

VHIA SALARY CIRCULAR

Number: 797
Addressee: PUBLIC SECTOR AND STAND-ALONE COMMUNITY HEALTH CENTRES
From: CHIEF EXECUTIVE OFFICER
Date: 23 AUGUST 2021
Subject: PROPOSED NURSES AND MIDWIVES (VICTORIAN PUBLIC HEALTH SECTOR)
(SINGLE INTEREST EMPLOYERS) ENTERPRISE AGREEMENT 2020 - 2024

Further to [Bulletin 2671](#) and [Salary Circular 784](#) the proposed *Nurses and Midwives (Victorian Health Services) (Single Interest Employers) Enterprise Agreement 2020 -2024 (Proposed Replacement Agreement)* is authorized for implementation by administrative action including Category 2 Items.

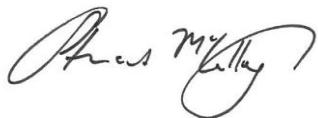
Please refer to Bulletin 2671 for implementation timeframes. New classifications and pay codes are highlighted in yellow throughout the circular, a summary appears on page 2 – 7.

In addition to the allowances in the table below, please note that the Proposed Replacement Agreement also contains the following allowances that only apply in specific limited circumstances:

- Relocation Allowance – Refer to clause 12.6(d).
- Alternate on call allowance – Refer to clause 52.

Attached also is the [excel spreadsheet](#).

If further information is required, please contact the Query Team on (03) 9861 4000 or query@vhia.com.au.



Stuart McCullough
Chief Executive Officer

SUMMARY ON NEW NURSES CLASSIFICATIONS

CLASSIFICATION	CODE	GRADE	Comm RATE 01/04/2019	01/12/2020	01/12/2021	01/12/2022
EN LEVEL 2 Cert IV Year 3	IB92	EN 2.3	\$1,176.60	\$1,211.90	\$1,248.30	\$1,285.70
EN LEVEL 2 Cert IV Year 4	IB93	EN 2.4	\$1,201.70	\$1,237.80	\$1,274.90	\$1,313.10
EN LEVEL 2 Cert IV Year 5	IB94	EN 2.5	\$1,226.80	\$1,263.60	\$1,301.50	\$1,340.50
EN LEVEL 2 Cert IV Year 6	IB95	EN 2.6	\$1,239.50	\$1,276.70	\$1,315.00	\$1,354.50
RUSOM YEAR 1	YP15	RUSOM 1	\$891.30	\$918.10	\$945.60	\$974.00
RUSOM YEAR 2	YP16	RUSOM 2	\$950.70	\$979.30	\$1,008.60	\$1,038.90
RUSOM YEAR 3	YP17	RUSOM 3	\$1,010.10	\$1,040.50	\$1,071.70	\$1,103.80
MIDWIFE GR 2 YR 1 (Grad Year)	YS12	RN/M 1	\$1,188.40	\$1,224.10	\$1,260.80	\$1,298.60
Research Nurse Level 1 Year 1	RN10	RN/M 1	\$1,188.40	\$1,224.10	\$1,260.80	\$1,298.60
Research Nurse Level 1 Year 2	RN11	RN/M 2	\$1,255.30	\$1,293.00	\$1,331.80	\$1,371.80
Research Nurse Level 1 Year 3	RN12	RN/M 3	\$1,322.20	\$1,361.90	\$1,402.80	\$1,444.90
Research Nurse Level 1 Year 4	RN13	RN/M 4	\$1,394.00	\$1,435.80	\$1,478.90	\$1,523.30
Research Nurse Level 1 Year 5	RN14	RN/M 5	\$1,465.30	\$1,509.30	\$1,554.60	\$1,601.20

CLASSIFICATION	CODE	GRADE	Comm RATE 01/04/2019	01/12/2020	01/12/2021	01/12/2022
Research Nurse Level 1 Year 6	RN15	RN/M 6	\$1,534.80	\$1,580.80	\$1,628.20	\$1,677.00
Research Nurse Level 1 Year 7	RN16	RN/M 7	\$1,613.20	\$1,661.60	\$1,711.40	\$1,762.70
Research Nurse Level 1 Year 8	RN17	RN/M 8	\$1,678.50	\$1,728.90	\$1,780.80	\$1,834.20
Research Midwife Level 1 Year 1	RN18	RN/M 1	\$1,188.40	\$1,224.10	\$1,260.80	\$1,298.60
Research Midwife Level 1 Year 2	RN19	RN/M 2	\$1,255.30	\$1,293.00	\$1,331.80	\$1,371.80
Research Midwife Level 1 Year 3	RN20	RN/M 3	\$1,322.20	\$1,361.90	\$1,402.80	\$1,444.90
Research Midwife Level 1 Year 4	RN21	RN/M 4	\$1,394.00	\$1,435.80	\$1,478.90	\$1,523.30
Research Midwife Level 1 Year 5	RN22	RN/M 5	\$1,465.30	\$1,509.30	\$1,554.60	\$1,601.20
Research Midwife Level 1 Year 6	RN23	RN/M 6	\$1,534.80	\$1,580.80	\$1,628.20	\$1,677.00
Research Midwife Level 1 Year 7	RN24	RN/M 7	\$1,613.20	\$1,661.60	\$1,711.40	\$1,762.70
Research Midwife Level 1 Year 8	RN25	RN/M 8	\$1,678.50	\$1,728.90	\$1,780.80	\$1,834.20
CLINICAL MIDWIFE SPECIALIST	RN26	CAPR 1	\$1,746.70	\$1,799.10	\$1,853.10	\$1,908.70
COMM HLTH MIDWIFE	RN27	CN 4	\$1,800.00	\$1,854.00	\$1,909.60	\$1,966.90
Clinical Support Nurse	RN28	QRED 1	\$1,800.00	\$1,854.00	\$1,909.60	\$1,966.90
Clinical Support Midwife	RN29	QRED 1	\$1,800.00	\$1,854.00	\$1,909.60	\$1,966.90
AMUM YEAR 1	RN30	NM 1.1	\$1,880.20	\$1,936.60	\$1,994.70	\$2,054.50

CLASSIFICATION	CODE	GRADE	Comm RATE 01/04/2019	01/12/2020	01/12/2021	01/12/2022
AMUM YEAR 2	RN31	NM 1.2	\$1,943.40	\$2,001.70	\$2,061.80	\$2,123.70
COMM HLTH MIDWIFE (sole)	RN32	CN 5	\$1,900.00	\$1,957.00	\$2,015.70	\$2,076.20
No Lift Co-ordinator	RN33	QRED 2	\$1,900.00	\$1,957.00	\$2,015.70	\$2,076.20
CLIN MIDWIFE CONS A	RN34	CAPR 3.1	\$1,900.00	\$1,957.00	\$2,015.70	\$2,076.20
Educator (major)	RN35	QRED 3	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
CLIN MIDWIFE CONS B	RN36	CAPR 3.2	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
Level 3 Research Midwife	RN37	QRED 2	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
MIDWIFE UNIT MANAGER Level 1	RN38	NM 2	\$2,140.80	\$2,205.00	\$2,271.15	\$2,339.30
MIDWIFE UNIT MANAGER Level 2	RN39	NM 3	\$2,218.70	\$2,285.30	\$2,353.90	\$2,424.50
MIDWIFE UNIT MANAGER Level 3	RN40	NM 4	\$2,296.80	\$2,365.70	\$2,436.70	\$2,509.80
CLIN MIDWIFE CONS C Year 1	RN41	CAPR 4.1	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70
CLIN MIDWIFE CONS C Year 1	RN42	CAPR 4.2	\$2,150.00	\$2,214.50	\$2,280.90	\$2,349.30
CLIN LIAISON NURSE Year 1	RN43	CAPR 4.1	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70
CLIN LIAISON NURSE Year 2	RN44	CAPR 4.2	\$2,150.00	\$2,214.50	\$2,280.90	\$2,349.30
ADON/M Level 1	RN45	NM 5B	\$2,150.00	\$2,214.50	\$2,280.90	\$2,349.30
ADON/M Level 2	RN46	NM 5C	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70

CLASSIFICATION	CODE	GRADE	Comm RATE 01/04/2019	01/12/2020	01/12/2021	01/12/2022
Level 4 Research Nurse Year 1	RN47	QRED 4.2	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70
Level 4 Research Nurse Year 2	RN48	QRED 4.3	\$2,150.00	\$2,214.50	\$2,280.90	\$2,349.30
Level 4 Research Midwife Year 1	RN49	QRED 4.2	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70
Level 4 Research Midwife Year 2	RN50	QRED 4.3	\$2,150.00	\$2,214.50	\$2,280.90	\$2,349.30
DAY HOS COORD Level 2	RN51	NM 5C	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70
MAT&CHILD NURSE COORDINATOR	RN52	NM5C	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70
CLIN MIDWIFE CONS D	RN53	CAPR 5	\$2,500.00	\$2,575.00	\$2,652.30	\$2,731.90
D/P Educator (7A or 7B campus)	RN54	QRED 4D	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
D/P Educator (8D or 8C campus)	RN55	QRED 4C	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70
D/P Educator (8B campus)	RN56	QRED 4B	\$2,150.00	\$2,214.50	\$2,280.90	\$2,349.30
D/P Educator (8A campus)	RN57	QRED 4A	\$2,200.00	\$2,266.00	\$2,334.00	\$2,404.00
DIV/CLINICAL DIRECTOR (7A or 7B campus)	RN58	NM 6D	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70
DIV/CLINICAL DIRECTOR (8D or 8C campus)	RN59	NM 6C	\$2,200.00	\$2,266.00	\$2,334.00	\$2,404.00
DIV/CLINICAL DIRECTOR (8B campus)	RN60	NM 6B	\$2,500.00	\$2,575.00	\$2,652.30	\$2,731.90
DIV/CLINICAL DIRECTOR (8A campus)	RN61	NM 6A	\$2,900.00	\$2,987.00	\$3,076.60	\$3,168.90
NURSE PRACTITIONER candidate	RN62		TO BE PAID THEIR SUBSTANTIVE SALARY			

CLASSIFICATION	CODE	GRADE	Comm RATE 01/04/2019	01/12/2020	01/12/2021	01/12/2022
CLIN MIDWIFE CONS E	RN63	CAPR 6	\$2,620.00	\$2,698.60	\$2,779.60	\$2,863.00
Campus DON of Group 7B campus	RN64	NM 7B	\$2,300.00	\$2,369.00	\$2,440.10	\$2,513.30
Campus DON of Group 8D campus	RN65	NM 8D	\$2,300.00	\$2,369.00	\$2,440.10	\$2,513.30
Campus DON of Group 7A campus	RN66	NM 7A	\$2,400.00	\$2,472.00	\$2,546.20	\$2,622.60
Campus DON of Group 8C campus	RN67	NM 7A	\$2,400.00	\$2,472.00	\$2,546.20	\$2,622.60
Campus DON of Group 8B campus	RN68	NM 8B	\$2,620.00	\$2,698.60	\$2,779.60	\$2,863.00
Campus DON of Group 8A campus	RN69	NM 8A		\$3,236.05	3,333.10	3,433.10
Executive DON Group A health service	RN70	NM 9A	\$3,483.60	\$3,588.10	\$3,695.70	\$3,806.60
Executive DON Group B health service	RN71	NM 9B	\$2,800.00	\$2,884.00	\$2,970.50	\$3,059.60
Executive DON Group C health service	RN72	NM 9C	\$2,620.00	\$2,698.60	\$2,779.60	\$2,863.00
BANK MIDWIFE GRADE 2 YR 1	RN73	RN/M 1	\$1,188.40	\$1,224.10	\$1,260.80	\$1,298.60
BANK MIDWIFE GRADE 2 YR 2	RN74	RN/M 2	\$1,255.30	\$1,293.00	\$1,331.80	\$1,371.80
BANK MIDWIFE GRADE 2 YR 3	RN75	RN/M 3	\$1,322.20	\$1,361.90	\$1,402.80	\$1,444.90
BANK MIDWIFE GRADE 2 YR 4	RN76	RN/M 4	\$1,394.00	\$1,435.80	\$1,478.90	\$1,523.30
BANK MIDWIFE GRADE 2 YR 5	RN77	RN/M 5	\$1,465.30	\$1,509.30	\$1,554.60	\$1,601.20

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BANK MIDWIFE GRADE 2 YR 6	RN78	RN/M 6	\$1,534.80	\$1,580.80	\$1,628.20	\$1,677.00
BANK MIDWIFE GRADE 2 YR 7	RN79	RN/M 7	\$1,613.20	\$1,661.60	\$1,711.40	\$1,762.70
BANK MIDWIFE GRADE 2 YR 8	RN80	RN/M 8	\$1,678.50	\$1,728.90	\$1,780.80	\$1,834.20
BANK CLIN MIDW SPEC	RN81		\$1,746.70	\$1,799.10	\$1,853.10	\$1,908.70
RN BANK AMUM YEAR 1	RN82		\$1,880.20	\$1,936.60	\$1,994.70	\$2,054.50
RN BANK AMUM YEAR 2	RN83		\$1,943.40	\$2,001.70	\$2,061.80	\$2,123.70
Bank Research Midwife Level 2	RN84		\$1,800.00	\$1,854.00	\$1,909.60	\$1,966.90
Bank Research Midwife Level 3	RN85		\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
BANK EN LEVEL 2 Cert IV Year 3	IB96	EN 2.3	\$1,176.60	\$1,211.90	\$1,248.30	\$1,285.70
BANK EN LEVEL 2 Cert IV Year 4	IB97	EN 2.4	\$1,201.70	\$1,237.80	\$1,274.90	\$1,313.10
BANK EN LEVEL 2 Cert IV Year 5	IB98	EN 2.5	\$1,226.80	\$1,263.60	\$1,301.50	\$1,340.50
BANK EN LEVEL 2 Cert IV Year 6	IB99	EN 2.6	\$1,239.50	\$1,276.70	\$1,315.00	\$1,354.50

Allowance		NEW RATE 1/04/2019	1/12/2020	1/12/2021	1/12/2022
Shift Allowance		\$	\$	\$	\$
	Morning shift	\$29.70	\$30.60	\$31.50	\$32.50
	Afternoon shift	\$29.70	\$30.60	\$31.50	\$32.50
	Night shift	\$82.30	\$84.80	\$87.30	\$89.90
	Sunday Night Shift (from 1/07/23)				\$154.63
	Change of Shift (ENs Only)	\$42.90	\$44.20	\$45.50	\$46.90
On Call Allowance		\$66.10	\$68.10	\$70.10	\$72.20
Change of Roster (7 days) Allowance (up to 30 June 2020)		\$33.10	\$34.00	\$35.10	\$36.10
Change of Roster Allowance (7 days) (from 1 July 2020)		\$66.20	\$68.00	\$70.20	\$72.20
Change of Roster Allowance (14 days) (from 1 July 2020)		\$33.10	\$34.00	\$35.10	\$36.10
RIPN Allowance		\$52.90	\$54.50	\$56.10	\$57.80
RN/Midwife Hospital / Grad Certificate		\$52.90	\$54.50	\$56.10	\$57.80
RN/Midwife Post Grad Diploma, Degree or Double Degree		\$85.90	\$88.50	\$91.20	\$93.90
RN/Midwife Masters		\$99.20	\$102.10	\$105.20	\$108.40

Allowance		NEW RATE 1/04/2019	1/12/2020	1/12/2021	1/12/2022
RN/Midwife Doctorate or PhD		\$132.20	\$136.20	\$140.30	\$144.50
EN 6 Month Course		\$47.70	\$49.10	\$50.60	\$52.10
EN 12 Month Course		\$89.40	\$92.00	\$94.80	\$97.60
Uniform Allowance		\$1.83	\$1.88	\$1.94	\$2.00
		\$9.03	\$9.30	\$9.58	\$9.86
Laundry Allowance		\$0.49	\$0.50	\$0.52	\$0.53
		\$2.46	\$2.53	\$2.61	\$2.68
Lead Apron (from 1 July 2020)		\$8.00	\$8.24	\$8.49	\$8.74
Cert IV TAFE Allowance (from 1/1/2021)			\$47.67	\$49.10	\$50.57
Vehicle Allowance	Motor Cars (5 or more cylinders)	\$1.25	\$1.29	\$1.33	\$1.37
	Motor Cars (less than 5 cylinders, electric cars)	\$1.03	\$1.06	\$1.09	\$1.13
	Motor Cycles (250cc & over)	\$0.59	\$0.61	\$0.63	\$0.65
	Motor Cycles (under 250cc)	\$0.46	\$0.48	\$0.49	\$0.51
	Bicycles	\$0.12	\$0.12	\$0.12	\$0.13

Allowance		NEW RATE 1/04/2019	1/12/2020	1/12/2021	1/12/2022
	Minimum payment per occasion for all	\$0.70	\$0.72	\$0.75	\$0.77
Meal Allowance	Meal Allowance A	\$13.49	\$13.89	\$14.31	\$14.74
	Meal Allowance B	\$10.78	\$11.11	\$11.44	\$11.78
MAXIMUM LEAVE LOADING					
Weekly Salary Exceeds		\$2,100.00	\$2163.00	\$2227.90	\$2294.70
Loading Amount		\$1470.00	\$1514.10	\$1559.50	\$1606.30
Telephone Allowance (fortnightly)		\$18.51	\$19.06	\$19.63	\$20.22

CLASSIFICATION	CODE	GRADE	Comm RATE 01/04/2019	01/12/2020	01/12/2021	01/12/2022
TRAINEE YEAR 1	IB40	TEN 1	\$885.20	\$911.80	\$939.20	\$967.40
TRAINEE YEAR 2	IB41	TEN 2	\$958.10	\$986.80	\$1,016.40	\$1,046.90
EN LEVEL 1 Year 1	IB60	EN 1.1	\$1,048.60	\$1,080.10	\$1,112.50	\$1,145.90
EN LEVEL 1 Year 2	IB61	EN 1.2	\$1,070.10	\$1,102.20	\$1,135.30	\$1,169.40
EN LEVEL 1 Year 3	IB62	EN 1.3	\$1,091.40	\$1,124.10	\$1,157.80	\$1,192.50
EN LEVEL 1 Year 4	IB63	EN 1.4	\$1,113.00	\$1,146.40	\$1,180.80	\$1,216.20
EN LEVEL 1 Year 5	IB64	EN 1.5	\$1,155.60	\$1,190.30	\$1,226.00	\$1,262.80
EN LEVEL 1 Year 6	IB65	EN 1.6	\$1,191.50	\$1,227.20	\$1,264.00	\$1,301.90
EN LEVEL 2 Cert IV Year 1	IB66	EN 2.1	\$1,126.20	\$1,160.00	\$1,194.80	\$1,230.60
EN LEVEL 2 Cert IV Year 2	IB67	EN 2.2	\$1,151.30	\$1,185.80	\$1,221.40	\$1,258.00
EN LEVEL 2 Cert IV Year 3	IB92	EN 2.3	\$1,176.60	\$1,211.90	\$1,248.30	\$1,285.70
EN LEVEL 2 Cert IV Year 4	IB93	EN 2.4	\$1,201.70	\$1,237.80	\$1,274.90	\$1,313.10
EN LEVEL 2 Cert IV Year 5	IB94	EN 2.5	\$1,226.80	\$1,263.60	\$1,301.50	\$1,340.50

CLASSIFICATION	CODE	GRADE	Comm RATE 01/04/2019	01/12/2020	01/12/2021	01/12/2022
EN LEVEL 2 Cert IV Year 6	IB95	EN 2.6	\$1,239.50	\$1,276.70	\$1,315.00	\$1,354.50
EN LEVEL 2 Diploma Year 1	IB68	EN 2.3	\$1,176.60	\$1,211.90	\$1,248.30	\$1,285.70
EN LEVEL 2 Diploma Year 2	IB69	EN 2.4	\$1,201.70	\$1,237.80	\$1,274.90	\$1,313.10
EN LEVEL 2 Diploma Year 3	IB70	EN 2.5	\$1,226.80	\$1,263.60	\$1,301.50	\$1,340.50
EN LEVEL 2 Diploma Year 4	IB71	EN 2.6	\$1,239.50	\$1,276.70	\$1,315.00	\$1,354.50
EN LEVEL 2 Diploma Year 5 (with 5 routes)	IB72	EN 2.7	\$1,252.00	\$1,289.60	\$1,328.30	\$1,368.10
EN LEVEL 3 (SA)	IB73	EN 3.1	\$1,314.80	\$1,354.20	\$1,394.80	\$1,436.60
EN LEVEL 3 (with 4 routes)	IB74	EN 3.2	\$1,361.80	\$1,402.70	\$1,444.80	\$1,488.10
EN LEVEL 3 (with 5 routes)	IB75	EN 3.3	\$1,383.90	\$1,425.40	\$1,468.20	\$1,512.20
RUSON YEAR 1	YP12	RUSON 1	\$891.30	\$918.10	\$945.60	\$974.00
RUSON YEAR 2	YP13	RUSON 2	\$950.70	\$979.30	\$1,008.60	\$1,038.90
RUSON YEAR 3	YP14	RUSON 3	\$1,010.10	\$1,040.50	\$1,071.70	\$1,103.80

CLASSIFICATION	CODE	GRADE	Comm RATE 01/04/2019	01/12/2020	01/12/2021	01/12/2022
RUSOM YEAR 1	YP15	RUSOM 1	\$891.30	\$918.10	\$945.60	\$974.00
RUSOM YEAR 2	YP16	RUSOM 2	\$950.70	\$979.30	\$1,008.60	\$1,038.90
RUSOM YEAR 3	YP17	RUSOM 3	\$1,010.10	\$1,040.50	\$1,071.70	\$1,103.80
RN G2 Y1 STUD M/WIFE	YO1	RN/M 1	\$1,188.40	\$1,224.10	\$1,260.80	\$1,298.60
RN G2 Y2 STUD M/WIFE	YO2	RN/M 2	\$1,255.30	\$1,293.00	\$1,331.80	\$1,371.80
RN G2 Y3 STUD M/WIFE	YO3	RN/M 3	\$1,322.20	\$1,361.90	\$1,402.80	\$1,444.90
RN G2 Y4 STUD M/WIFE	YO4	RN/M 4	\$1,394.00	\$1,435.80	\$1,478.90	\$1,523.30
RN G2 Y5 STUD M/WIFE	YO5	RN/M 5	\$1,465.30	\$1,509.30	\$1,554.60	\$1,601.20
RN G2 Y6 STUD M/WIFE	YO6	RN/M 6	\$1,534.80	\$1,580.80	\$1,628.20	\$1,677.00
RN G2 Y7 STUD M/WIFE	YO7	RN/M 7	\$1,613.20	\$1,661.60	\$1,711.40	\$1,762.70
RN G2 Y8 STUD M/WIFE	YO8	RN/M 8	\$1,678.50	\$1,728.90	\$1,780.80	\$1,834.20
RN GRADE 2 YEAR 1 (Grad Year)	YP2	RN/M 1	\$1,188.40	\$1,224.10	\$1,260.80	\$1,298.60
RN GRADE 2 YEAR 2	YP3	RN/M 2	\$1,255.30	\$1,293.00	\$1,331.80	\$1,371.80
RN GRADE 2 YEAR 3	YP4	RN/M 3	\$1,322.20	\$1,361.90	\$1,402.80	\$1,444.90

CLASSIFICATION	CODE	GRADE	Comm RATE 01/04/2019	01/12/2020	01/12/2021	01/12/2022
RN GRADE 2 YEAR 4	YP5	RN/M 4	\$1,394.00	\$1,435.80	\$1,478.90	\$1,523.30
RN GRADE 2 YEAR 5	YP6	RN/M 5	\$1,465.30	\$1,509.30	\$1,554.60	\$1,601.20
RN GRADE 2 YEAR 6	YP7	RN/M 6	\$1,534.80	\$1,580.80	\$1,628.20	\$1,677.00
RN GRADE 2 YEAR 7	YP8	RN/M 7	\$1,613.20	\$1,661.60	\$1,711.40	\$1,762.70
RN GRADE 2 YEAR 8	YP9	RN/M 8	\$1,678.50	\$1,728.90	\$1,780.80	\$1,834.20
MIDWIFE GR 2 YR 1 (Grad Year)	YS12	RN/M 1	\$1,188.40	\$1,224.10	\$1,260.80	\$1,298.60
MIDWIFE GR 2 YR 2	YS2	RN/M 2	\$1,255.30	\$1,293.00	\$1,331.80	\$1,371.80
MIDWIFE GR 2 YR 3	YS3	RN/M 3	\$1,322.20	\$1,361.90	\$1,402.80	\$1,444.90
MIDWIFE GR 2 YR 4	YS4	RN/M 4	\$1,394.00	\$1,435.80	\$1,478.90	\$1,523.30
MIDWIFE GR 2 YR 5	YS5	RN/M 5	\$1,465.30	\$1,509.30	\$1,554.60	\$1,601.20
MIDWIFE GR 2 YR 6	YS6	RN/M 6	\$1,534.80	\$1,580.80	\$1,628.20	\$1,677.00
MIDWIFE GR 2 YR 7	YS7	RN/M 7	\$1,613.20	\$1,661.60	\$1,711.40	\$1,762.70
MIDWIFE GR 2 YR 8	YS8	RN/M 8	\$1,678.50	\$1,728.90	\$1,780.80	\$1,834.20
Research Nurse Level 1 Year 1	RN10	RN/M 1	\$1,188.40	\$1,224.10	\$1,260.80	\$1,298.60

CLASSIFICATION	CODE	GRADE	Comm RATE 01/04/2019	01/12/2020	01/12/2021	01/12/2022
Research Nurse Level 1 Year 2	RN11	RN/M 2	\$1,255.30	\$1,293.00	\$1,331.80	\$1,371.80
Research Nurse Level 1 Year 3	RN12	RN/M 3	\$1,322.20	\$1,361.90	\$1,402.80	\$1,444.90
Research Nurse Level 1 Year 4	RN13	RN/M 4	\$1,394.00	\$1,435.80	\$1,478.90	\$1,523.30
Research Nurse Level 1 Year 5	RN14	RN/M 5	\$1,465.30	\$1,509.30	\$1,554.60	\$1,601.20
Research Nurse Level 1 Year 6	RN15	RN/M 6	\$1,534.80	\$1,580.80	\$1,628.20	\$1,677.00
Research Nurse Level 1 Year 7	RN16	RN/M 7	\$1,613.20	\$1,661.60	\$1,711.40	\$1,762.70
Research Nurse Level 1 Year 8	RN17	RN/M 8	\$1,678.50	\$1,728.90	\$1,780.80	\$1,834.20
Research Midwife Level 1 Year 1	RN18	RN/M 1	\$1,188.40	\$1,224.10	\$1,260.80	\$1,298.60
Research Midwife Level 1 Year 2	RN19	RN/M 2	\$1,255.30	\$1,293.00	\$1,331.80	\$1,371.80
Research Midwife Level 1 Year 3	RN20	RN/M 3	\$1,322.20	\$1,361.90	\$1,402.80	\$1,444.90
Research Midwife Level 1 Year 4	RN21	RN/M 4	\$1,394.00	\$1,435.80	\$1,478.90	\$1,523.30
Research Midwife Level 1 Year 5	RN22	RN/M 5	\$1,465.30	\$1,509.30	\$1,554.60	\$1,601.20
Research Midwife Level 1 Year 6	RN23	RN/M 6	\$1,534.80	\$1,580.80	\$1,628.20	\$1,677.00
Research Midwife Level 1 Year 7	RN24	RN/M 7	\$1,613.20	\$1,661.60	\$1,711.40	\$1,762.70
Research Midwife Level 1 Year 8	RN25	RN/M 8	\$1,678.50	\$1,728.90	\$1,780.80	\$1,834.20

CLASSIFICATION	CODE	GRADE	Comm RATE 01/04/2019	01/12/2020	01/12/2021	01/12/2022
Note - each of these is an entry level						
DISTRICT NURSE Level 1	YQ1	CN 2.1	\$1,465.30	\$1,509.30	\$1,554.60	\$1,601.20
DISTRICT NURSE Level 1	YQ2	CN 2.2	\$1,534.80	\$1,580.80	\$1,628.20	\$1,677.00
DISTRICT NURSE Level 1	YQ3	CN 2.3	\$1,613.20	\$1,661.60	\$1,711.40	\$1,762.70
DISTRICT NURSE Level 1	YF4	CN 2.4	\$1,678.50	\$1,728.90	\$1,780.80	\$1,834.20
CLINICAL NURSE SPECIALIST	YS9	CAPR 1	\$1,746.70	\$1,799.10	\$1,853.10	\$1,908.70
CLINICAL MIDWIFE SPECIALIST	RN26	CAPR 1	\$1,746.70	\$1,799.10	\$1,853.10	\$1,908.70
CLIN SPEC STUD MIDW	JC5	CAPR 1	\$1,746.70	\$1,799.10	\$1,853.10	\$1,908.70
DISTRICT NURSE Level 2	YU1	CN 3	\$1,750.00	\$1,802.50	\$1,856.60	\$1,912.30
COMM HLTH NURSE	ZJ1	CN 4	\$1,800.00	\$1,854.00	\$1,909.60	\$1,966.90
COMM HLTH MIDWIFE	RN27	CN 4	\$1,800.00	\$1,854.00	\$1,909.60	\$1,966.90

CLASSIFICATION	CODE	GRADE	Comm RATE 01/04/2019	01/12/2020	01/12/2021	01/12/2022
Clinical Support Nurse	RN28	QRED 1	\$1,800.00	\$1,854.00	\$1,909.60	\$1,966.90
Clinical Support Midwife	RN29	QRED 1	\$1,800.00	\$1,854.00	\$1,909.60	\$1,966.90
OCC HEALTH NURSE SOLE/SUPER	YV7	QRED 1	\$1,800.00	\$1,854.00	\$1,909.60	\$1,966.90
Research Nurse Level 2	YU13	QRED 1	\$1,800.00	\$1,854.00	\$1,909.60	\$1,966.90
HITH/PAC NURSE Level 1	YU15	CAPR 2	\$1,800.00	\$1,854.00	\$1,909.60	\$1,966.90
ANUM YEAR 1	YW11	NM 1.1	\$1,880.20	\$1,936.60	\$1,994.70	\$2,054.50
ANUM YEAR 2	YW12	NM 1.2	\$1,943.40	\$2,001.70	\$2,061.80	\$2,123.70
AMUM YEAR 1	RN30	NM 1.1	\$1,880.20	\$1,936.60	\$1,994.70	\$2,054.50
AMUM YEAR 2	RN31	NM 1.2	\$1,943.40	\$2,001.70	\$2,061.80	\$2,123.70
Educator (non-major) Year 1 and 2	YW 4	QRED 2	\$1,900.00	\$1,957.00	\$2,015.70	\$2,076.20

CLASSIFICATION	CODE	GRADE	Comm RATE 01/04/2019	01/12/2020	01/12/2021	01/12/2022
COMM HLTH NURSE (sole)	YW7	CN 5	\$1,900.00	\$1,957.00	\$2,015.70	\$2,076.20
COMM HLTH MIDWIFE (sole)	RN32	CN 5	\$1,900.00	\$1,957.00	\$2,015.70	\$2,076.20
No Lift Co-ordinator	RN33	QRED 2	\$1,900.00	\$1,957.00	\$2,015.70	\$2,076.20
AST SUPER DISTRICT NURSING	YX7	CN 5	\$1,900.00	\$1,957.00	\$2,015.70	\$2,076.20
CLIN COORD DISTRICT NURSING	YY4	CN 5	\$1,900.00	\$1,957.00	\$2,015.70	\$2,076.20
LIAIS OFF DISTRICT NURSING	YY7	CN 5	\$1,900.00	\$1,957.00	\$2,015.70	\$2,076.20
CLIN NURSE CONS A	ZF4	CAPR 3.1	\$1,900.00	\$1,957.00	\$2,015.70	\$2,076.20
CLIN MIDWIFE CONS A	RN34	CAPR 3.1	\$1,900.00	\$1,957.00	\$2,015.70	\$2,076.20
HITH/PAC NURSE Level 2	YW15	CAPR 3.1	\$1,900.00	\$1,957.00	\$2,015.70	\$2,076.20
Educator (non-major) Year 3 and subseq	YZ7	QRED 3	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
Educator (major)	RN35	QRED 3	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50

CLASSIFICATION	CODE	GRADE	Comm RATE 01/04/2019	01/12/2020	01/12/2021	01/12/2022
COMM HLTH (in-charge)	ZA1	CN 6	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
MAT&CHILD NURSE	ZJ5	CAPR 3.2	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
CLIN NURSE CONS B	ZJ4	CAPR 3.2	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
CLIN MIDWIFE CONS B	RN36	CAPR 3.2	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
Level 3 Research Nurse	YX13	QRED 2	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
Level 3 Research Midwife	RN37	QRED 2	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
NURSE UNIT MANAGER Level 1	NM10	NM 2	\$2,140.80	\$2,205.00	\$2,271.15	\$2,339.30
NURSE UNIT MANAGER Level 2	NM11	NM 3	\$2,218.70	\$2,285.30	\$2,353.90	\$2,424.50
NURSE UNIT MANAGER Level 3	NM12	NM 4	\$2,296.80	\$2,365.70	\$2,436.70	\$2,509.80
MIDWIFE UNIT MANAGER Level 1	RN38	NM 2	\$2,140.80	\$2,205.00	\$2,271.15	\$2,339.30
MIDWIFE UNIT MANAGER Level 2	RN39	NM 3	\$2,218.70	\$2,285.30	\$2,353.90	\$2,424.50

CLASSIFICATION	CODE	GRADE	Comm RATE 01/04/2019	01/12/2020	01/12/2021	01/12/2022
MIDWIFE UNIT MANAGER Level 3	RN40	NM 4	\$2,296.80	\$2,365.70	\$2,436.70	\$2,509.80
CLIN NURSE CONS C Year 1	ZA7	CAPR 4.1	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70
CLIN NURSE CONS C Year 2	ZA8	CAPR 4.2	\$2,150.00	\$2,214.50	\$2,280.90	\$2,349.30
CLIN MIDWIFE CONS C Year 1	RN41	CAPR 4.1	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70
CLIN MIDWIFE CONS C Year 1	RN42	CAPR 4.2	\$2,150.00	\$2,214.50	\$2,280.90	\$2,349.30
CLIN LIAISON NURSE Year 1	RN43	CAPR 4.1	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70
CLIN LIAISON NURSE Year 2	RN44	CAPR 4.2	\$2,150.00	\$2,214.50	\$2,280.90	\$2,349.30
ADON/M Level 1	RN45	NM 5B	\$2,150.00	\$2,214.50	\$2,280.90	\$2,349.30
ADON/M Level 2	RN46	NM 5C	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70
Nurse/Midwife Manager not elsewhere classified	ZB4	NM5C	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70
ADON GROUP (7A or 8B campus)	ZB7	NM 5D	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
ADON GROUP (8D or 8C campus)	ZB8	NM 5C	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70

CLASSIFICATION	CODE	GRADE	Comm RATE 01/04/2019	01/12/2020	01/12/2021	01/12/2022
ADON GROUP (8B campus)	ZB9	NM 5B	\$2,150.00	\$2,214.50	\$2,280.90	\$2,349.30
ADON GROUP (8A campus)	ZC1	NM 5A	\$2,200.00	\$2,266.00	\$2,334.00	\$2,404.00
After Hours Coordinator (7A or 7B campus)	ZC4	NM 5D	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
After Hours Coordinator (8D or 8C campus)	ZC5	NM 5C	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70
After Hours Coordinator (8B campus) CHECK	ZC6	NM 5B	\$2,150.00	\$2,214.50	\$2,280.90	\$2,349.30
After Hours Coordinator (8A campus) CHECK	ZC7	NM 5A	\$2,200.00	\$2,266.00	\$2,334.00	\$2,404.00
Educator-Course / Phase / Inservice / Continuing Education Year 1	XB1	QRED 4.2	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70
Educator-Course / Phase / Inservice / Continuing Education Year 2	XB2	QRED 4.3	\$2,150.00	\$2,214.50	\$2,280.90	\$2,349.30
Level 4 Research Nurse Year 1	RN47	QRED 4.2	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70
Level 4 Research Nurse Year 2	RN48	QRED 4.3	\$2,150.00	\$2,214.50	\$2,280.90	\$2,349.30
Level 4 Research Midwife Year 1	RN49	QRED 4.2	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70
Level 4 Research Midwife Year 2	RN50	QRED 4.3	\$2,150.00	\$2,214.50	\$2,280.90	\$2,349.30

CLASSIFICATION	CODE	GRADE	Comm RATE 01/04/2019	01/12/2020	01/12/2021	01/12/2022
DAY HOS COORD Level 1	ZP4	NM 5D	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70
DAY HOS COORD Level 2	RN51	NM 5C	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70
MAT&CHILD NURSE COORDINATOR	RN52	NM5C	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70
CLIN NURSE CONS D	ZE4	CAPR 5	\$2,500.00	\$2,575.00	\$2,652.30	\$2,731.90
CLIN MIDWIFE CONS D	RN53	CAPR 5	\$2,500.00	\$2,575.00	\$2,652.30	\$2,731.90
Deputy Director of Nursing (7A or 7B campus)	ZE6	NM 6D	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70
Deputy Director of Nursing (8D or 8C campus)	ZE7	NM 6C	\$2,200.00	\$2,266.00	\$2,334.00	\$2,404.00
Deputy Director of Nursing (8B campus)	ZE9	NM 6B	\$2,500.00	\$2,575.00	\$2,652.30	\$2,731.90
Deputy Director of Nursing (8A campus)	ZF2	NM 6A	\$2,900.00	\$2,987.00	\$3,076.60	\$3,168.90
PRINCIPAL EDUCATOR (7A or 7B campus)	ZF5	QRED 5D	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70
PRINCIPAL EDUCATOR (8D or 8C campus)	ZF6	QRED 5C	\$2,200.00	\$2,266.00	\$2,334.00	\$2,404.00
PRINCIPAL EDUCATOR (8B campus)	ZF8	QRED 5B	\$2,500.00	\$2,575.00	\$2,652.30	\$2,731.90

CLASSIFICATION	CODE	GRADE	Comm RATE 01/04/2019	01/12/2020	01/12/2021	01/12/2022
PRINCIPAL EDUCATOR (8A campus)	ZG1	QRED 5A	\$2,900.00	\$2,987.00	\$3,076.60	\$3,168.90
D/P Educator (7A or 7B campus)	RN54	QRED 4D	\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
D/P Educator (8D or 8C campus)	RN55	QRED 4C	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70
D/P Educator (8B campus)	RN56	QRED 4B	\$2,150.00	\$2,214.50	\$2,280.90	\$2,349.30
D/P Educator (8A campus)	RN57	QRED 4A	\$2,200.00	\$2,266.00	\$2,334.00	\$2,404.00
DIV/CLINICAL DIRECTOR (7A or 7B campus)	RN58	NM 6D	\$2,100.00	\$2,163.00	\$2,227.90	\$2,294.70
DIV/CLINICAL DIRECTOR (8D or 8C campus)	RN59	NM 6C	\$2,200.00	\$2,266.00	\$2,334.00	\$2,404.00
DIV/CLINICAL DIRECTOR (8B campus)	RN60	NM 6B	\$2,500.00	\$2,575.00	\$2,652.30	\$2,731.90
DIV/CLINICAL DIRECTOR (8A campus)	RN61	NM 6A	\$2,900.00	\$2,987.00	\$3,076.60	\$3,168.90
NURSE PRACTITIONER candidate	RN62		TO BE PAID THEIR SUBSTANTIVE SALARY			
NURSE PRACTITIONER YR 1	NO1	CAPR 7.1	\$2,330.40	\$2,400.30	\$2,472.30	\$2,546.50
NURSE PRACTITIONER YR 2	NO2	CAPR 7.2	\$2,374.70	\$2,445.90	\$2,519.30	\$2,594.90

CLASSIFICATION	CODE	GRADE	Comm RATE 01/04/2019	01/12/2020	01/12/2021	01/12/2022
CLIN NURSE CONS E	ZG6	CAPR 6	\$2,620.00	\$2,698.60	\$2,779.60	\$2,863.00
CLIN MIDWIFE CONS E	RN63	CAPR 6	\$2,620.00	\$2,698.60	\$2,779.60	\$2,863.00
Campus DON of Group 7B campus	RN64	NM 7B	\$2,300.00	\$2,369.00	\$2,440.10	\$2,513.30
Campus DON of Group 8D campus	RN65	NM 8D	\$2,300.00	\$2,369.00	\$2,440.10	\$2,513.30
Campus DON of Group 7A campus	RN66	NM 7A	\$2,400.00	\$2,472.00	\$2,546.20	\$2,622.60
Campus DON of Group 8C campus	RN67	NM 7A	\$2,400.00	\$2,472.00	\$2,546.20	\$2,622.60
Campus DON of Group 8B campus	RN68	NM 8B	\$2,620.00	\$2,698.60	\$2,779.60	\$2,863.00
Campus DON of Group 8A campus	RN69	NM 8A		\$3,236.05	3,333.10	3,433.10
Executive DON Group A health service	RN70	NM 9A	\$3,483.60	\$3,588.10	\$3,695.70	\$3,806.60
Executive DON Group B health service	RN71	NM 9B	\$2,800.00	\$2,884.00	\$2,970.50	\$3,059.60
Executive DON Group C health service	RN72	NM 9C	\$2,620.00	\$2,698.60	\$2,779.60	\$2,863.00
BANK RN GRADE 2 YR 1	ZU3	RN/M 1	\$1,188.40	\$1,224.10	\$1,260.80	\$1,298.60
BANK RN GRADE 2 YR 2	ZU4	RN/M 2	\$1,255.30	\$1,293.00	\$1,331.80	\$1,371.80

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BANK RN GRADE 2 YR 3	ZU5	RN/M 3	\$1,322.20	\$1,361.90	\$1,402.80	\$1,444.90
BANK RN GRADE 2 YR 4	ZU6	RN/M 4	\$1,394.00	\$1,435.80	\$1,478.90	\$1,523.30
BANK RN GRADE 2 YR 5	ZU7	RN/M 5	\$1,465.30	\$1,509.30	\$1,554.60	\$1,601.20
BANK RN GRADE 2 YR 6	ZU8	RN/M 6	\$1,534.80	\$1,580.80	\$1,628.20	\$1,677.00
BANK RN GRADE 2 YR 7	ZU10	RN/M 7	\$1,613.20	\$1,661.60	\$1,711.40	\$1,762.70
BANK RN GRADE 2 YR 8	ZU11	RN/M 8	\$1,678.50	\$1,728.90	\$1,780.80	\$1,834.20
BANK MIDWIFE GRADE 2 YR 1	RN73	RN/M 1	\$1,188.40	\$1,224.10	\$1,260.80	\$1,298.60
BANK MIDWIFE GRADE 2 YR 2	RN74	RN/M 2	\$1,255.30	\$1,293.00	\$1,331.80	\$1,371.80
BANK MIDWIFE GRADE 2 YR 3	RN75	RN/M 3	\$1,322.20	\$1,361.90	\$1,402.80	\$1,444.90
BANK MIDWIFE GRADE 2 YR 4	RN76	RN/M 4	\$1,394.00	\$1,435.80	\$1,478.90	\$1,523.30
BANK MIDWIFE GRADE 2 YR 5	RN77	RN/M 5	\$1,465.30	\$1,509.30	\$1,554.60	\$1,601.20
BANK MIDWIFE GRADE 2 YR 6	RN78	RN/M 6	\$1,534.80	\$1,580.80	\$1,628.20	\$1,677.00
BANK MIDWIFE GRADE 2 YR 7	RN79	RN/M 7	\$1,613.20	\$1,661.60	\$1,711.40	\$1,762.70
BANK MIDWIFE GRADE 2 YR 8	RN80	RN/M 8	\$1,678.50	\$1,728.90	\$1,780.80	\$1,834.20

CLASSIFICATION	CODE	GRADE	Comm RATE 01/04/2019	01/12/2020	01/12/2021	01/12/2022
BANK CLIN NURS SPEC	ZU9		\$1,746.70	\$1,799.10	\$1,853.10	\$1,908.70
BANK CLIN MIDW SPEC	RN81		\$1,746.70	\$1,799.10	\$1,853.10	\$1,908.70
RN BANK ANUM YEAR 1	ZU14		\$1,880.20	\$1,936.60	\$1,994.70	\$2,054.50
RN BANK ANUM YEAR 2	ZU15		\$1,943.40	\$2,001.70	\$2,061.80	\$2,123.70
RN BANK AMUM YEAR 1	RN82		\$1,880.20	\$1,936.60	\$1,994.70	\$2,054.50
RN BANK AMUM YEAR 2	RN83		\$1,943.40	\$2,001.70	\$2,061.80	\$2,123.70
Bank Research Nurse Level 2	ZU25		\$1,800.00	\$1,854.00	\$1,909.60	\$1,966.90
Bank Research Midwife Level 2	RN84		\$1,800.00	\$1,854.00	\$1,909.60	\$1,966.90
BANK HITH/PAC Level 1	ZU27		\$1,800.00	\$1,854.00	\$1,909.60	\$1,966.90
BANK HITH/PAC Level 2	ZU33		\$1,900.00	\$1,957.00	\$2,015.70	\$2,076.20
Bank Research Nurse Level 3	ZU37		\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50
Bank Research Midwife Level 3	RN85		\$2,000.00	\$2,060.00	\$2,121.80	\$2,185.50

CLASSIFICATION	CODE	GRADE	Comm RATE 01/04/2019	01/12/2020	01/12/2021	01/12/2022
BANK EN LEVEL 1 Year 1	IB76	EN 1.1	\$1,048.60	\$1,080.10	\$1,112.50	\$1,145.90
BANK EN LEVEL 1 Year 2	IB77	EN 1.2	\$1,070.10	\$1,102.20	\$1,135.30	\$1,169.40
BANK EN LEVEL 1 Year 3	IB78	EN 1.3	\$1,091.40	\$1,124.10	\$1,157.80	\$1,192.50
BANK EN LEVEL 1 Year 4	IB79	EN 1.4	\$1,113.00	\$1,146.40	\$1,180.80	\$1,216.20
BANK EN LEVEL 1 Year 5	IB80	EN 1.5	\$1,155.60	\$1,190.30	\$1,226.00	\$1,262.80
BANK EN LEVEL 1 Year 6	IB81	EN 1.6	\$1,191.50	\$1,227.20	\$1,264.00	\$1,301.90
BANK EN LEVEL 2 Cert IV Year 1	IB82	EN 2.1	\$1,126.20	\$1,160.00	\$1,194.80	\$1,230.60
BANK EN LEVEL 2 Cert IV Year 2	IB83	EN 2.2	\$1,151.30	\$1,185.80	\$1,221.40	\$1,258.00
BANK EN LEVEL 2 Cert IV Year 3	IB96	EN 2.3	\$1,176.60	\$1,211.90	\$1,248.30	\$1,285.70
BANK EN LEVEL 2 Cert IV Year 4	IB97	EN 2.4	\$1,201.70	\$1,237.80	\$1,274.90	\$1,313.10
BANK EN LEVEL 2 Cert IV Year 5	IB98	EN 2.5	\$1,226.80	\$1,263.60	\$1,301.50	\$1,340.50
BANK EN LEVEL 2 Cert IV Year 6	IB99	EN 2.6	\$1,239.50	\$1,276.70	\$1,315.00	\$1,354.50
BANK EN LEVEL 2 Diploma Year 1	IB84	EN 2.3	\$1,176.60	\$1,211.90	\$1,248.30	\$1,285.70

CLASSIFICATION	CODE	GRADE	Comm RATE 01/04/2019	01/12/2020	01/12/2021	01/12/2022
BANK EN LEVEL 2 Diploma Year 2	IB85	EN 2.4	\$1,201.70	\$1,237.80	\$1,274.90	\$1,313.10
BANK EN LEVEL 2 Diploma Year 3	IB86	EN 2.5	\$1,226.80	\$1,263.60	\$1,301.50	\$1,340.50
BANK EN LEVEL 2 Diploma Year 4	IB87	EN 2.6	\$1,239.50	\$1,276.70	\$1,315.00	\$1,354.50
BANK EN LEVEL 2 Diploma Year 5 (with 5 routes)	IB88	EN 2.7	\$1,252.00	\$1,289.60	\$1,328.30	\$1,368.10
BANK EN LEVEL 3 (with SA)	IB89	EN 3.1	\$1,314.80	\$1,354.20	\$1,394.80	\$1,436.60
BANK EN LEVEL 3 (4 routes)	IB90	EN 3.2	\$1,361.80	\$1,402.70	\$1,444.80	\$1,488.10
BANK EN LEVEL 3 (with 5 routes)	IB91	EN 3.4	\$1,383.90	\$1,425.40	\$1,468.20	\$1,512.20