

Improved definitions

From 24 June 2024

Definitions within the Agreement:

- [clause 10(a)] Anti-discrimination gender identity provisions, and a gender-based standing committee.
- [clause 11] Consultation, and consultations on rosters.
- [clause 15] Managing conduct and performance.
- [clause 16] Improvement in access to flexible workings arrangements (FWA) including that “an inherent requirement of the job” (so often used by health services to refuse an arrangement) does not equate to being a reasonable business ground to refuse a flexible working arrangement request.

On call and re-call allowances

Changes to on-call allowances on weekends and public holidays from current rate of \$72.20, from 24 June 2024:

DAYS	ALLOWANCE*
Weekends	\$108.30
Public Holidays	\$126.35
Weekend Public Holidays	\$189.53

* Allowance will increase with wage increases thereafter

Re-call return to workplace

From 24 June 2024 [clause 50]

- Clarifies how to calculate recall in the event of multiple recalls (always double time after the first recall).
- The Employer may not change an

Employee's rostered shift/s to avoid the 10-hour break requirement.



From 8 July 2024 [clause 50]

Clarifying that an employee who is recalled and then recall is cancelled will receive the minimum recall payment of three hours.

On-call emergency recall triggered if required to work:

- more than 90 minutes beyond rostered shift ending
- beyond conclusion of a case that started before the shift ended

whichever comes first.

If the 10-hour break results in an employee otherwise commencing ordinary hours with three or fewer hours remaining in their rostered shift, the employee will be paid for the entire rostered shift without any requirement to attend for duty.

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

Additional wages information

From 17 May 2024

Casual rates – standardisation of weekend casual rate to 1.875%

From 8 July 2024 [clause 83]

- Enrolled Nurses commencing as Registered Nurses will commence at Grade 2 Year 2 (deals with issue of working outside public sector before Grad Year).
- Amending Director of Nursing rates at 7B and 8D classification to 7A and 8C DON rates, affecting those smaller regional hospitals from 1 July 2027.



Rosters

From 24 June 2024
[clause 46]

The parties have agreed to amendments which reinforce the change of roster allowance and

supplementary rosters. Included within the clause is a term that facilitates the introduction of electronic supplementary rosters.

From 1 January 2025

Casterton Hospital, Echuca Aged Care, Alexandra District Hospital and Latrobe Regional Hospital will move to an 8:8:10 roster.

From 8 July 2024 [clause 58 and 43]

- The ambiguity surrounding the four clear days off has been removed from the clause and there is now a payment.
- Stronger provisions to enable employees to schedule their ADOs on a date that they request.

[Clause 45]

- Expansion of the Change of Roster allowance to be paid when the 28-day roster is not posted 28 days in advance for each shift worked without 28 days' notice.
- That those working above 0.8 are to entitled to a minimum of two consecutive days off each week.

New redeployment allowance

From 26 June 2024 [clause 41D]

The parties have agreed to a provision which provides for payment of a relocation from base ward allowance when employee moved from home ward:

- does not apply to casuals
- base ward is the ward you typically work on
- relocation allowance applies if redeployed
- 2.5% of base rate – same as change of roster allowance – currently \$36.10 per occasion increasing with wage increases.

Qualification allowance

From 24 June 2024 [clause 31]

- The inclusion of a component of a course being the trigger for receipt of a qualification allowance.
- New subclause to require an employer to respond within 28 days in writing where an employee claims a higher qualification allowance.
- Clarification as to how qualification allowance applies where multiple roles held – highest allowance applies for all shifts.
- Clarification that being redeployed doesn't impact your entitlement to receive higher qualification allowance.
- Requirement for an employer to ask for qualifications as part of the recruitment process.
- Evidence for qualification allowance to include where the employer knew, as part of the recruitment process, that you held the qualification.

From 24 June 2024 [clause 14]

In the event there is a dispute relating to a qualification being relevant it will be determined by the existing central statewide disputes panel if not resolved locally.

From 1 July 2027 [clause 14]

In addition to wage increase adjustments, the qualifications allowance will increase by a further 50% on this date. By the end of the agreement, it will have increased by 92%. Access to this allowance will be improved and streamlined.

Night shift

From 24 June 2024

- Reintroduction of permanent night shift (employee choice only) and obligations to recruit to it.
- Night duty staff to receive penalties if required to rotate onto day for training purposes.
- 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.

From 15 May 2025, non-casual adjust per wage increases **and**:

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 Sunday 'trial' rate as base; currently \$154.63)



Night shift	CURRENT	JULY 24	NOV 25	NOV 26	MAY 27	APR 28
Mon – Thurs	\$89.90	\$106.20	\$110.70	\$115.20	\$118.65	\$129.85
Fri	\$89.90	\$118.00	\$123.00	\$128.05	\$128.05	\$144.35
Sun	\$154.63	\$182.65	\$190.40	\$198.20	\$198.20	\$223.40

Superannuation

From 24 June 2024

Frequency of contributions:

- a. during the week following wages being paid or,
- b. on parental leave where there are no wages, the week following the pay period to which the superannuation entitlement relates,

where this is operationally possible, but not later than would be the case were it a superannuation guarantee payment.

From 1 July 2026 [clause 27]

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

New allowance for hyperbaric nurses of \$85.08

From 1 June 2024 [clause 41(g)]

- per shift (when they undertake a dive) and
- for each shift when they are on call – given the restrictions imposed when they are on call
- in addition to on-call allowance.

Fixed-term contracts

Improved and clarified arrangements for those on fixed term contracts:

- new employer obligations 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.

Transitioning to retirement

For those transitioning to retirement the employee will be able to use their long service leave as prescribed where a definitive date of retirement is provided.

A new right to disconnect

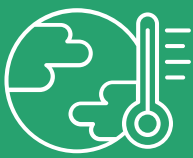
From 8 July 2024 [clause 55(b)]

A new right to disconnect clause which includes procedures that specify the order of actions an employer must take to fill a shift.

Lead apron

[Clause 30 (a)2]

Employees who wear a lead apron for 3 hours continuously will be entitled to a 10-minute break.



New climate change clause

From 24 June 2024
[clause 16(b)]

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

- 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, and
- integrating environmental sustainability into workplace implementation committees (WICs) and other local committees.

New enrolled nurse employment model

Introduce the ability for EN students to be employed under the EBA with the title of Registered Enrolled Nurse Student (RENS).

Undergraduate nurse and midwife student employment model

From 1 July 2024 [clause 106]

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

- master students to be included
- an ability to extend RUSON/M employment to when they commence their graduate year
- changed rate of pay for RUSON/Ms from 75% of the graduate rate to 81.5%
- not restrict RUSON/Ms to one per ward per shift
- MCHN postgraduate student model included – 95% of MCHN year 1 rate

Occupational health and safety

From 24 June 2024

- [clause 102] The Health and Safety Rep Designated Work Group (DWG) list will be provided to ANMF immediately following 30 March and again at 30 September. The names will be of those that the DWGs relate to this EBA coverage.
- [clause 103] Greater access by ANMF to access Occupational Violence and Aggression (OVA) prevention and management committees.
- [clause 104(a)] There is to be an agreed approach between the parties to preventing sexual harassment.
- [clause 63] The parties have agreed to amend clause 98 for consideration at an industry level about how to support return to work from a mental health injury.
- [clause 29] Accident make-up pay – the parties agreed to an amendment to accident make-up pay to reflect Workcover-scheme-determined pre-injury average weekly earnings.
- [clause 63] Clauses dealing with fitness for work and accommodating employees with a disability have been merged into one clause, with restrictions on when it can be activated. Importantly this requires 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

From 24 June 2024 [clause 26]

- Amendments to improve access to long service leave and annual leave records.
- A new subclause which provides for the efficient resolution of disputes regarding underpayments (accelerated access to the Fair Work Commission).
- Parties agreed to replace 'within 24 hours' with 'by the end of the next business day.'
- Letter of appointment from 1 June 2024 variations/updated letters of appointment within 28 days.



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**MEMBER-ENDORSED
IN-PRINCIPLE AGREEMENT**

Wages table

2024 EBA wages outcome

CLASSIFICATION	2024							2025					2026					2027					TOTAL COMP* OVER 4 YEARS
	CURRENT		15 JUNE 2024		1 JULY 2024		YEAR TOTAL	15 MAY 2025		29 NOVEMBER 2025		YEAR TOTAL	15 MAY 2026		29 NOVEMBER 2026		YEAR TOTAL	15 MAY 2027		29 NOVEMBER 2027		YEAR TOTAL	% INCREASE
	PER WEEK	PER HOUR	PER WEEK	PER HOUR	PER WEEK	PER HOUR	COMP*	PER WEEK	PER HOUR	PER WEEK	PER HOUR	COMP*	PER WEEK	PER HOUR	PER WEEK	PER HOUR	COMP*	PER WEEK	PER HOUR	PER WEEK	PER HOUR	COMP*	
TRAINEE YEAR 1 IB40 TEN 1	\$967.40	\$25.46	\$996.40	\$26.22	\$1,015.70	\$26.73	4.99%	\$1,046.20	\$27.53	\$1,058.60	\$27.86	4.22%	\$1,090.40	\$28.69	\$1,102.00	\$29.00	4.10%	\$1,135.10	\$29.87	\$1,242.10	\$32.69	12.71%	28.4%
TRAINEE YEAR 2 IB41 TEN 2	\$1,046.90	\$27.55	\$1,078.30	\$28.38	\$1,099.20	\$28.93	5.00%	\$1,132.20	\$29.79	\$1,145.70	\$30.15	4.23%	\$1,180.10	\$31.06	\$1,192.60	\$31.38	4.09%	\$1,228.40	\$32.33	\$1,344.20	\$35.37	12.71%	28.4%
EN LEVEL 1 YEAR 1 IB60 EN 1.1	\$1,145.90	\$30.16	\$1,180.30	\$31.06	\$1,203.20	\$31.66	5.00%	\$1,239.30	\$32.61	\$1,254.00	\$33.00	4.22%	\$1,291.60	\$33.99	\$1,305.30	\$34.35	4.09%	\$1,344.50	\$35.38	\$1,471.30	\$38.72	12.72%	28.4%
EN LEVEL 1 YEAR 2 IB61 EN 1.2	\$1,169.40	\$30.77	\$1,204.50	\$31.70	\$1,227.90	\$32.31	5.00%	\$1,264.70	\$33.28	\$1,279.70	\$33.68	4.22%	\$1,318.10	\$34.69	\$1,332.10	\$35.06	4.09%	\$1,372.10	\$36.11	\$1,501.50	\$39.51	12.72%	28.4%
EN LEVEL 1 YEAR 3 IB62 EN 1.3	\$1,192.50	\$31.38	\$1,228.30	\$32.32	\$1,252.10	\$32.95	5.00%	\$1,289.70	\$33.94	\$1,305.00	\$34.34	4.22%	\$1,344.20	\$35.37	\$1,358.40	\$35.75	4.09%	\$1,399.20	\$36.82	\$1,531.10	\$40.29	12.71%	28.4%
EN LEVEL 1 YEAR 4 IB63 EN 1.4	\$1,216.20	\$32.01	\$1,252.70	\$32.97	\$1,277.00	\$33.61	5.00%	\$1,315.30	\$34.61	\$1,331.00	\$35.03	4.23%	\$1,370.90	\$36.08	\$1,385.40	\$36.46	4.09%	\$1,427.00	\$37.55	\$1,561.60	\$41.09	12.72%	28.4%
EN LEVEL 1 YEAR 5 IB64 EN 1.5	\$1,262.80	\$33.23	\$1,300.70	\$34.23	\$1,325.90	\$34.89	5.00%	\$1,365.70	\$35.94	\$1,382.00	\$36.37	4.23%	\$1,423.50	\$37.46	\$1,438.60	\$37.86	4.10%	\$1,481.80	\$38.99	\$1,621.50	\$42.67	12.71%	28.4%
EN LEVEL 1 YEAR 6 IB65 EN 1.6	\$1,301.90	\$34.26	\$1,341.00	\$35.29	\$1,367.00	\$35.97	5.00%	\$1,408.00	\$37.05	\$1,424.80	\$37.49	4.23%	\$1,467.50	\$38.62	\$1,483.10	\$39.03	4.09%	\$1,527.60	\$40.20	\$1,671.70	\$43.99	12.72%	28.4%
EN LEVEL 2 CERT IV YEAR 1 IB66 EN 2.1	\$1,230.60	\$32.38	\$1,267.50	\$33.36	\$1,292.10	\$34.00	5.00%	\$1,330.90	\$35.02	\$1,346.70	\$35.44	4.23%	\$1,387.10	\$36.50	\$1,401.80	\$36.89	4.09%	\$1,443.90	\$38.00	\$1,580.10	\$41.58	12.72%	28.4%
EN LEVEL 2 CERT IV YEAR 2 IB67 EN 2.2	\$1,258.00	\$33.11	\$1,295.70	\$34.10	\$1,320.80	\$34.76	4.99%	\$1,360.40	\$35.80	\$1,376.60	\$36.23	4.22%	\$1,417.90	\$37.31	\$1,432.90	\$37.71	4.09%	\$1,475.90	\$38.84	\$1,615.10	\$42.50	12.72%	28.4%
EN LEVEL 2 CERT IV YEAR 3 IB92 EN 2.3	\$1,285.70	\$33.83	\$1,324.30	\$34.85	\$1,350.00	\$35.53	5.00%	\$1,390.50	\$36.59	\$1,407.00	\$37.03	4.22%	\$1,449.20	\$38.14	\$1,464.60	\$38.54	4.09%	\$1,508.50	\$39.70	\$1,650.80	\$43.44	12.71%	28.4%
EN LEVEL 2 CERT IV YEAR 4 IB93 EN 2.4	\$1,313.10	\$34.56	\$1,352.50	\$35.59	\$1,378.70	\$36.28	5.00%	\$1,420.10	\$37.37	\$1,437.00	\$37.82	4.23%	\$1,480.10	\$38.95	\$1,495.80	\$39.36	4.09%	\$1,540.70	\$40.54	\$1,686.00	\$44.37	12.72%	28.4%
EN LEVEL 2 CERT IV YEAR 5 IB94 EN 2.5	\$1,340.50	\$35.28	\$1,380.70	\$36.33	\$1,407.50	\$37.04	5.00%	\$1,449.70	\$38.15	\$1,467.00	\$38.61	4.23%	\$1,511.00	\$39.76	\$1,527.00	\$40.18	4.09%	\$1,572.80	\$41.39	\$1,721.10	\$45.29	12.71%	28.4%
EN LEVEL 2 CERT IV YEAR 6 IB95 EN 2.6	\$1,354.50	\$35.64	\$1,395.10	\$36.71	\$1,422.20	\$37.43	5.00%	\$1,464.90	\$38.55	\$1,482.30	\$39.01	4.23%	\$1,526.80	\$40.18	\$1,543.00	\$40.61	4.09%	\$1,589.30	\$41.82	\$1,739.20	\$45.77	12.72%	28.4%
EN LEVEL 2 DIPLOMA YEAR 1 IB68 EN 2.3	\$1,285.70	\$33.83	\$1,324.30	\$34.85	\$1,350.00	\$35.53	5.00%	\$1,390.50	\$36.59	\$1,407.00	\$37.03	4.22%	\$1,449.20	\$38.14	\$1,464.60	\$38.54	4.09%	\$1,508.50	\$39.70	\$1,650.80	\$43.44	12.71%	28.4%
EN LEVEL 2 DIPLOMA YEAR 2 IB69 EN 2.4	\$1,313.10	\$34.56	\$1,352.50	\$35.59	\$1,378.70	\$36.28	5.00%	\$1,420.10	\$37.37	\$1,437.00	\$37.82	4.23%	\$1,480.10	\$38.95	\$1,495.80	\$39.36	4.09%	\$1,540.70	\$40.54	\$1,686.00	\$44.37	12.72%	28.4%
EN LEVEL 2 DIPLOMA YEAR 3 IB70 EN 2.5	\$1,340.50	\$35.28	\$1,380.70	\$36.33	\$1,407.50	\$37.04	5.00%	\$1,449.70	\$38.15	\$1,467.00	\$38.61	4.23%	\$1,511.00	\$39.76	\$1,527.00	\$40.18	4.09%	\$1,572.80	\$41.39	\$1,721.10	\$45.29	12.71%	28.4%
EN LEVEL 2 DIPLOMA YEAR 4 IB71 EN 2.6	\$1,354.50	\$35.64	\$1,395.10	\$36.71	\$1,422.20	\$37.43	5.00%	\$1,464.90	\$38.55	\$1,482.30	\$39.01	4.23%	\$1,526.80	\$40.18	\$1,543.00	\$40.61	4.09%	\$1,589.30	\$41.82	\$1,739.20	\$45.77	12.72%	28.4%
EN LEVEL 2 DIPLOMA YEAR 5 (WITH 5 ROUTES) IB72 EN 2.7	\$1,368.10	\$36.00	\$1,409.10	\$37.08	\$1,436.40	\$37.80	4.99%	\$1,479.50	\$38.93	\$1,497.10	\$39.40	4.23%	\$1,542.00	\$40.58	\$1,558.30	\$41.01	4.09%	\$1,605.00	\$42.24	\$1,756.40	\$46.22	12.71%	28.4%
EN LEVEL 3 (SA) IB73 EN 3.1	\$1,436.60	\$37.81	\$1,479.70	\$38.94	\$1,508.40	\$39.69	5.00%	\$1,553.70	\$40.89	\$1,572.20	\$41.37	4.23%	\$1,619.40	\$42.62	\$1,636.60	\$43.07	4.10%	\$1,685.70	\$44.36	\$1,844.70	\$48.54	12.72%	28.4%
EN LEVEL 3 (WITH 4 ROUTES) IB74 EN 3.2	\$1,488.10	\$39.16	\$1,532.70	\$40.33	\$1,562.40	\$41.12	4.99%	\$1,609.30	\$42.35	\$1,628.50	\$42.86	4.23%	\$1,677.40	\$44.14	\$1,695.20	\$44.61	4.10%	\$1,746.10	\$45.95	\$1,910.80	\$50.28	12.72%	28.4%
EN LEVEL 3 (WITH 5 ROUTES) IB75 EN 3.3	\$1,512.20	\$39.79	\$1,557.60	\$40.99	\$1,587.80	\$41.78	5.00%	\$1,635.40	\$43.04	\$1,654.90	\$43.55	4.23%	\$1,704.50	\$44.86	\$1,722.60	\$45.33	4.09%	\$1,774.30	\$46.69	\$1,941.60	\$51.09	12.71%	28.4%
RUSON YEAR 1 YP12 RUSON 1	\$974.00	\$25.63	\$1,090.14	\$28.69	\$1,111.30	\$29.24	14.10%	\$1,144.60	\$30.12	\$1,158.20	\$30.48	4.22%	\$1,192.90	\$31.39	\$1,205.50	\$31.72	4.08%	\$1,241.70	\$32.68	\$1,358.80	\$35.76	12.72%	39.5%
RUSOM YEAR 1 YP15 RUSOM 1	\$974.00	\$25.63	\$1,090.14	\$28.69	\$1,111.30	\$29.24	14.10%	\$1,144.60	\$30.12	\$1,158.20	\$30.48	4.22%	\$1,192.90	\$31.39	\$1,205.50	\$31.72	4.08%	\$1,241.70	\$32.68	\$1,358.80	\$35.76	12.72%	39.5%

28 JUNE 2024

CLASSIFICATION	CURRENT		2024					2025					2026					2027					TOTAL COMP* OVER 4 YEARS
			15 JUNE 2024		1 JULY 2024		YEAR TOTAL	15 MAY 2025		29 NOVEMBER 2025		YEAR TOTAL	15 MAY 2026		29 NOVEMBER 2026		YEAR TOTAL	15 MAY 2027		29 NOVEMBER 2027		YEAR TOTAL	% INCREASE
	PER WEEK	PER HOUR	PER WEEK	PER HOUR	PER WEEK	PER HOUR	COMP*	PER WEEK	PER HOUR	PER WEEK	PER HOUR	COMP*	PER WEEK	PER HOUR	PER WEEK	PER HOUR	COMP*	PER WEEK	PER HOUR	PER WEEK	PER HOUR	COMP*	% INCREASE
RN GRADE 2 YEAR 1 (GRAD YEAR) YP2 RN/M 1	\$1,298.60	\$34.17	\$1,337.60	\$35.20	\$1,526.00	\$40.16	17.51%	\$1,571.80	\$41.36	\$1,571.80	\$41.36	3.00%	\$1,619.00	\$42.61	\$1,619.00	\$42.61	3.00%	\$1,667.60	\$43.88	\$1,667.60	\$43.88	3.00%	28.4%
RN GRADE 2 YEAR 2 YP3 RN/M 2	\$1,371.80	\$36.10	\$1,413.00	\$37.18	\$1,564.70	\$41.18	14.06%	\$1,611.60	\$42.41	\$1,616.50	\$42.54	3.31%	\$1,665.00	\$43.82	\$1,669.60	\$43.94	3.28%	\$1,717.70	\$45.26	\$1,725.40	\$46.35	5.50%	28.4%
RN GRADE 2 YEAR 3 YP4 RN/M 3	\$1,444.90	\$38.02	\$1,488.20	\$39.16	\$1,609.60	\$42.36	11.40%	\$1,657.90	\$43.63	\$1,667.00	\$43.87	3.57%	\$1,717.00	\$45.18	\$1,725.40	\$45.41	3.5%	\$1,777.20	\$46.77	\$1,855.30	\$48.82	7.53%	28.4%
RN GRADE 2 YEAR 4 YP5 RN/M 4	\$1,523.30	\$40.09	\$1,569.00	\$41.29	\$1,658.90	\$43.66	8.90%	\$1,708.70	\$44.97	\$1,722.20	\$45.32	3.82%	\$1,773.90	\$46.68	\$1,786.30	\$47.01	3.72%	\$1,839.90	\$48.42	\$1,956.00	\$51.47	9.50%	28.4%
RN GRADE 2 YEAR 5 YP6 RN/M 5	\$1,601.20	\$42.14	\$1,649.20	\$43.40	\$1,714.80	\$45.13	7.09%	\$1,766.20	\$46.48	\$1,783.40	\$46.93	4.00%	\$1,836.90	\$48.34	\$1,852.90	\$48.76	3.90%	\$1,908.50	\$50.22	\$2,056.00	\$54.11	10.96%	28.4%
RN GRADE 2 YEAR 6 YP7 RN/M 6	\$1,677.00	\$44.13	\$1,727.30	\$45.46	\$1,771.00	\$46.61	5.61%	\$1,824.10	\$48.00	\$1,844.70	\$48.54	4.16%	\$1,900.00	\$50.00	\$1,919.10	\$50.50	4.03%	\$1,976.70	\$52.02	\$2,153.30	\$56.67	12.20%	28.4%
RN GRADE 2 YEAR 7 YP8 RN/M 7	\$1,762.70	\$46.39	\$1,815.60	\$47.78	\$1,850.80	\$48.71	5.00%	\$1,906.30	\$50.17	\$1,910.87	\$50.29	3.25%	\$1,968.20	\$51.79	\$1,972.80	\$51.92	3.24%	\$2,032.00	\$53.47	\$2,263.40	\$59.56	14.73%	28.4%
RN GRADE 2 YEAR 8 YP9 RN/M 8	\$1,834.20	\$48.27	\$1,889.20	\$49.72	\$1,925.90	\$50.68	5.00%	\$1,983.70	\$52.20	\$2,007.30	\$52.82	4.23%	\$2,067.50	\$54.41	\$2,089.40	\$54.98	4.09%	\$2,152.10	\$56.63	\$2,355.00	\$61.97	12.71%	28.4%

MIDWIFE GR 2 YR 1 (GRAD YEAR) YS12 RN/M 1	\$1,298.60	\$34.17	\$1,337.60	\$35.20	\$1,526.00	\$40.16	17.51%	\$1,571.80	\$41.36	\$1,571.80	\$41.36	3.00%	\$1,619.00	\$42.61	\$1,619.00	\$42.61	3.00%	\$1,667.60	\$43.88	\$1,667.60	\$43.88	3.00%	28.4%
MIDWIFE GR 2 YR 2 YS2 RN/M 2	\$1,371.80	\$36.10	\$1,413.00	\$37.18	\$1,564.70	\$41.18	14.06%	\$1,611.60	\$42.41	\$1,616.50	\$42.54	3.31%	\$1,665.00	\$43.82	\$1,669.60	\$43.94	3.28%	\$1,717.70	\$45.26	\$1,725.40	\$46.35	5.50%	28.4%
MIDWIFE GR 2 YR 3 YS3 RN/M 3	\$1,444.90	\$38.02	\$1,488.20	\$39.16	\$1,609.60	\$42.36	11.40%	\$1,657.90	\$43.63	\$1,667.00	\$43.87	3.57%	\$1,717.00	\$45.18	\$1,725.40	\$45.41	3.5%	\$1,777.20	\$46.77	\$1,855.30	\$48.82	7.53%	28.4%
MIDWIFE GR 2 YR 4 YS4 RN/M 4	\$1,523.30	\$40.09	\$1,569.00	\$41.29	\$1,658.90	\$43.66	8.90%	\$1,708.70	\$44.97	\$1,722.20	\$45.32	3.82%	\$1,773.90	\$46.68	\$1,786.30	\$47.01	3.72%	\$1,839.90	\$48.42	\$1,956.00	\$51.47	9.50%	28.4%
MIDWIFE GR 2 YR 5 YS5 RN/M 5	\$1,601.20	\$42.14	\$1,649.20	\$43.40	\$1,714.80	\$45.13	7.09%	\$1,766.20	\$46.48	\$1,783.40	\$46.93	4.00%	\$1,836.90	\$48.34	\$1,852.90	\$48.76	3.90%	\$1,908.50	\$50.22	\$2,056.00	\$54.11	10.96%	28.4%
MIDWIFE GR 2 YR 6 YS6 RN/M 6	\$1,677.00	\$44.13	\$1,727.30	\$45.46	\$1,771.00	\$46.61	5.61%	\$1,824.10	\$48.00	\$1,844.70	\$48.54	4.16%	\$1,900.00	\$50.00	\$1,919.10	\$50.50	4.03%	\$1,976.70	\$52.02	\$2,153.30	\$56.67	12.20%	28.4%
MIDWIFE GR 2 YR 7 YS7 RN/M 7	\$1,762.70	\$46.39	\$1,815.60	\$47.78	\$1,850.80	\$48.71	5.00%	\$1,906.30	\$50.17	\$1,910.87	\$50.29	3.25%	\$1,968.20	\$51.79	\$1,972.80	\$51.92	3.24%	\$2,032.00	\$53.47	\$2,263.40	\$59.56	14.73%	28.4%
MIDWIFE GR 2 YR 8 YS8 RN/M 8	\$1,834.20	\$48.27	\$1,889.20	\$49.72	\$1,925.90	\$50.68	5.00%	\$1,983.70	\$52.20	\$2,007.30	\$52.82	4.23%	\$2,067.50	\$54.41	\$2,089.40	\$54.98	4.09%	\$2,152.10	\$56.63	\$2,355.00	\$61.97	12.71%	28.4%

CLASSIFICATION	CURRENT		2024					2025					2026					2027					TOTAL COMP* OVER 4 YEARS
			15 JUNE 2024		1 JULY 2024		YEAR TOTAL	15 MAY 2025		29 NOVEMBER 2025		YEAR TOTAL	15 MAY 2026		29 NOVEMBER 2026		YEAR TOTAL	15 MAY 2027		29 NOVEMBER 2027		YEAR TOTAL	% INCREASE
	PER WEEK	PER HOUR	3% ROUNDED	PER HOUR	1.94% ROUNDED	PER HOUR	COMP*	3% ROUNDED	PER HOUR	1.19% ROUNDED	PER HOUR	COMP*	3% ROUNDED	PER HOUR	1.06% ROUNDED	PER HOUR	COMP*	3% ROUNDED	PER HOUR	9.43% ROUNDED	PER HOUR	COMP*	% INCREASE
DISTRICT NURSE CN 2.1 YQ1 CN 2.1	\$1,601.20	\$42.14	\$1,649.20	\$43.40	\$1,681.20	\$44.24	5.00%	\$1,731.60	\$45.57	\$1,752.20	\$46.11	4.22%	\$1,804.80	\$47.49	\$1,823.90	\$48.00	4.09%	\$1,878.60	\$49.44	\$2,055.80	\$54.10	12.71%	28.4%
DISTRICT NURSE CN 2.2 YQ2 CN 2.2	\$1,677.00	\$44.13	\$1,727.30	\$45.46	\$1,760.80	\$46.34	5.00%	\$1,813.60	\$47.73	\$1,835.20	\$48.29	4.23%	\$1,890.30	\$49.74	\$1,910.30	\$50.27	4.09%	\$1,967.60	\$51.78	\$2,153.10	\$56.66	12.71%	28.4%
DISTRICT NURSE CN 2.3 YQ3 CN 2.3	\$1,762.70	\$46.39	\$1,815.60	\$47.78	\$1,850.80	\$48.71	5.00%	\$1,906.30	\$50.17	\$1,929.00	\$50.76	4.23%	\$1,986.90	\$52.29	\$2,008.00	\$52.84	4.10%	\$2,068.20	\$54.43	\$2,263.20	\$59.56	12.71%	28.4%
DISTRICT NURSE CN 2.4 YF4 CN 2.4	\$1,834.20	\$48.27	\$1,889.20	\$49.72	\$1,925.90	\$50.68	5.00%	\$1,983.70	\$52.20	\$2,007.30	\$52.82	4.23%	\$2,067.50	\$54.41	\$2,089.40	\$54.98	4.09%	\$2,152.10	\$56.63	\$2,355.00	\$61.97	12.71%	28.4%

CLINICAL NURSE SPECIALIST YS9 CAPR 1	\$1,908.70	\$50.23	\$1,966.00	\$51.74	\$2,004.10	\$52.74	5.00%	\$2,064.20	\$54.32	\$2,088.80	\$54.97	4.23%	\$2,151.50	\$56.62	\$2,174.30	\$57.22	4.09%	\$2,239.50	\$58.93	\$2,450.70	\$64.49	12.71%	28.4%
CLINICAL MIDWIFE SPECIALIST JC5 CAPR 1	\$1,908.70	\$50.23	\$1,966.00	\$51.74	\$2,004.10	\$52.74	5.00%	\$2,064.20	\$54.32	\$2,088.80	\$54.97	4.23%	\$2,151.50	\$56.62	\$2,174.30	\$57.22	4.09%	\$2,239.50	\$58.93	\$2,450.70	\$64.49	12.71%	28.4%
CLIN SPEC STUDENT MIDWIFE RN26 CAPR 1	\$1,908.70	\$50.23	\$1,966.00	\$51.74	\$2,004.10	\$52.74	5.00%	\$2,064.20	\$54.32	\$2,088.80	\$54.97	4.23%	\$2,151.50	\$56.62	\$2,174.30	\$57.22	4.09%	\$2,239.50	\$58.93	\$2,450.70	\$64.49	12.71%	28.4%

DISTRICT NURSE LEVEL 2 YU1 CN 3	\$1,912.30	\$50.32	\$1,969.70	\$51.83	\$2,007.90	\$52.84	5.00%	\$2,068.10	\$54.42	\$2,092.70	\$55.07	4.22%	\$2,155.50	\$56.72	\$2,178.30	\$57.32	4.09%	\$2,243.60	\$59.04	\$2,455.20	\$64.61	12.71%	28.4%
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COMM HLTH NURSE ZJ1 RN/M 2	\$1,966.90	\$51.76	\$2,025.90	\$53.31	\$2,065.20	\$54.35	5.00%	\$2,127.20	\$55.98	\$2,152.50	\$56.64	4.23%	\$2,217.10	\$58.34	\$2,240.60	\$58.96	4.09%	\$2,307.80	\$60.73	\$2,525.40	\$66.46	12.71%	28.4%
COMM HLTH MIDWIFE RN27 RN/M 3	\$1,966.90	\$51.76	\$2,025.90	\$53.31	\$2,065.20	\$54.35	5.00%	\$2,127.20	\$55.98	\$2,152.50	\$56.64	4.23%	\$2,217.10	\$58.34	\$2,240.60	\$58.96	4.09%	\$2,307.80	\$60.73	\$2,525.40	\$66.46	12.71%	28.4%

CLINICAL SUPPORT NURSE RN28 QRED 1	\$1,966.90	\$51.76	\$2,025.90	\$53.31	\$2,065.20	\$54.35	5.00%	\$2,127.20	\$55.98	\$2,152.50	\$56.64	4.23%	\$2,217.10	\$58.34	\$2,240.60	\$58.96	4.09%	\$2,307.80	\$60.73	\$2,525.40	\$66.46	12.71%	28.4%
CLINICAL SUPPORT MIDWIFE RN29 QRED 1	\$1,966.90	\$51.76	\$2,025.90	\$53.31	\$2,065.20	\$54.35	5.00%	\$2,127.20	\$55.98	\$2,152.50	\$56.64	4.23%	\$2,217.10	\$58.34	\$2,240.60	\$58.96	4.09%	\$2,307.80	\$60.73	\$2,525.40	\$66.46	12.71%	28.4%

OCC HEALTH NURSE SOLE/SUPER YV7 QRED 1	\$1,966.90	\$51.76	\$2,025.90	\$53.31	\$2,065.20	\$54.35	5.00%	\$2,127.20	\$55.98	\$2,152.50	\$56.64	4.23%	\$2,217.10	\$58.34	\$2,240.60	\$58.96	4.09%	\$2,307.80	\$60.73	\$2,525.40	\$66.46	12.71%	28.4%
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		2024						2025					2026					2027					TOTAL COMP* OVER 4 YEARS
CLASSIFICATION	CURRENT		15 JUNE 2024		1 JULY 2024		YEAR TOTAL COMP*	15 MAY 2025		29 NOVEMBER 2025		YEAR TOTAL COMP*	15 MAY 2026		29 NOVEMBER 2026		YEAR TOTAL COMP*	15 MAY 2027		29 NOVEMBER 2027		YEAR TOTAL COMP*	% INCREASE
	PER WEEK	PER HOUR	3% ROUNDED	PER HOUR	1.94% ROUNDED	PER HOUR		3% ROUNDED	PER HOUR	1.19% ROUNDED	PER HOUR		3% ROUNDED	PER HOUR	1.06% ROUNDED	PER HOUR		3% ROUNDED	PER HOUR	9.43% ROUNDED	PER HOUR		
RESEARCH NURSE LEVEL 2 YU13 QRED 1	\$1,966.90	\$51.76	\$2,025.90	\$53.31	\$2,065.20	\$54.35	5.00%	\$2,127.20	\$55.98	\$2,152.50	\$56.64	4.23%	\$2,217.10	\$58.34	\$2,240.60	\$58.96	4.09%	\$2,307.80	\$60.73	\$2,525.40	\$66.46	12.71%	28.4%
HITH/PAC NURSE LEVEL 1 YU15 CAPR 2	\$1,966.90	\$51.76	\$2,025.90	\$53.31	\$2,065.20	\$54.35	5.00%	\$2,127.20	\$55.98	\$2,152.50	\$56.64	4.23%	\$2,217.10	\$58.34	\$2,240.60	\$58.96	4.09%	\$2,307.80	\$60.73	\$2,525.40	\$66.46	12.71%	28.4%
ANUM YEAR 1 YW11 NM 1.1	\$2,054.50	\$54.07	\$2,116.10	\$55.69	\$2,157.20	\$56.77	5.00%	\$2,221.90	\$58.47	\$2,248.30	\$59.17	4.22%	\$2,315.70	\$60.94	\$2,340.20	\$61.58	4.09%	\$2,410.40	\$63.43	\$2,637.70	\$69.41	12.71%	28.4%
ANUM YEAR 2 YW12 NM 1.2	\$2,123.70	\$55.89	\$2,187.40	\$57.56	\$2,229.80	\$58.68	5.00%	\$2,296.70	\$60.44	\$2,324.00	\$61.16	4.22%	\$2,393.70	\$62.99	\$2,419.10	\$63.66	4.09%	\$2,491.70	\$65.57	\$2,726.70	\$71.76	12.72%	28.4%
AMUM YEAR 1 RN30 NM 1.1	\$2,054.50	\$54.07	\$2,116.10	\$55.69	\$2,157.20	\$56.77	5.00%	\$2,221.90	\$58.47	\$2,248.30	\$59.17	4.22%	\$2,315.70	\$60.94	\$2,340.20	\$61.58	4.09%	\$2,410.40	\$63.43	\$2,637.70	\$69.41	12.71%	28.4%
AMUM YEAR 2 RN31 NM 1.2	\$2,123.70	\$55.89	\$2,187.40	\$57.56	\$2,229.80	\$58.68	5.00%	\$2,296.70	\$60.44	\$2,324.00	\$61.16	4.22%	\$2,393.70	\$62.99	\$2,419.10	\$63.66	4.09%	\$2,491.70	\$65.57	\$2,726.70	\$71.76	12.72%	28.4%
EDUCATOR (NON-MAJOR) YEAR 1 AND 2 YW 4 QRED 2	\$2,076.20	\$54.64	\$2,138.50	\$56.28	\$2,180.00	\$57.37	5.00%	\$2,245.40	\$59.09	\$2,272.10	\$59.79	4.22%	\$2,340.30	\$61.59	\$2,365.10	\$62.24	4.09%	\$2,436.10	\$64.11	\$2,665.80	\$70.15	12.71%	28.4%
COMM HLTH NURSE (SOLE) YW7 CN 5	\$2,076.20	\$54.64	\$2,138.50	\$56.28	\$2,180.00	\$57.37	5.00%	\$2,245.40	\$59.09	\$2,272.10	\$59.79	4.22%	\$2,340.30	\$61.59	\$2,365.10	\$62.24	4.09%	\$2,436.10	\$64.11	\$2,665.80	\$70.15	12.71%	28.4%
COMM HLTH MIDWIFE (SOLE) RN32 CN 5	\$2,076.20	\$54.64	\$2,138.50	\$56.28	\$2,180.00	\$57.37	5.00%	\$2,245.40	\$59.09	\$2,272.10	\$59.79	4.22%	\$2,340.30	\$61.59	\$2,365.10	\$62.24	4.09%	\$2,436.10	\$64.11	\$2,665.80	\$70.15	12.71%	28.4%
NO LIFT CO-ORDINATOR RN33 QRED 2	\$2,076.20	\$54.64	\$2,138.50	\$56.28	\$2,180.00	\$57.37	5.00%	\$2,245.40	\$59.09	\$2,272.10	\$59.79	4.22%	\$2,340.30	\$61.59	\$2,365.10	\$62.24	4.09%	\$2,436.10	\$64.11	\$2,665.80	\$70.15	12.71%	28.4%
AST SUPER DISTRICT NURSING YX7 CN 5	\$2,076.20	\$54.64	\$2,138.50	\$56.28	\$2,180.00	\$57.37	5.00%	\$2,245.40	\$59.09	\$2,272.10	\$59.79	4.22%	\$2,340.30	\$61.59	\$2,365.10	\$62.24	4.09%	\$2,436.10	\$64.11	\$2,665.80	\$70.15	12.71%	28.4%
CLIN COORD DISTRICT NURSING YY4 CN 5	\$2,076.20	\$54.64	\$2,138.50	\$56.28	\$2,180.00	\$57.37	5.00%	\$2,245.40	\$59.09	\$2,272.10	\$59.79	4.22%	\$2,340.30	\$61.59	\$2,365.10	\$62.24	4.09%	\$2,436.10	\$64.11	\$2,665.80	\$70.15	12.71%	28.4%
LIAIS OFF DISTRICT NURSING YY7 CN 5	\$2,076.20	\$54.64	\$2,138.50	\$56.28	\$2,180.00	\$57.37	5.00%	\$2,245.40	\$59.09	\$2,272.10	\$59.79	4.22%	\$2,340.30	\$61.59	\$2,365.10	\$62.24	4.09%	\$2,436.10	\$64.11	\$2,665.80	\$70.15	12.71%	28.4%
CLIN NURSE CONS A ZF4 CAPR 3.1	\$2,076.20	\$54.64	\$2,138.50	\$56.28	\$2,180.00	\$57.37	5.00%	\$2,245.40	\$59.09	\$2,272.10	\$59.79	4.22%	\$2,340.30	\$61.59	\$2,365.10	\$62.24	4.09%	\$2,436.10	\$64.11	\$2,665.80	\$70.15	12.71%	28.4%
CLIN MIDWIFE CONS A RN34 CAPR 3.1	\$2,076.20	\$54.64	\$2,138.50	\$56.28	\$2,180.00	\$57.37	5.00%	\$2,245.40	\$59.09	\$2,272.10	\$59.79	4.22%	\$2,340.30	\$61.59	\$2,365.10	\$62.24	4.09%	\$2,436.10	\$64.11	\$2,665.80	\$70.15	12.71%	28.4%
HITH/PAC NURSE LEVEL 2 YW15 CAPR 3.1	\$2,076.20	\$54.64	\$2,138.50	\$56.28	\$2,180.00	\$57.37	5.00%	\$2,245.40	\$59.09	\$2,272.10	\$59.79	4.22%	\$2,340.30	\$61.59	\$2,365.10	\$62.24	4.09%	\$2,436.10	\$64.11	\$2,665.80	\$70.15	12.71%	28.4%
EDUCATOR (NON-MAJOR) YEAR 3 AND SUBSEQ YZ7 QRED 3	\$2,185.50	\$57.51	\$2,251.10	\$59.24	\$2,294.80	\$60.39	5.00%	\$2,363.60	\$62.20	\$2,391.70	\$62.94	4.22%	\$2,463.50	\$64.83	\$2,489.60	\$65.52	4.09%	\$2,564.30	\$67.48	\$2,806.10	\$73.84	12.71%	28.4%
EDUCATOR (MAJOR) RN35 QRED 3	\$2,185.50	\$57.51	\$2,251.10	\$59.24	\$2,294.80	\$60.39	5.00%	\$2,363.60	\$62.20	\$2,391.70	\$62.94	4.22%	\$2,463.50	\$64.83	\$2,489.60	\$65.52	4.09%	\$2,564.30	\$67.48	\$2,806.10	\$73.84	12.71%	28.4%
COMM HLTH (IN-CHARGE) ZA1 CN 6	\$2,185.50	\$57.51	\$2,251.10	\$59.24	\$2,294.80	\$60.39	5.00%	\$2,363.60	\$62.20	\$2,391.70	\$62.94	4.22%	\$2,463.50	\$64.83	\$2,489.60	\$65.52	4.09%	\$2,564.30	\$67.48	\$2,806.10	\$73.84	12.71%	28.4%
MAT & CHILD NURSE ZJ5 CAPR 3.2	\$2,185.50	\$57.51	\$2,251.10	\$59.24	\$2,294.80	\$60.39	5.00%	\$2,363.60	\$62.20	\$2,391.70	\$62.94	4.22%	\$2,463.50	\$64.83	\$2,489.60	\$65.52	4.09%	\$2,564.30	\$67.48	\$2,806.10	\$73.84	12.71%	28.4%
CLIN NURSE CONS B ZJ4 CAPR 3.2	\$2,185.50	\$57.51	\$2,251.10	\$59.24	\$2,294.80	\$60.39	5.00%	\$2,363.60	\$62.20	\$2,391.70	\$62.94	4.22%	\$2,463.50	\$64.83	\$2,489.60	\$65.52	4.09%	\$2,564.30	\$67.48	\$2,806.10	\$73.84	12.71%	28.4%
CLIN MIDWIFE CONS B RN36 CAPR 3.2	\$2,185.50	\$57.51	\$2,251.10	\$59.24	\$2,294.80	\$60.39	5.00%	\$2,363.60	\$62.20	\$2,391.70	\$62.94	4.22%	\$2,463.50	\$64.83	\$2,489.60	\$65.52	4.09%	\$2,564.30	\$67.48	\$2,806.10	\$73.84	12.71%	28.4%
LEVEL 3 RESEARCH NURSE YX13 QRED 2	\$2,185.50	\$57.51	\$2,251.10	\$59.24	\$2,294.80	\$60.39	5.00%	\$2,363.60	\$62.20	\$2,391.70	\$62.94	4.22%	\$2,463.50	\$64.83	\$2,489.60	\$65.52	4.09%	\$2,564.30	\$67.48	\$2,806.10	\$73.84	12.71%	28.4%
LEVEL 3 RESEARCH MIDWIFE RN37 QRED 2	\$2,185.50	\$57.51	\$2,251.10	\$59.24	\$2,294.80	\$60.39	5.00%	\$2,363.60	\$62.20	\$2,391.70	\$62.94	4.22%	\$2,463.50	\$64.83	\$2,489.60	\$65.52	4.09%	\$2,564.30	\$67.48	\$2,806.10	\$73.84	12.71%	28.4%

CLASSIFICATION	2024							2025					2026					2027					TOTAL COMP* OVER 4 YEARS
	CURRENT		15 JUNE 2024		1 JULY 2024		YEAR TOTAL	15 MAY 2025		29 NOVEMBER 2025		YEAR TOTAL	15 MAY 2026		29 NOVEMBER 2026		YEAR TOTAL	15 MAY 2027		29 NOVEMBER 2027		YEAR TOTAL	% INCREASE
	PER WEEK	PER HOUR	3% ROUNDED	PER HOUR	1.94% ROUNDED	PER HOUR	COMP*	3% ROUNDED	PER HOUR	1.19% ROUNDED	PER HOUR	COMP*	3% ROUNDED	PER HOUR	1.06% ROUNDED	PER HOUR	COMP*	3% ROUNDED	PER HOUR	9.43% ROUNDED	PER HOUR	COMP*	
NURSE UNIT MANAGER LEVEL 1 NM10 NM 2	\$2,339.30	\$61.56	\$2,409.50	\$63.41	\$2,456.20	\$64.64	5.00%	\$2,529.90	\$66.58	\$2,560.00	\$67.37	4.23%	\$2,636.80	\$69.39	\$2,664.80	\$70.13	4.09%	\$2,744.70	\$72.23	\$3,003.50	\$79.04	12.71%	28.4%
NURSE UNIT MANAGER LEVEL 2 NM11 NM 3	\$2,424.50	\$63.80	\$2,497.20	\$65.72	\$2,545.60	\$66.99	4.99%	\$2,622.00	\$69.00	\$2,653.20	\$69.82	4.23%	\$2,732.80	\$71.92	\$2,761.80	\$72.68	4.09%	\$2,844.70	\$74.86	\$3,113.00	\$81.92	12.72%	28.4%
NURSE UNIT MANAGER LEVEL 3 NM12 NM 4	\$2,509.80	\$66.05	\$2,585.10	\$68.03	\$2,635.30	\$69.35	5.00%	\$2,714.40	\$71.43	\$2,746.70	\$72.28	4.23%	\$2,829.10	\$74.45	\$2,859.10	\$75.24	4.09%	\$2,944.90	\$77.50	\$3,222.60	\$84.81	12.71%	28.4%
MIDWIFE UNIT MANAGER LEVEL 1 RN38 NM 2	\$2,339.30	\$61.56	\$2,409.50	\$63.41	\$2,456.20	\$64.64	5.00%	\$2,529.90	\$66.58	\$2,560.00	\$67.37	4.23%	\$2,636.80	\$69.39	\$2,664.80	\$70.13	4.09%	\$2,744.70	\$72.23	\$3,003.50	\$79.04	12.71%	28.4%
MIDWIFE UNIT MANAGER LEVEL 2 RN39 NM 3	\$2,424.50	\$63.80	\$2,497.20	\$65.72	\$2,545.60	\$66.99	4.99%	\$2,622.00	\$69.00	\$2,653.20	\$69.82	4.23%	\$2,732.80	\$71.92	\$2,761.80	\$72.68	4.09%	\$2,844.70	\$74.86	\$3,113.00	\$81.92	12.72%	28.4%
MIDWIFE UNIT MANAGER LEVEL 3 RN40 NM 4	\$2,509.80	\$66.05	\$2,585.10	\$68.03	\$2,635.30	\$69.35	5.00%	\$2,714.40	\$71.43	\$2,746.70	\$72.28	4.23%	\$2,829.10	\$74.45	\$2,859.10	\$75.24	4.09%	\$2,944.90	\$77.50	\$3,222.60	\$84.81	12.71%	28.4%
CLIN NURSE CONS C YEAR 1 ZA7 CAPR 4.1	\$2,294.70	\$60.39	\$2,363.50	\$62.20	\$2,409.40	\$63.41	5.00%	\$2,481.70	\$65.31	\$2,511.20	\$66.08	4.23%	\$2,586.50	\$68.07	\$2,613.90	\$68.79	4.09%	\$2,692.30	\$70.85	\$2,946.20	\$77.53	12.71%	28.4%
CLIN NURSE CONS C YEAR 2 ZA8 CAPR 4.2	\$2,349.30	\$61.82	\$2,419.80	\$63.68	\$2,466.70	\$64.91	5.00%	\$2,540.70	\$66.86	\$2,570.90	\$67.66	4.22%	\$2,648.00	\$69.68	\$2,676.10	\$70.42	4.09%	\$2,756.40	\$72.54	\$3,016.30	\$79.38	12.71%	28.4%
CLIN MIDWIFE CONS C YEAR 1 RN41 CAPR 4.1	\$2,294.70	\$60.39	\$2,363.50	\$62.20	\$2,409.40	\$63.41	5.00%	\$2,481.70	\$65.31	\$2,511.20	\$66.08	4.23%	\$2,586.50	\$68.07	\$2,613.90	\$68.79	4.09%	\$2,692.30	\$70.85	\$2,946.20	\$77.53	12.71%	28.4%
CLIN MIDWIFE CONS C YEAR 2 RN42 CAPR 4.2	\$2,349.30	\$61.82	\$2,419.80	\$63.68	\$2,466.70	\$64.91	5.00%	\$2,540.70	\$66.86	\$2,570.90	\$67.66	4.22%	\$2,648.00	\$69.68	\$2,676.10	\$70.42	4.09%	\$2,756.40	\$72.54	\$3,016.30	\$79.38	12.71%	28.4%
CLIN LIAISON NURSE YEAR 1 RN43 CAPR 4.1	\$2,294.70	\$60.39	\$2,363.50	\$62.20	\$2,409.40	\$63.41	5.00%	\$2,481.70	\$65.31	\$2,511.20	\$66.08	4.23%	\$2,586.50	\$68.07	\$2,613.90	\$68.79	4.09%	\$2,692.30	\$70.85	\$2,946.20	\$77.53	12.71%	28.4%
CLIN LIAISON NURSE YEAR 2 RN44 CAPR 4.2	\$2,349.30	\$61.82	\$2,419.80	\$63.68	\$2,466.70	\$64.91	5.00%	\$2,540.70	\$66.86	\$2,570.90	\$67.66	4.22%	\$2,648.00	\$69.68	\$2,676.10	\$70.42	4.09%	\$2,756.40	\$72.54	\$3,016.30	\$79.38	12.71%	28.4%
ADON/M LEVEL 1 RN45 NM 5B	\$2,349.30	\$61.82	\$2,419.80	\$63.68	\$2,466.70	\$64.91	5.00%	\$2,540.70	\$66.86	\$2,570.90	\$67.66	4.22%	\$2,648.00	\$69.68	\$2,676.10	\$70.42	4.09%	\$2,756.40	\$72.54	\$3,016.30	\$79.38	12.71%	28.4%
ADON/M LEVEL 2 RN46 NM 5C	\$2,294.70	\$60.39	\$2,363.50	\$62.20	\$2,409.40	\$63.41	5.00%	\$2,481.70	\$65.31	\$2,511.20	\$66.08	4.23%	\$2,586.50	\$68.07	\$2,613.90	\$68.79	4.09%	\$2,692.30	\$70.85	\$2,946.20	\$77.53	12.71%	28.4%
NURSE/MIDWIFE MANAGER NOT ELSEWHERE CLASSIFIED ZB4 NM5C	\$2,294.70	\$60.39	\$2,363.50	\$62.20	\$2,409.40	\$63.41	5.00%	\$2,481.70	\$65.31	\$2,511.20	\$66.08	4.23%	\$2,586.50	\$68.07	\$2,613.90	\$68.79	4.09%	\$2,692.30	\$70.85	\$2,946.20	\$77.53	12.71%	28.4%
ADON GROUP (7B OR 8D CAMPUS) ZB7 NM 5D	\$2,185.50	\$57.51	\$2,251.10	\$59.24	\$2,294.80	\$60.39	5.00%	\$2,363.60	\$62.20	\$2,391.70	\$62.94	4.22%	\$2,463.50	\$64.83	\$2,489.60	\$65.52	4.09%	\$2,564.30	\$67.48	\$2,806.10	\$73.84	12.71%	28.4%
ADON GROUP (7A OR 8C CAMPUS) ZB8 NM 5C	\$2,294.70	\$60.39	\$2,363.50	\$62.20	\$2,409.40	\$63.41	5.00%	\$2,481.70	\$65.31	\$2,511.20	\$66.08	4.23%	\$2,586.50	\$68.07	\$2,613.90	\$68.79	4.09%	\$2,692.30	\$70.85	\$2,946.20	\$77.53	12.71%	28.4%
ADON GROUP (8B CAMPUS) ZB9 NM 5B	\$2,349.30	\$61.82	\$2,419.80	\$63.68	\$2,466.70	\$64.91	5.00%	\$2,540.70	\$66.86	\$2,570.90	\$67.66	4.22%	\$2,648.00	\$69.68	\$2,676.10	\$70.42	4.09%	\$2,756.40	\$72.54	\$3,016.30	\$79.38	12.71%	28.4%
ADON GROUP (8A CAMPUS) ZC1 NM 5A	\$2,404.00	\$63.26	\$2,476.10	\$65.16	\$2,524.10	\$66.42	5.00%	\$2,599.80	\$68.42	\$2,630.70	\$69.23	4.22%	\$2,709.60	\$71.31	\$2,738.30	\$72.06	4.09%	\$2,820.40	\$74.22	\$3,086.40	\$81.22	12.71%	28.4%
AFTER HOURS COORDINATOR (7B OR 8D CAMPUS) ZC4 NM 5D	\$2,185.50	\$57.51	\$2,251.10	\$59.24	\$2,294.80	\$60.39	5.00%	\$2,363.60	\$62.20	\$2,391.70	\$62.94	4.22%	\$2,463.50	\$64.83	\$2,489.60	\$65.52	4.09%	\$2,564.30	\$67.48	\$2,806.10	\$73.84	12.71%	28.4%
AFTER HOURS COORDINATOR (7A OR 8C CAMPUS) ZC5 NM 5C	\$2,294.70	\$60.39	\$2,363.50	\$62.20	\$2,409.40	\$63.41	5.00%	\$2,481.70	\$65.31	\$2,511.20	\$66.08	4.23%	\$2,586.50	\$68.07	\$2,613.90	\$68.79	4.09%	\$2,692.30	\$70.85	\$2,946.20	\$77.53	12.71%	28.4%
AFTER HOURS COORDINATOR (8B CAMPUS) ZC6 NM 5B	\$2,349.30	\$61.82	\$2,419.80	\$63.68	\$2,466.70	\$64.91	5.00%	\$2,540.70	\$66.86	\$2,570.90	\$67.66	4.22%	\$2,648.00	\$69.68	\$2,676.10	\$70.42	4.09%	\$2,756.40	\$72.54	\$3,016.30	\$79.38	12.71%	28.4%
AFTER HOURS COORDINATOR (8A CAMPUS) ZC7 NM 5A	\$2,404.00	\$63.26	\$2,476.10	\$65.16	\$2,524.10	\$66.42	5.00%	\$2,599.80	\$68.42	\$2,630.70	\$69.23	4.22%	\$2,709.60	\$71.31	\$2,738.30	\$72.06	4.09%	\$2,820.40	\$74.22	\$3,086.40	\$81.22	12.71%	28.4%

CLASSIFICATION	CURRENT		2024					2025					2026					2027					TOTAL COMP* OVER 4 YEARS
	PER WEEK	PER HOUR	15 JUNE 2024		1 JULY 2024		YEAR TOTAL COMP*	15 MAY 2025		29 NOVEMBER 2025		YEAR TOTAL COMP*	15 MAY 2026		29 NOVEMBER 2026		YEAR TOTAL COMP*	15 MAY 2027		29 NOVEMBER 2027		YEAR TOTAL COMP*	% INCREASE
			3% ROUNDED	PER HOUR	1.94% ROUNDED	PER HOUR		3% ROUNDED	PER HOUR	1.19% ROUNDED	PER HOUR		3% ROUNDED	PER HOUR	1.06% ROUNDED	PER HOUR		3% ROUNDED	PER HOUR	9.43% ROUNDED	PER HOUR		
EDUCATOR-COURSE / PHASE / INSERVICE / CONTINUING EDUCATION YEAR 1 XB1 QRED 4.2	\$2,294.70	\$60.39	\$2,363.50	\$62.20	\$2,409.40	\$63.41	5.00%	\$2,481.70	\$65.31	\$2,511.20	\$66.08	4.23%	\$2,586.50	\$68.07	\$2,613.90	\$68.79	4.09%	\$2,692.30	\$70.85	\$2,946.20	\$77.53	12.71%	28.4%
EDUCATOR-COURSE / PHASE / INSERVICE / CONTINUING EDUCATION YEAR 2 XB2 QRED 4.3	\$2,349.30	\$61.82	\$2,419.80	\$63.68	\$2,466.70	\$64.91	5.00%	\$2,540.70	\$66.86	\$2,570.90	\$67.66	4.22%	\$2,648.00	\$69.68	\$2,676.10	\$70.42	4.09%	\$2,756.40	\$72.54	\$3,016.30	\$79.38	12.71%	28.4%
LEVEL 4 RESEARCH NURSE YEAR 1 RN47 QRED 4.2	\$2,294.70	\$60.39	\$2,363.50	\$62.20	\$2,409.40	\$63.41	5.00%	\$2,481.70	\$65.31	\$2,511.20	\$66.08	4.23%	\$2,586.50	\$68.07	\$2,613.90	\$68.79	4.09%	\$2,692.30	\$70.85	\$2,946.20	\$77.53	12.71%	28.4%
LEVEL 4 RESEARCH NURSE YEAR 2 RN48 QRED 4.3	\$2,349.30	\$61.82	\$2,419.80	\$63.68	\$2,466.70	\$64.91	5.00%	\$2,540.70	\$66.86	\$2,570.90	\$67.66	4.22%	\$2,648.00	\$69.68	\$2,676.10	\$70.42	4.09%	\$2,756.40	\$72.54	\$3,016.30	\$79.38	12.71%	28.4%
LEVEL 4 RESEARCH MIDWIFE YEAR 1 RN49 QRED 4.2	\$2,294.70	\$60.39	\$2,363.50	\$62.20	\$2,409.40	\$63.41	5.00%	\$2,481.70	\$65.31	\$2,511.20	\$66.08	4.23%	\$2,586.50	\$68.07	\$2,613.90	\$68.79	4.09%	\$2,692.30	\$70.85	\$2,946.20	\$77.53	12.71%	28.4%
LEVEL 4 RESEARCH MIDWIFE YEAR 2 RN50 QRED 4.3	\$2,349.30	\$61.82	\$2,419.80	\$63.68	\$2,466.70	\$64.91	5.00%	\$2,540.70	\$66.86	\$2,570.90	\$67.66	4.22%	\$2,648.00	\$69.68	\$2,676.10	\$70.42	4.09%	\$2,756.40	\$72.54	\$3,016.30	\$79.38	12.71%	28.4%
DAY HOS COORD LEVEL 1 ZP4 NM 5D	\$2,294.70	\$60.39	\$2,363.50	\$62.20	\$2,409.40	\$63.41	5.00%	\$2,481.70	\$65.31	\$2,511.20	\$66.08	4.23%	\$2,586.50	\$68.07	\$2,613.90	\$68.79	4.09%	\$2,692.30	\$70.85	\$2,946.20	\$77.53	12.71%	28.4%
DAY HOS COORD LEVEL 2 RN51 NM 5C	\$2,294.70	\$60.39	\$2,363.50	\$62.20	\$2,409.40	\$63.41	5.00%	\$2,481.70	\$65.31	\$2,511.20	\$66.08	4.23%	\$2,586.50	\$68.07	\$2,613.90	\$68.79	4.09%	\$2,692.30	\$70.85	\$2,946.20	\$77.53	12.71%	28.4%
MAT & CHILD NURSE COORDINATOR RN52 NM 5C	\$2,294.70	\$60.39	\$2,363.50	\$62.20	\$2,409.40	\$63.41	5.00%	\$2,481.70	\$65.31	\$2,511.20	\$66.08	4.23%	\$2,586.50	\$68.07	\$2,613.90	\$68.79	4.09%	\$2,692.30	\$70.85	\$2,946.20	\$77.53	12.71%	28.4%
CLIN NURSE CONS D ZE4 CAPR 5	\$2,731.90	\$71.89	\$2,813.90	\$74.05	\$2,868.50	\$75.49	5.00%	\$2,954.60	\$77.75	\$2,989.80	\$78.68	4.23%	\$3,079.50	\$81.04	\$3,112.10	\$81.90	4.09%	\$3,205.50	\$84.36	\$3,507.80	\$92.31	12.71%	28.4%
CLIN MIDWIFE CONS D RN53 CAPR 5	\$2,731.90	\$71.89	\$2,813.90	\$74.05	\$2,868.50	\$75.49	5.00%	\$2,954.60	\$77.75	\$2,989.80	\$78.68	4.23%	\$3,079.50	\$81.04	\$3,112.10	\$81.90	4.09%	\$3,205.50	\$84.36	\$3,507.80	\$92.31	12.71%	28.4%
DEPUTY DIRECTOR OF NURSING (7B OR 8D CAMPUS) ZE6 NM 6D	\$2,294.70	\$60.39	\$2,363.50	\$62.20	\$2,409.40	\$63.41	5.00%	\$2,481.70	\$65.31	\$2,511.20	\$66.08	4.23%	\$2,586.50	\$68.07	\$2,613.90	\$68.79	4.09%	\$2,692.30	\$70.85	\$2,946.20	\$77.53	12.71%	28.4%
DEPUTY DIRECTOR OF NURSING (7A OR 8C CAMPUS) ZE7 NM 6C	\$2,404.00	\$63.26	\$2,476.10	\$65.16	\$2,524.10	\$66.42	5.00%	\$2,599.80	\$68.42	\$2,630.70	\$69.23	4.22%	\$2,709.60	\$71.31	\$2,738.30	\$72.06	4.09%	\$2,820.40	\$74.22	\$3,086.40	\$81.22	12.71%	28.4%
DEPUTY DIRECTOR OF NURSING (8B CAMPUS) ZE9 NM 6B	\$2,731.90	\$71.89	\$2,813.90	\$74.05	\$2,868.50	\$75.49	5.00%	\$2,954.60	\$77.75	\$2,989.80	\$78.68	4.23%	\$3,079.50	\$81.04	\$3,112.10	\$81.90	4.09%	\$3,205.50	\$84.36	\$3,507.80	\$92.31	12.71%	28.4%
DEPUTY DIRECTOR OF NURSING (8A CAMPUS) ZF2 NM 6A	\$3,168.90	\$83.39	\$3,264.00	\$85.89	\$3,327.30	\$87.56	5.00%	\$3,427.10	\$90.19	\$3,467.90	\$91.26	4.23%	\$3,571.90	\$94.00	\$3,609.80	\$94.99	4.09%	\$3,718.10	\$97.84	\$4,068.70	\$107.07	12.71%	28.4%
PRINCIPAL EDUCATOR (7B OR 8D CAMPUS) ZF5 QRED 5D	\$2,294.70	\$60.39	\$2,363.50	\$62.20	\$2,409.40	\$63.41	5.00%	\$2,481.70	\$65.31	\$2,511.20	\$66.08	4.23%	\$2,586.50	\$68.07	\$2,613.90	\$68.79	4.09%	\$2,692.30	\$70.85	\$2,946.20	\$77.53	12.71%	28.4%
PRINCIPAL EDUCATOR (7A OR 8C CAMPUS) ZF6 QRED 5C	\$2,404.00	\$63.26	\$2,476.10	\$65.16	\$2,524.10	\$66.42	5.00%	\$2,599.80	\$68.42	\$2,630.70	\$69.23	4.22%	\$2,709.60	\$71.31	\$2,738.30	\$72.06	4.09%	\$2,820.40	\$74.22	\$3,086.40	\$81.22	12.71%	28.4%
PRINCIPAL EDUCATOR (8B CAMPUS) ZF8 QRED 5B	\$2,731.90	\$71.89	\$2,813.90	\$74.05	\$2,868.50	\$75.49	5.00%	\$2,954.60	\$77.75	\$2,989.80	\$78.68	4.23%	\$3,079.50	\$81.04	\$3,112.10	\$81.90	4.09%	\$3,205.50	\$84.36	\$3,507.80	\$92.31	12.71%	28.4%
PRINCIPAL EDUCATOR (8A CAMPUS) ZG1 QRED 5A	\$3,168.90	\$83.39	\$3,264.00	\$85.89	\$3,327.30	\$87.56	5.00%	\$3,427.10	\$90.19	\$3,467.90	\$91.26	4.23%	\$3,571.90	\$94.00	\$3,609.80	\$94.99	4.09%	\$3,718.10	\$97.84	\$4,068.70	\$107.07	12.71%	28.4%
D/P EDUCATOR (7B OR 8D CAMPUS) RN54 QRED 4D	\$2,185.50	\$57.51	\$2,251.10	\$59.24	\$2,294.80	\$60.39	5.00%	\$2,363.60	\$62.20	\$2,391.70	\$62.94	4.22%	\$2,463.50	\$64.83	\$2,489.60	\$65.52	4.09%	\$2,564.30	\$67.48	\$2,806.10	\$73.84	12.71%	28.4%
D/P EDUCATOR (7A OR 8C CAMPUS) RN55 QRED 4C	\$2,294.70	\$60.39	\$2,363.50	\$62.20	\$2,409.40	\$63.41	5.00%	\$2,481.70	\$65.31	\$2,511.20	\$66.08	4.23%	\$2,586.50	\$68.07	\$2,613.90	\$68.79	4.09%	\$2,692.30	\$70.85	\$2,946.20	\$77.53	12.71%	28.4%
D/P EDUCATOR (8B CAMPUS) RN56 QRED 4B	\$2,349.30	\$61.82	\$2,419.80	\$63.68	\$2,466.70	\$64.91	5.00%	\$2,540.70	\$66.86	\$2,570.90	\$67.66	4.22%	\$2,648.00	\$69.68	\$2,676.10	\$70.42	4.09%	\$2,756.40	\$72.54	\$3,016.30	\$79.38	12.71%	28.4%
D/P EDUCATOR (8A CAMPUS) RN57 QRED 4A	\$2,404.00	\$63.26	\$2,476.10	\$65.16	\$2,524.10	\$66.42	5.00%	\$2,599.80	\$68.42	\$2,630.70	\$69.23	4.22%	\$2,709.60	\$71.31	\$2,738.30	\$72.06	4.09%	\$2,820.40	\$74.22	\$3,086.40	\$81.22	12.71%	28.4%

CLASSIFICATION	2024							2025					2026					2027					TOTAL COMP* OVER 4 YEARS
	CURRENT		15 JUNE 2024		1 JULY 2024		YEAR TOTAL	15 MAY 2025		29 NOVEMBER 2025		YEAR TOTAL	15 MAY 2026		29 NOVEMBER 2026		YEAR TOTAL	15 MAY 2027		29 NOVEMBER 2027		YEAR TOTAL	% INCREASE
	PER WEEK	PER HOUR	3% ROUNDED	PER HOUR	1.94% ROUNDED	PER HOUR	COMP*	3% ROUNDED	PER HOUR	1.19% ROUNDED	PER HOUR	COMP*	3% ROUNDED	PER HOUR	1.06% ROUNDED	PER HOUR	COMP*	3% ROUNDED	PER HOUR	9.43% ROUNDED	PER HOUR	COMP*	
DIV/CLINICAL DIRECTOR (7B OR 8D HEALTH SERVICE) RN58 NM 6D	\$2,294.70	\$60.39	\$2,363.50	\$62.20	\$2,409.40	\$63.41	5.00%	\$2,481.70	\$65.31	\$2,511.20	\$66.08	4.23%	\$2,586.50	\$68.07	\$2,613.90	\$68.79	4.09%	\$2,692.30	\$70.85	\$2,946.20	\$77.53	12.71%	28.4%
DIV/CLINICAL DIRECTOR (7A OR 8C HEALTH SERVICE) RN59 NM 6C	\$2,404.00	\$63.26	\$2,476.10	\$65.16	\$2,524.10	\$66.42	5.00%	\$2,599.80	\$68.42	\$2,630.70	\$69.23	4.22%	\$2,709.60	\$71.31	\$2,738.30	\$72.06	4.09%	\$2,820.40	\$74.22	\$3,086.40	\$81.22	12.71%	28.4%
DIV/CLINICAL DIRECTOR (8B HEALTH SERVICE) RN60 NM 6B	\$2,731.90	\$71.89	\$2,813.90	\$74.05	\$2,868.50	\$75.49	5.00%	\$2,954.60	\$77.75	\$2,989.80	\$78.68	4.23%	\$3,079.50	\$81.04	\$3,112.10	\$81.90	4.09%	\$3,205.50	\$84.36	\$3,507.80	\$92.31	12.71%	28.4%
DIV/CLINICAL DIRECTOR (8A HEALTH SERVICE) RN61 NM 6A	\$3,168.90	\$83.39	\$3,264.00	\$85.89	\$3,327.30	\$87.56	5.00%	\$3,427.10	\$90.19	\$3,467.90	\$91.26	4.23%	\$3,571.90	\$94.00	\$3,609.80	\$94.99	4.09%	\$3,718.10	\$97.84	\$4,068.70	\$107.07	12.71%	28.4%
NURSE PRACTITIONER YR 1 NO1 CAPR 7.1	\$2,546.50	\$67.01	\$2,622.90	\$69.02	\$2,673.80	\$70.36	5.00%	\$2,754.00	\$72.47	\$2,786.80	\$73.34	4.23%	\$2,870.40	\$75.54	\$2,900.80	\$76.34	4.09%	\$2,987.80	\$78.63	\$3,269.50	\$86.04	12.71%	28.4%
NURSE PRACTITIONER YR 2 NO2 CAPR 7.2	\$2,594.90	\$68.29	\$2,672.70	\$70.33	\$2,724.60	\$71.70	5.00%	\$2,806.30	\$73.85	\$2,839.70	\$74.73	4.22%	\$2,924.90	\$76.97	\$2,955.90	\$77.79	4.09%	\$3,044.60	\$80.12	\$3,331.70	\$87.68	12.71%	28.4%
CLIN NURSE CONS E ZG6 CAPR 6	\$2,863.00	\$75.34	\$2,948.90	\$77.60	\$3,006.10	\$79.11	5.00%	\$3,096.30	\$81.48	\$3,133.10	\$82.45	4.22%	\$3,227.10	\$84.92	\$3,261.30	\$85.82	4.09%	\$3,359.10	\$88.40	\$3,675.90	\$96.73	12.71%	28.4%
CLIN MIDWIFE CONS E RN63 CAPR 6	\$2,863.00	\$75.34	\$2,948.90	\$77.60	\$3,006.10	\$79.11	5.00%	\$3,096.30	\$81.48	\$3,133.10	\$82.45	4.22%	\$3,227.10	\$84.92	\$3,261.30	\$85.82	4.09%	\$3,359.10	\$88.40	\$3,675.90	\$96.73	12.71%	28.4%
CAMPUS DON OF GROUP 7B CAMPUS RN64 NM 7B	\$2,513.30	\$66.14	\$2,588.70	\$68.12	\$2,638.90	\$69.44	5.00%	\$2,718.10	\$71.53	\$2,750.40	\$72.38	4.23%	\$2,832.90	\$74.55	\$2,862.90	\$75.34	4.09%	\$2,948.80	\$77.60	\$3,367.30	\$88.61	17.62%	34.0%
CAMPUS DON OF GROUP 8D CAMPUS RN65 NM 8D	\$2,513.30	\$66.14	\$2,588.70	\$68.12	\$2,638.90	\$69.44	5.00%	\$2,718.10	\$71.53	\$2,750.40	\$72.38	4.23%	\$2,832.90	\$74.55	\$2,862.90	\$75.34	4.09%	\$2,948.80	\$77.60	\$3,367.30	\$88.61	17.62%	34.0%
CAMPUS DON OF GROUP 7A CAMPUS RN66 NM 7A	\$2,622.60	\$69.02	\$2,701.30	\$71.09	\$2,753.70	\$72.47	5.00%	\$2,836.30	\$74.64	\$2,870.10	\$75.53	4.23%	\$2,956.20	\$77.79	\$2,987.50	\$78.62	4.09%	\$3,077.10	\$80.98	\$3,367.30	\$88.61	12.71%	28.4%
CAMPUS DON OF GROUP 8C CAMPUS RN67 NM 8C	\$2,622.60	\$69.02	\$2,701.30	\$71.09	\$2,753.70	\$72.47	5.00%	\$2,836.30	\$74.64	\$2,870.10	\$75.53	4.23%	\$2,956.20	\$77.79	\$2,987.50	\$78.62	4.09%	\$3,077.10	\$80.98	\$3,367.30	\$88.61	12.71%	28.4%
CAMPUS DON OF GROUP 8B CAMPUS RN68 NM 8B	\$2,863.00	\$75.34	\$2,948.90	\$77.60	\$3,006.10	\$79.11	5.00%	\$3,096.30	\$81.48	\$3,133.10	\$82.45	4.22%	\$3,227.10	\$84.92	\$3,261.30	\$85.82	4.09%	\$3,359.10	\$88.40	\$3,675.90	\$96.73	12.71%	28.4%
CAMPUS DON OF GROUP 8A CAMPUS RN69 NM 8A	\$3,433.10	\$90.34	\$3,536.10	\$93.06	\$3,604.70	\$94.86	5.00%	\$3,712.80	\$97.71	\$3,757.00	\$98.87	4.23%	\$3,869.70	\$101.83	\$3,910.70	\$102.91	4.09%	\$4,028.00	\$106.00	\$4,407.80	\$115.99	12.71%	28.4%
EXECUTIVE DON GROUP A HEALTH SERVICE RN70 NM 9A	\$3,806.60	\$100.17	\$3,920.80	\$103.18	\$3,996.90	\$105.18	5.00%	\$4,116.80	\$108.34	\$4,165.80	\$109.63	4.23%	\$4,290.80	\$112.92	\$4,336.30	\$114.11	4.09%	\$4,466.40	\$117.54	\$4,887.60	\$128.62	12.71%	28.4%
EXECUTIVE DON GROUP B HEALTH SERVICE RN71 NM 9B	\$3,059.60	\$80.52	\$3,151.40	\$82.93	\$3,212.50	\$84.54	5.00%	\$3,308.90	\$87.08	\$3,348.30	\$88.11	4.23%	\$3,448.70	\$90.76	\$3,485.30	\$91.72	4.09%	\$3,589.90	\$94.47	\$3,928.40	\$103.38	12.71%	28.4%
EXECUTIVE DON GROUP C HEALTH SERVICE RN72 NM 9C	\$2,863.00	\$75.34	\$2,948.90	\$77.60	\$3,006.10	\$79.11	5.00%	\$3,096.30	\$81.48	\$3,133.10	\$82.45	4.22%	\$3,227.10	\$84.92	\$3,261.30	\$85.82	4.09%	\$3,359.10	\$88.40	\$3,675.90	\$96.73	12.71%	28.4%

2024 EBA allowances

SHIFT ALLOWANCE			2024		2025				2026		2027	2028	
	CURRENT		15 JUNE 2024	1 JULY 2024	15 MAY 2025	17 MAY 2025 INCREASE	17 MAY 2025	29 NOVEMBER 2025	15 MAY 2026	29 NOVEMBER 2026	15 MAY 2027	29 APRIL 2028	
	%	VALUE	3%	1.94%	3%	% INCREASE	VARIED	1.19%	3%	1.06%	3%	9.43%	
AM	2.5%	\$32.50	\$33.50	\$34.15	\$35.15	-	-	\$35.55	\$36.60	\$37.00	\$38.10	\$41.70	
PM	2.5%	\$32.50	\$33.50	\$34.15	\$35.15	-	-	\$35.55	\$36.60	\$37.00	\$38.10	\$41.70	
ND (M-TH)		\$89.90	\$92.60	\$94.40	\$97.25	plus 12.5%*		\$109.40	\$110.70	\$114.00	\$115.20	\$118.65	\$129.85
ND FRI & SAT		\$89.90	\$92.60	\$94.40	\$97.25	plus 25%*		\$121.55	\$123.00	\$126.70	\$128.05	\$131.90	\$144.35
ND SUNDAY		\$154.63	\$159.25	\$162.35	\$167.20	plus 12.5%*		\$188.10	\$190.35	\$196.05	\$198.15	\$204.10	\$223.35
ND CASUAL	-	\$89.90	\$92.60	\$94.40	\$97.25	-	-	\$98.40	\$101.35	\$102.40	\$105.45	\$115.40	

EN CHANGE OF SHIFT ALLOWANCE		2024		2025		2026		2027	2028		
CURRENT		17 MAY 2024	15 JUNE 2024	1 JULY 2024	15 MAY 2025	29 NOVEMBER 2025	15 MAY 2026	29 NOVEMBER 2026	15 MAY 2027	29 APRIL 2028	
VALUE			3%	1.94%	3%	1.19%	3%	1.06%	3%	9.43%	
		\$49.60	\$49.60	\$51.10	\$52.10	\$53.65	\$54.65	\$56.30	\$59.70	\$61.45	\$67.25

ON-CALL ALLOWANCE		2024			2025		2026		2027	2028
CURRENT		17 MAY 2024	15 JUNE 2024	1 JULY 2024	15 MAY 2025	29 NOVEMBER 2025	15 MAY 2026	29 NOVEMBER 2026	15 MAY 2027	29 APRIL 2028
VALUE		PLUS \$5 (PHONE) & WEEKENDS	3%	1.94%	3%	1.19%	3%	1.06%	3%	9.43%
WEEKDAYS	\$72.20	\$77.20	\$79.50	\$81.05	\$83.50	\$84.50	\$87.05	\$87.95	\$90.60	\$99.15
SATURDAY	\$72.20	\$115.80	\$119.25	\$121.55	\$125.20	\$126.70	\$130.50	\$131.90	\$135.85	\$148.65
SUNDAY/PH	\$72.20	\$135.10	\$139.15	\$141.85	\$146.10	\$147.85	\$152.30	\$153.90	\$158.50	\$173.45
WE PH	\$72.20	\$202.65	\$208.75	\$212.80	\$219.20	\$221.80	\$228.45	\$230.85	\$237.80	\$260.20

HYPERBARIC ALLOWANCE		2024			2025		2026		2027	2028
NEW		1 JUNE 2024	15 JUNE 2024	1 JULY 2024	15 MAY 2025	29 NOVEMBER 2025	15 MAY 2026	29 NOVEMBER 2026	15 MAY 2027	29 APRIL 2028
			3%	1.94%	3%	1.19%	3%	1.06%	3%	9.43%
		\$85.08	\$87.65	\$89.35	\$92.05	\$93.15	\$95.95	\$96.95	\$99.85	\$109.25

LEAD APRON ALLOWANCE		2024		2025		2026		2027	2028	
CURRENT		15 JUNE 2024	1 JULY 2024	15 MAY 2025	29 NOVEMBER 2025	15 MAY 2026	29 NOVEMBER 2026	15 MAY 2027	29 APRIL 2028	
VALUE		3%	1.94%	3%	1.19%	3%	1.06%	3%	9.43%	
		\$8.74	\$9.00	\$9.15	\$9.40	\$9.50	\$9.80	\$9.90	\$10.20	\$11.15

CHANGE OF WARD ALLOWANCE		2024			2025		2026		2027	2028
NEW		1 JUNE 2024	15 JUNE 2024	1 JULY 2024	15 MAY 2025	29 NOVEMBER 2025	15 MAY 2026	29 NOVEMBER 2026	15 MAY 2027	29 APRIL 2028
		ROUNDED	3%	1.94%	3%	1.19%	3%	1.06%	3%	9.43%
		\$32.50	\$33.50	\$34.15	\$35.15	\$35.55	\$36.60	\$37.00	\$38.10	\$41.70

CHANGE OF ROSTER ALLOWANCE		2024			2025		2026		2027	2028
NEW		1 JUNE 2024	15 JUNE 2024	1 JULY 2024	15 MAY 2025	29 NOVEMBER 2025	15 MAY 2026	29 NOVEMBER 2026	15 MAY 2027	29 APRIL 2028
		ROUNDED	3%	1.94%	3%	1.19%	3%	1.06%	3%	9.43%
14 DAYS	\$32.50	\$32.50	\$33.50	\$34.15	\$35.15	\$35.55	\$36.60	\$37.00	\$38.10	\$41.70
7 DAYS	\$65.00	\$65.00	\$66.95	\$68.25	\$70.30	\$71.15	\$73.30	\$74.10	\$76.30	\$83.50

QUALIFICATIONS ALLOWANCE			2024		2025		2026		2027		2028
	CURRENT		15 JUNE 2024	1 JULY 2024	15 MAY 2025	29 NOVEMBER 2025	15 MAY 2026	29 NOVEMBER 2026	15 MAY 2027	1 JULY 2027	29 APRIL 2028
	%	VALUE	3%	1.94%	3%	1.19%	3%	1.06%	3%	50.00%	9.43%
CERT	4.00%	\$57.80	\$59.55	\$60.70	\$62.50	\$63.25	\$65.15	\$65.85	\$67.85	\$101.80	\$111.40
GRAD DIP	6.50%	\$93.90	\$96.70	\$98.60	\$101.55	\$102.75	\$105.85	\$106.95	\$110.15	\$165.25	\$180.85
MASTERS	7.50%	\$108.40	\$111.65	\$113.80	\$117.20	\$118.60	\$122.15	\$123.45	\$127.15	\$190.75	\$208.75
PHD	10.00%	\$144.50	\$148.85	\$151.75	\$156.30	\$158.15	\$162.90	\$164.65	\$169.60	\$254.40	\$278.40
CERT IV	3.50%	\$50.55	\$52.10	\$53.10	\$54.70	\$55.35	\$57.00	\$57.60	\$59.35	\$89.05	\$97.45
EN 6 MTH	4.00%	\$52.10	\$53.65	\$54.70	\$56.35	\$57.00	\$58.70	\$59.30	\$61.10	\$91.65	\$100.30
EN 12 MTH	7.50%	\$97.65	\$100.55	\$102.50	\$105.60	\$106.85	\$110.05	\$111.20	\$114.55	\$171.85	\$188.05
RIPRN	4.00%	\$57.80	\$59.55	\$60.70	\$62.50	\$63.25	\$65.15	\$65.85	\$67.85	\$101.80	\$111.40
END MIDWIFE	6.50%	\$93.90	\$96.70	\$98.60	\$101.55	\$102.75	\$105.85	\$106.95	\$110.15	\$165.25	\$180.85

UNIFORM ALLOWANCE		2024		2025		2026		2027	2028
CURRENT		15 JUNE 2024	1 JULY 2024	15 MAY 2025	29 NOVEMBER 2025	15 MAY 2026	29 NOVEMBER 2026	15 MAY 2027	29 APRIL 2028
VALUE		3%	1.94%	3%	1.19%	3%	1.06%	3%	9.43%
\$2.00		\$2.06	\$2.10	\$2.16	\$2.19	\$2.25	\$2.39	\$2.46	\$2.69
\$9.86		\$10.16	\$10.35	\$10.66	\$10.79	\$11.11	\$11.78	\$12.13	\$13.28

LAUNDRY ALLOWANCE		2024		2025		2026		2027	2028
CURRENT		15 JUNE 2024	1 JULY 2024	15 MAY 2025	29 NOVEMBER 2025	15 MAY 2026	29 NOVEMBER 2026	15 MAY 2027	29 APRIL 2028
VALUE		3%	1.94%	3%	1.19%	3%	1.06%	3%	9.43%
\$0.53		\$0.55	\$0.56	\$0.57	\$0.58	\$0.60	\$0.63	\$0.65	\$0.71
\$2.68		\$2.76	\$2.81	\$2.90	\$2.93	\$3.02	\$3.20	\$3.30	\$3.61

SOLE MIDWIFE ALLOWANCE		2024	2025		2026		2027	2028
NEW		1 MAY 2024	1 JUNE 2025	29 NOVEMBER 2025	15 MAY 2026	29 NOVEMBER 2026	15 MAY 2027	29 APRIL 2028
			COMMENCES	1.19%	3%	1.06%	3%	9.43%
		\$58.10	\$62.85	\$63.60	\$65.50	\$66.20	\$68.20	\$74.65

28 JUNE 2024