

VHIA SALARY CIRCULAR

Number: 855
Addressee: Public Sector Members
Date: 1 July 2024
Agreement: Dental Therapists, Dental Hygienists and Oral Health Therapists' (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2022-2023

Sheet 1 Wages
Sheet 2 Allowances
Sheet 3 Other Payments

Timeline of Events

1 May 2022 (FFPPOA)	2.0% increase to weekly rates and allowances
1 May 2022 (FFPPOA)	\$357 CPD Allowance
15 November 2022	Operative Date of Agreement

New Paycodes where necessary to address Award Classifications that do not have a corresponding paycode in the Agreement

Where the Award Rate exceeds the Agreement rate and there isn't a matching classification/paycode in the Agreement, a new paycode has been developed and the cell in Sheet 1 - Wages has been marked in purple and operates from FFPPOA 1 July 2024

This Salary Circular incorporates the increases to the Health Professionals & Support Services Award 2020 minimum wages from 1 July 2024 as determined by the Fair Work Commission on **3 June 2024**. It also includes 4 additional changes required for 1 July 2023 minimum wages that have been identified.

IMPORTANT NOTE:

AWARD RATES EXCEED SOME AGREEMENT RATES IN THIS SALARY CIRCULAR FROM FFPPOA 1 JULY 2023 & 1 JULY 2024

Where the Award Rate exceeds the Agreement rate, the cell in Sheet 1 - Wages has been marked in green and the rate amended to match the Award Rate from FFPPOA 1 July 2023 and FFPPOA 1 July 2024

Classification	Paycode	FFPPOA 1 July 2023	FFPPOA 1 July 2024
Level 1			
Graduate	DT44	\$1,114.03	\$1,124.80
Level 1A	DT45	\$1,141.17	\$1,174.60
Level 1B	DT46	\$1,205.04	\$1,215.00
Level 1C	DT47	\$1,275.80	\$1,323.60
Level 1D	AA23	\$1,321.00	\$1,370.50
Level 2			
Level 2A	DT48	\$1,328.20	\$1,378.00
Level 2B	DT49	\$1,389.80	\$1,428.10
Level 2C	DT50	\$1,453.67	\$1,482.60
Level 2D	DT51	\$1,520.18	\$1,541.60
Level 2E	DT52	\$1,585.43	\$1,585.43
Level 3 (by appointment only)			
Level 3A	DT53	\$1,603.11	\$1,608.50
Level 3B	DT54	\$1,652.01	\$1,653.60
Level 3C	DT55	\$1,700.90	\$1,700.90
Level 3D	AA24	\$1,700.90	\$1,764.20
Level 3E	AA25	\$1,763.20	\$1,829.30
Level 4 (by appointment only)			
Level 4	DT56	\$1,843.56	\$1,843.56

Award Rates that exceed Agreement Rates from FFPPOA 1 July 2023 & 1 July 2024

Where the Award Rate exceeds the Agreement rate, the cell has been marked in green and the rate amended to match the Award Rate from FFPPOA 1 July 2023 and 1 July 2024

New Paycodes where necessary to address Award Classifications that do not have a corresponding paycode in the Agreement

Where the Award Rate exceeds the Agreement rate and there isn't a matching classification/paycode in the Agreement, a new paycode has been developed and the cell in Sheet 1 - Wages has been marked in purple and operates from FFPPOA 1 July 2023 or 1 July 2024

Dual Qualification Allowance

	FFPPOA 1 May 2022
Graduate	\$66.85
Level 1	\$68.50
Level 2	\$79.50
Level 3	\$96.20
Level 4	\$110.60

Note: Dual Qualification Allowance is a fixed value calculated at 6% of the minimum salary rate for the classification and is not required to be adjusted where the Award exceeds the Agreement rate of pay

Shift Allowance

	On commencement of Agreement
Level 1C	\$44.00
Level 2A or Level 2B	\$32.00
Level 3	\$57.00
All other Employees	\$27.85 (2.5% of the weekly base rate of pay for the Graduate Classification)

Meal Allowance

Form of Overtime	On commencement of Agreement
After 1 hour of overtime	\$14.10
After 4 hours of overtime	\$12.71

Oncall Allowance (Minimum Payment - per 24-hour or part thereof period of on-call)

	On commencement of Agreement
Monday – Saturday inclusive	\$22.14
Sunday or Public Holiday	\$44.19

Note: An Employee who is rostered to be on-call shall be paid an allowance equal to 10% of their ordinary time hourly rate in respect of each on-call period. Provided that the minimum payment for each 24 hour period or part thereof is no less than the above rates

Maximum Annual Leave Loading

	FFPPOA 1 May 2022
Weekly Salary Exceeds Level 3 (3)	\$1,700.90
Loading Amount	\$1,488.25

Continuing Professional Development Allowance (Clause 56)

Date	CPD Allowance (part time pro rata; not payable to casuals or employees on unpaid leave)
FFPPOA commencement of Agreement	\$357