

Classification	Paycode	FFPPOA 1 July 2024		Award Classification	Award Rate (1/7/25)	Rate Above Award	% Above Award
Health & Allied Services							
Food and Domestic Assistant Grade 1	IN13	\$978.20		Support Services Level 1	\$978.20	-\$22.30	-2.42%
Food and Domestic Assistant Grade 2	IN14	\$1,029.00		Support Services Level 2	\$1,016.90	\$12.10	1.18%
Cook Grade 1	IN15	\$1,096.20		Support Services Level 2	\$1,016.90	\$79.30	7.23%
Cook Grade 2	IN16	\$1,202.70		Support Services Level 4	\$1,068.40	\$134.30	11.17%
Food Monitor	GS6	\$1,202.70		Support Services Level 3	\$1,056.00	\$146.70	12.20%
Second Cook Grade D	RH2	\$1,264.50		Support Services Level 5	\$1,104.70	\$159.80	12.64%
Second Cook Grade C	RH3	\$1,264.50		Support Services Level 5	\$1,104.70	\$159.80	12.64%
Second Cook Grade B	RH4	\$1,264.50		Support Services Level 5	\$1,104.70	\$159.80	12.64%
Second Cook Grade A	RH5	\$1,264.50		Support Services Level 5	\$1,104.70	\$159.80	12.64%
Cook Grade 3	IN17	\$1,264.50		Support Services Level 5	\$1,104.70	\$159.80	12.64%
Chef Grade D	RG6	\$1,368.10		Support Services Level 6	\$1,164.20	\$203.90	14.90%
Chef Grade C	RG7	\$1,368.10		Support Services Level 6	\$1,164.20	\$203.90	14.90%
Chef Grade B	RG8	\$1,368.10		Support Services Level 6	\$1,164.20	\$203.90	14.90%
Chef Grade A	RG9	\$1,368.10		Support Services Level 6	\$1,164.20	\$203.90	14.90%
Food Services Supervisor	FS1	\$1,413.50		Support Services Level 7	\$1,185.10	\$228.40	16.16%
Apprentice Cook Yr 1	LE1	\$695.50		55% of Support Services Level 4	\$567.80	\$127.70	18.36%
Apprentice Cook Yr 2	LE2	\$821.90		65% of Support Services Level 4	\$671.00	\$150.90	18.36%
Apprentice Cook Yr 3	LE3	\$1,011.60		80% of Support Services Level 4	\$825.90	\$185.70	18.36%
Apprentice Cook Yr 4	LE4	\$1,201.30		95% of Support Services Level 4	\$980.70	\$220.60	18.36%
Car Park Attendant Grade 1	KF9	\$978.20		Support Services Level 1	\$978.20	-\$22.30	-2.42%
Car Park Attendant Grade 2	KF10	\$1,029.00		Support Services Level 2	\$1,016.90	\$12.10	1.18%
Cleaner/Patient Transport Assistant Grade 1	IN18	\$978.20		Support Services Level 1	\$978.20	-\$22.30	-2.42%
Cleaner/Patient Transport Assistant Grade 2	IN19	\$1,029.00		Support Services Level 2	\$1,016.90	\$12.10	1.18%
Cleaner Grade 3	IN20	\$1,096.20		Support Services Level 3	\$1,056.00	\$40.20	3.67%
Driver <1.25 tonnes	JJ9	\$1,029.00		Support Services Level 2	\$1,016.90	\$12.10	1.18%
Driver 1.25-3.0 Tonnes	JJ8	\$1,096.20		Support Services Level 2	\$1,016.90	\$79.30	7.23%
Driver Articulated 12-13 Tonnes	JJ4	\$1,264.50		Support Services Level 4	\$1,068.40	\$196.10	15.51%
Driver Over 3 Tonnes	JJ7	\$1,202.70		Support Services Level 4	\$1,068.40	\$134.30	11.17%
Gardener (Non-Trade)	JP5	\$1,096.20		Support Services Level 2	\$1,016.90	\$79.30	7.23%
Gardener Trade	GF6	\$1,368.10		Support Services Level 6	\$1,164.20	\$203.90	14.90%
Gardener Advanced	GO1	\$1,413.50		Support Services Level 6	\$1,164.20	\$249.30	17.64%
Garden Superintendent	GM5	\$1,413.50		Support Services Level 7	\$1,185.10	\$228.40	16.16%
General Services Supervisor	GN1	\$1,413.50		Support Services Level 7	\$1,185.10	\$228.40	16.16%
Handyperson (Unqual)	KH7	\$1,096.20		Support Services Level 2	\$1,016.90	\$79.30	7.23%
Handyperson Trade	GH1	\$1,368.10		Support Services Level 7	\$1,185.10	\$183.00	13.38%
Handyperson Advanced	GL6	\$1,413.50		Support Services Level 6	\$1,164.20	\$249.30	17.64%
Hospital Attendant	KG4	\$1,202.70		Support Services Level 2	\$1,016.90	\$185.80	15.45%
Laundryhand Grade 1	IN21	\$978.20		Support Services Level 1	\$978.20	-\$22.30	-2.42%
Laundryhand Grade 2	IN22	\$1,029.00		Support Services Level 2	\$1,016.90	\$12.10	1.18%
Patient Services Assistant Level 1	PS21	\$1,096.20		Support Services Level 2	\$1,016.90	\$79.30	7.23%
Patient Services Assistant Level 2	PS25	\$1,165.50		Support Services Level 3	\$1,056.00	\$109.50	9.40%
Printer Trade	GH6	\$1,368.10		Support Services Level 6	\$1,164.20	\$203.90	14.90%
Printer Advanced	GM1	\$1,413.50		Support Services Level 7	\$1,185.10	\$228.40	16.16%
Security Officer Grade 1	GF22	\$1,264.50		Support Services Level 4	\$1,068.40	\$196.10	15.51%
Security Officer Grade 2	GF23	\$1,368.10		Support Services Level 4	\$1,068.40	\$299.70	21.91%
Security Officer Grade 3	GF24	\$1,413.50		Support Services Level 7	\$1,185.10	\$228.40	16.16%
Storeperson	JQ8	\$1,029.00		Support Services Level 2	\$1,016.90	\$12.10	1.18%
Storeperson Alone	JR3	\$1,096.20		Support Services Level 3	\$1,056.00	\$40.20	3.67%
Storeperson Advance	GK6	\$1,202.70		Support Services Level 4	\$1,068.40	\$134.30	11.17%
All other Employees	KM18	\$1,029.00		Support Services Level 2	\$1,016.90	\$12.10	1.18%
Allied Health Assistant Grade 1	IN28	\$1,096.20		Support Services Level 2	\$1,016.90	\$79.30	7.23%
Allied Health Assistant Grade 2	IN29	\$1,202.70		Support Services Level 3	\$1,056.00	\$146.70	12.20%
Allied Health Assistant Grade 3	IN30	\$1,264.50		Support Services Level 5	\$1,104.70	\$159.80	12.64%
Anaesthetic Technician Grade 1	TF6	\$1,264.50		Support Services Level 5	\$1,104.70	\$159.80	12.64%
Anaesthetic Technician Grade 2	TF10	\$1,368.10		Support Services Level 6	\$1,164.20	\$203.90	14.90%
Anaesthetic Technician Grade 3	TF14	\$1,413.50		Support Services Level 7	\$1,185.10	\$228.40	16.16%
Anaesthetic Technician Grade 4	TF18	\$1,847.70		Support Services Level 8.1	\$1,225.30	\$622.40	33.69%
Complementary Therapies Worker Gr. 1	IN34	\$1,202.70		Support Services Level 2	\$1,016.90	\$185.80	15.45%
Complementary Therapies Worker Gr. 2	IN35	\$1,264.50		Support Services Level 5	\$1,104.70	\$159.80	12.64%
Complementary Therapies Worker Gr. 3	IN36	\$1,368.10		Support Services Level 6	\$1,164.20	\$203.90	14.90%
Dental Maintenance Technician	IN40	\$1,413.50		Support Services Level 7	\$1,185.10	\$228.40	16.16%
Health Care Worker Grade 1	IN37	\$1,096.20		Support Services Level 2	\$1,016.90	\$79.30	7.23%
Health Care Worker Grade 2	IN38	\$1,202.70		Support Services Level 3	\$1,056.00	\$146.70	12.20%
Health Care Worker Grade 3	IN39	\$1,264.50		Support Services Level 5	\$1,104.70	\$159.80	12.64%
Instrument Technician Grade 1	IN1	\$1,096.20		Support Services Level 3	\$1,056.00	\$40.20	3.67%
Instrument Technician Grade 2	IN2	\$1,264.50		Support Services Level 3	\$1,056.00	\$208.50	16.49%
Instrument Technician Grade 3	IN3	\$1,368.10		Support Services Level 5	\$1,104.70	\$263.40	19.25%
Instrument Technician Grade 4	IN4	\$1,413.50		Support Services Level 6	\$1,164.20	\$249.30	17.64%
Instrument Technician Grade 5	IN5	\$1,515.20		Support Services Level 7	\$1,185.10	\$330.10	21.79%
Dual Qualified Technician	IN6	\$1,847.70		Support Services Level 8.2	\$1,257.30	\$590.40	31.95%
Laboratory Assistant Grade 1	IV18	\$1,096.20		Support Services Level 1	\$978.20	\$118.00	10.76%
Laboratory Assistant Grade 2	IV8	\$1,202.70		Support Services Level 2	\$1,016.90	\$185.80	15.45%
Laboratory Assistant Grade 3	IV9	\$1,264.50		Support Services Level 3	\$1,056.00	\$208.50	16.49%
Leisure and Lifestyle Assistant Grade 1	IN31	\$1,096.20		Support Services Level 2	\$1,016.90	\$79.30	7.23%
Leisure and Lifestyle Assistant Grade 2	IN32	\$1,202.70		Support Services Level 3	\$1,056.00	\$146.70	12.20%

Award Rates that exceed Agreement Rates from FFPPOA 1 July 2025

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 2025

Leisure and Lifestyle Assistant Grade 3	IN33	\$1,264.50		Support Services Level 5	\$1,104.70	\$159.80	12.64%
Pathology Collector Grade 1	IN23	\$1,096.20		Support Services Level 2	\$1,016.90	\$79.30	7.23%
Pathology Collector Grade 2	IN24	\$1,202.70		Support Services Level 4	\$1,068.40	\$134.30	11.17%
Pathology Collector Grade 3	IN26	\$1,264.50		Support Services Level 5	\$1,104.70	\$159.80	12.64%
Pathology Collector Grade 4	IN27	\$1,368.10		Support Services Level 6	\$1,164.20	\$203.90	14.90%
Pathology Collector Reliever/Mobile Collector	IN25	\$1,413.50		Support Services Level 7	\$1,185.10	\$228.40	16.16%
Pathology Technician Grade 1	IC5	\$1,096.20		Support Services Level 3	\$1,056.00	\$40.20	3.67%
Pathology Technician Grade 2	IC2	\$1,202.70		Support Services Level 4	\$1,068.40	\$134.30	11.17%
Patient Transport Officer Grade 1	PT20	\$1,202.70		Support Services Level 2	\$1,016.90	\$185.80	15.45%
Patient Transport Officer Grade 2	PT21	\$1,264.50		Support Services Level 3	\$1,056.00	\$208.50	16.49%
Patient Transport Officer Grade 3	PT22	\$1,413.50		Support Services Level 6	\$1,164.20	\$249.30	17.64%
Pharmacy Technician Grade 1	TF1	\$1,096.20		Support Services Level 3	\$1,056.00	\$40.20	3.67%
Pharmacy Technician Grade 2	TH6	\$1,202.70		Support Services Level 4	\$1,068.40	\$134.30	11.17%
Pharmacy Technician Grade 3	TH10	\$1,264.50		Support Services Level 5	\$1,104.70	\$159.80	12.64%
Pharmacy Technician Grade 4	TH14	\$1,368.10		Support Services Level 6	\$1,164.20	\$203.90	14.90%
Technical, Therapy & Personal Care Supervisor	ID5	\$1,413.50		Support Services Level 7	\$1,185.10	\$228.40	16.16%
Theatre Technician Grade 1	IN7	\$1,096.20		Support Services Level 3	\$1,056.00	\$40.20	3.67%
Theatre Technician Grade 2	IN8	\$1,264.50		Support Services Level 4	\$1,068.40	\$196.10	15.51%
Theatre Technician Grade 3	IN9	\$1,368.10		Support Services Level 5	\$1,104.70	\$263.40	19.25%
Theatre Technician Grade 4	IN10	\$1,413.50		Support Services Level 6	\$1,164.20	\$249.30	17.64%
Theatre Technician Grade 5	IN11	\$1,515.20		Support Services Level 7	\$1,185.10	\$330.10	21.79%
Liver Transplant Technologist (Austin Health only)	IN12	\$1,847.70		Support Services Level 8.3	\$1,345.80	\$501.90	27.16%
Dental Assistants employed by DHSV or Ballarat Health Service							
Grade 1 – Dental Assistant	1.1	\$54,159.80		Support Services Level 4	\$1,068.40	-\$1,397.00	-2.58%
	2.1	\$55,401.70		Support Services Level 4	\$1,068.40	-\$155.10	-0.28%
	2.2	\$57,895.60		Support Services Level 4	\$1,068.40	\$2,328.80	4.02%
	2.3	\$59,127.60		Support Services Level 4	\$1,068.40	\$3,570.80	6.04%
	2.4	\$60,369.60		Support Services Level 4	\$1,068.40	\$4,812.80	7.97%
Grade 2 – Dental Assistant	2.5	\$62,853.50		Support Services Level 4	\$1,068.40	\$7,296.70	11.61%
	3.1	\$69,176.30		Support Services Level 5	\$1,104.70	\$11,731.90	16.96%
	3.2	\$70,481.60		Support Services Level 5	\$1,104.70	\$13,037.20	18.50%
Grade 3 – Dental Assistant Coach / Oral Health Educator	4.1	\$73,092.00		Support Services Level 5	\$1,104.70	\$15,647.60	21.41%
	4.2	\$75,702.50		Support Services Level 5	\$1,104.70	\$18,258.10	24.12%
Dental Assistants employed by Employers other than DHSV and Ballarat Health Service							
Dental Assistant Trainee	DY11		The rate of pay for Dental Assistant Trainees will be no less than the minimum weekly rate for full time trainees provided under Wage Level B (AQF Certificate Level I-III traineeship) of the Miscellaneous Award 2020 (part time pro-rata), having regard to the Dental Assistant Trainee's Experience Level and Highest Year of Schooling Completed	National Training Wage			
Grade 1 – Dental Assistant	DY12	\$1,068.40		Support Services Level 4	\$1,068.40	-\$6.20	-0.60%
Grade 2 – Dental Assistant	DY13	\$1,068.40		Support Services Level 4	\$1,068.40	-\$18.70	-1.78%
	DY14	\$1,096.80		Support Services Level 4	\$1,068.40	\$28.40	2.59%
	DY15	\$1,120.30		Support Services Level 4	\$1,068.40	\$51.90	4.63%
	DY16	\$1,143.90		Support Services Level 4	\$1,068.40	\$75.50	6.60%
	DY17	\$1,190.90		Support Services Level 4	\$1,068.40	\$122.50	10.29%
Grade 3 – Dental Assistant Coach / Oral Health Educator	DY18	\$1,310.70		Support Services Level 5	\$1,104.70	\$206.00	15.72%
	DY19	\$1,310.70		Support Services Level 5	\$1,104.70	\$206.00	15.72%
Grade 4 – Senior Dental Assistant	DY20	\$1,384.90		Support Services Level 7	\$1,185.10	\$199.80	14.43%
	DY21	\$1,434.30		Support Services Level 7	\$1,185.10	\$249.20	17.37%
Managers and Administrative Workers (other than Royal Women's Hospital and Royal Children's Hospital)							
Grade 1A	HS1A	\$1,054.60		Support Services Level 2	\$1,016.90	\$37.70	3.57%
Grade 1 Level 1	HS1	\$1,123.90		Support Services Level 4	\$1,068.40	\$55.50	4.94%
Grade 1 Level 2	HS14	\$1,168.90		Support Services Level 4	\$1,068.40	\$100.50	8.60%
Grade 1 Level 3	HS15	\$1,202.60		Support Services Level 4	\$1,068.40	\$134.20	11.16%
Grade 1 Level 4	HS16	\$1,236.30		Support Services Level 4	\$1,068.40	\$167.90	13.58%
Grade 1 Level 5	HS17	\$1,242.50		Support Services Level 4	\$1,068.40	\$174.10	14.01%
Grade 2 Level 1	HS2	\$1,284.00		Support Services Level 7	\$1,185.10	\$98.90	7.70%
Grade 2 Level 2	HS18	\$1,335.40		Support Services Level 7	\$1,185.10	\$150.30	11.26%
Grade 2 Level 3	HS19	\$1,373.90		Support Services Level 7	\$1,185.10	\$188.80	13.74%
Grade 2 Level 4	HS20	\$1,412.40		Support Services Level 7	\$1,185.10	\$227.30	16.09%
Grade 2 Level 5	HS21	\$1,419.46		Support Services Level 7	\$1,185.10	\$234.36	16.51%
Grade 3 Level 1	HS3	\$1,431.70		Support Services Level 8.1	\$1,225.30	\$206.40	14.42%
Grade 3 Level 2	HS22	\$1,489.00		Support Services Level 8.2	\$1,257.30	\$231.70	15.56%
Grade 3 Level 3	HS23	\$1,531.90		Support Services Level 8.3	\$1,345.80	\$186.10	12.15%
Grade 3 Level 4	HS24	\$1,574.90		Support Services Level 8.3	\$1,345.80	\$229.10	14.55%
Grade 3 Level 5	HS25	\$1,582.80		Support Services Level 8.3	\$1,345.80	\$237.00	14.97%
Grade 4 Level 1	HS4	\$1,608.80		Support Services Level 9.1	\$1,369.90	\$238.90	14.85%
Grade 4 Level 2	HS26	\$1,673.20		Support Services Level 9.2	\$1,418.50	\$254.70	15.22%
Grade 4 Level 3	HS27	\$1,721.40		Support Services Level 9.3	\$1,429.90	\$291.50	16.93%
Grade 4 Level 4	HS28	\$1,769.70		Support Services Level 9.3	\$1,429.90	\$339.80	19.20%
Grade 4 Level 5	HS29	\$1,778.50		Support Services Level 9.3	\$1,429.90	\$348.60	19.60%
Grade 5 Level 1	HS5	\$1,785.70		Support Services Level 9.1	\$1,369.90	\$415.80	23.28%
Grade 5 Level 2	HS30	\$1,857.10		Support Services Level 9.2	\$1,418.50	\$438.60	23.62%
Grade 5 Level 3	HS31	\$1,910.70		Support Services Level 9.3	\$1,429.90	\$480.80	25.16%

Award Rates that exceed Agreement Rates from FFPPOA 1 July 2025 - Dental Assistants @ DHSV & Grampians Health only

The annualised rates have been taken into account, with Grade 1 and Grade 2.1 falling below the annualised Award rate.

It is proposed that the Annualised Salaries for these employees are increased by \$1,397 and \$155.10 per annum respectively until the Agreement rate exceeds the Award rate following renegotiation of the HAMA Agreement.

Grade 5 Level 4	HS32	\$1,964.30		Support Services Level 9.3	\$1,429.90	\$534.40	27.21%
Grade 5 Level 5	HS33	\$1,974.10		Support Services Level 9.3	\$1,429.90	\$544.20	27.57%
Grade 6	HS6	\$2,124.60					
Grade 7	HS7	\$2,348.20					
Grade 8	HS8	\$2,627.90					
Grade 9	HS9	\$2,856.20					
Grade 10	HS10	\$3,100.50					
Managers and Administrative Workers (Royal Women's Hospital and Royal Children's Hospital only)							
Grade 1A	AO09	\$1,054.60		Support Services Level 2	\$1,016.90	\$37.70	3.57%
Grade 1 Level 1	AO10	\$1,123.90		Support Services Level 4	\$1,068.40	\$55.50	4.94%
Grade 1 Level 2	AO13	\$1,168.90		Support Services Level 4	\$1,068.40	\$100.50	8.60%
Grade 1 Level 3	AO14	\$1,202.60		Support Services Level 4	\$1,068.40	\$134.20	11.16%
Grade 1 Level 4	AO11	\$1,236.30		Support Services Level 4	\$1,068.40	\$167.90	13.58%
Grade 1 Level 5	AO12	\$1,242.50		Support Services Level 4	\$1,068.40	\$174.10	14.01%
Grade 2 Level 1	AO21	\$1,284.00		Support Services Level 7	\$1,185.10	\$98.90	7.70%
Grade 2 Level 2	AO22	\$1,335.40		Support Services Level 7	\$1,185.10	\$150.30	11.26%
Grade 2 Level 3	AO23	\$1,373.90		Support Services Level 7	\$1,185.10	\$188.80	13.74%
Grade 2 Level 4	AO24	\$1,412.40		Support Services Level 7	\$1,185.10	\$227.30	16.09%
Grade 2 Level 5	AO25	\$1,419.46		Support Services Level 7	\$1,185.10	\$234.36	16.51%
Grade 3 Level 1	AO31	\$1,431.70		Support Services Level 8.1	\$1,225.30	\$206.40	14.42%
Grade 3 Level 2	AO32	\$1,489.00		Support Services Level 8.2	\$1,257.30	\$231.70	15.56%
Grade 3 Level 3	AO33	\$1,531.90		Support Services Level 8.3	\$1,345.80	\$186.10	12.15%
Grade 3 Level 4	AO34	\$1,574.90		Support Services Level 8.3	\$1,345.80	\$229.10	14.55%
Grade 3 Level 5	AO35	\$1,582.80		Support Services Level 8.3	\$1,345.80	\$237.00	14.97%
Grade 4 Level 1	AO41	\$1,608.80		Support Services Level 9.1	\$1,369.90	\$238.90	14.85%
Grade 4 Level 2	AO42	\$1,673.20		Support Services Level 9.2	\$1,418.50	\$254.70	15.22%
Grade 4 Level 3	AO43	\$1,721.40		Support Services Level 9.3	\$1,429.90	\$291.50	16.93%
Grade 4 Level 4	AO44	\$1,769.70		Support Services Level 9.3	\$1,429.90	\$339.80	19.20%
Grade 4 Level 5	AO45	\$1,778.50		Support Services Level 9.3	\$1,429.90	\$348.60	19.60%
Grade 5 Level 1	AO51	\$1,785.70		Support Services Level 9.1	\$1,369.90	\$415.80	23.28%
Grade 5 Level 2	AO52	\$1,857.10		Support Services Level 9.2	\$1,418.50	\$438.60	23.62%
Grade 5 Level 3	AO53	\$1,910.70		Support Services Level 9.3	\$1,429.90	\$480.80	25.16%
Grade 5 Level 4	AO54	\$1,964.30		Support Services Level 9.3	\$1,429.90	\$534.40	27.21%
Grade 5 Level 5	AO55	\$1,974.10		Support Services Level 9.3	\$1,429.90	\$544.20	27.57%
Grade 6 Level 1	AO61	\$2,124.60					
Grade 6 Level 2	AO62	\$2,127.60					
Grade 6 Level 3	AO63	\$2,129.60					
Grade 6 Level 4	AO64	\$2,132.60					
Grade 6 Level 5	AO65	\$2,135.60					
Grade 7 Level 1	AO71	\$2,136.60					
Grade 7 Level 2	AO72	\$2,167.10					
Grade 7 Level 3	AO73	\$2,232.20					
Grade 7 Level 4	AO74	\$2,299.10					
Grade 7 Level 5	AO75	\$2,332.20					
Grade 8 Level 1	AO81	\$2,332.20					
Grade 8 Level 2	AO82	\$2,389.90					
Grade 8 Level 3	AO83	\$2,461.60					
Grade 8 Level 4	AO84	\$2,535.40					
Grade 8 Level 5	AO85	\$2,573.90					