



# DECISION

*Fair Work Act 2009*  
s.185—Enterprise agreement

**Ramsay Health Care Australia Pty Limited**  
(AG2023/2503)

## **RAMSAY HEALTH CARE VICTORIA HEALTH PROFESSIONALS ENTERPRISE AGREEMENT 2023**

Health and welfare services

DEPUTY PRESIDENT SAUNDERS

NEWCASTLE, 31 AUGUST 2023

*Application for approval of the Ramsay Health Care Victoria Health Professionals Enterprise Agreement 2023*

[1] An application has been made for approval of an enterprise agreement known as the *Ramsay Health Care Victoria Health Professionals Enterprise Agreement 2023 (Agreement)*. The application was made pursuant to section 185 of the *Fair Work Act 2009 (Act)*. The Agreement is a single enterprise agreement.

[2] The *Fair Work Legislation Amendment (Secure Jobs, Better Pay) Act 2022 (Cth)* (Amending Act) made a number of changes to enterprise agreement approval processes in Part 2-4 of the Act, that commenced operation on 6 June 2023.

[3] Under transitional arrangements, amendments made by Part 14 of Schedule 1 to the Amending Act in relation to *genuine agreement* requirements for agreement approval applications apply where the *notification time* for the agreement was on or after 6 June 2023. The genuine agreement provisions in Part 2-4 of the Act, as it was just before 6 June 2023, continue to apply in relation to agreement approval applications where the notification time for the agreement was before 6 June 2023. The notification time for the Agreement was before 6 June 2023.

[4] Under transitional arrangements, amendments made by Part 16 of Schedule 1 to the Amending Act in relation to the *better off overall test* requirements for agreement approval applications apply where the agreement was *made* on or after 6 June 2023. The *better off overall test* provisions in Part 2-4 of the Act, as it was just before 6 June 2023, continue to apply in relation to agreement approval applications where the agreement was made before 6 June 2023. The Agreement was *made* on 13 July 2023.

[5] The Employer has provided written undertakings (*Undertakings*). A copy of the Undertakings is attached in Annexure A to this decision. I am satisfied that the effect of accepting the Undertakings is not likely to:

- (a) cause financial detriment to any employee covered by the Agreement; or
- (b) result in substantial changes to the Agreement.

[6] The views of each person who the Fair Work Commission knows is a bargaining representative for the Agreement have been sought in relation to the Undertakings.

[7] Pursuant to subsection 190(3) of the Act, I accept the Undertakings. The Undertakings are taken to be a term of the Agreement.

[8] Subject to the Undertakings, I am satisfied that each of the requirements of sections 186, 187, 188 and 190 as are relevant to this application for approval have been met.

[9] The Health Services Union, being a bargaining representative for the Agreement, has given notice under section 183 of the Act that it wants the Agreement to cover it. In accordance with subsection 201(2) of the Act, I note that the Agreement covers the organisation.

[10] The Agreement is approved and, in accordance with section 54 of the Act, will operate from 7 September 2023. The nominal expiry date of the Agreement is 31 October 2024.



DEPUTY PRESIDENT

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<[AE521344](#) PR765739>

## Annexure A

Attachment 1 – Revised Wage Rates and Timetables for Increases

### IN THE FAIR WORK COMMISSION

**FWC Matter No.: AG2023/2503**

**Applicant: RAMSAY HEALTH CARE AUSTRALIA PTY LIMITED**

Section 185 – Application for approval of a single enterprise agreement

## Undertaking- Section 190

I, Peter Ryan, Director ER & Policy, for Ramsay Health Care Australia Pty Limited and Ramsay Professional Services Pty Limited, give the following undertakings with respect to the Ramsay Health Care Victoria Health Professionals Enterprise Agreement 2023 ("the Agreement"):

1. I have the authority given to me by Ramsay Health Care Australia Pty Limited and Ramsay Professional Services Pty Limited (the Employers) to provide this undertaking in relation to the application before the Fair Work Commission.
2. In respect of clause 6.7 – Long Service Leave, of the Agreement the Employers undertake that:
  - a. Employees covered by the Agreement will be entitled to a long service leave entitlement in accordance with clause 6.7.2 of the Agreement or the National Employment Standards, whichever is the greater.
3. In respect of Appendix A – Wage Rates and Timetable for Increases of the Agreement the Employers undertake that the following table set out in Attachment 1 (Revised Wage Rates and Timetables for Increases) to these Undertakings shall be the wage rates and timetable for increases for the Agreement.
4. The Employers undertake that clause 3.4.6 of the Agreement will be read as follows:

Where a casual Employee is required to work ordinary hours on a Public Holiday, they will be paid 2.65 x the Ordinary Hourly Rate (inclusive of casual loading).
5. The Employers undertake that clause 3.4.7 of the Agreement will be read as follows:

Casual Employees working more than 38 hours per week (averaged over the roster cycle) will be paid overtime rates for hours in excess of 38 per week. The overtime rates (inclusive of casual loading) for casual Employees will be as follows:

  - (a) Monday to Saturday - 1.5x (150%) the Ordinary Hourly Rate for the first two (2) hours and 2.4x (240%) of the Ordinary Hourly Rate thereafter.
  - (b) Sunday - 2.0x (200%) the Ordinary Hourly Rate for the first two (2) hours and 2.4x (240%) of the Ordinary Hourly Rate thereafter.
  - (c) Public Holiday – 2.85x (285%) of the Ordinary Hourly Rate.

Attachment 1 – Revised Wage Rates and Timetables for Increases

6. The Employers undertake that clauses 5.8.9 and 6.3.12 of the Agreement will be read as follows:

Where a casual Employee is required to work on a Public Holiday, they will be paid in accordance with clause 3.4.6 or clause 3.4.7.

7. The Employers undertake that clause 3.4.4 of the Agreement will be read as follows:

Where weekend penalty rates apply to a casual Employee, these will be calculated on the Ordinary Hourly Rate and the casual loading will also be calculated on the Ordinary Hourly Rate.

e.g. Saturday / Sunday

\$20 Ordinary Hourly Rate =	\$20.00
\$20 Ordinary Hourly Rate x 50% weekend penalty =	\$10.00
\$20 Ordinary Hourly Rate x 25% casual loading =	\$ 5.00
Total payable p/ hour =	\$35.00
(Equivalent to 75% loading for casual Employees working weekends)	

8. The Employers undertake that clause 3.3.9 will be read as follows:

Part time Employees who work more than their contracted hours but less than 76 hours a fortnight will be paid at their Ordinary Hourly Rate and will accrue all leave entitlements on these additional hours.

9. The Employers undertake that clause 3.3.10 will be read as follows:

The Employer cannot direct Employees to work additional hours at the Ordinary Hourly Rate.

10. The Employers undertake that clause 3.3.11 will be read as follows:

Where a part-time Employee regularly works at least four (4) additional shifts at the Ordinary Hourly Rate per fortnight for their home hospital over a period of not less than six (6) months, the Employee may request that their contract is adjusted to reflect the increased working hours. The Employer will agree to amend the contract so that those hours will then form part of the Employee's regular pattern of work.

11. The Employers undertake that clause 5.1.5 will be read as follows:

Wages and increases to wages will be as per Appendix A – Wage Rates and Timetable for Increases (as substituted by Attachment 1 to this Undertaking).

12. These undertakings are provided on the basis of issues raised by the Fair Work Commission in the application before the Fair Work Commission.

  
Signature

31 August 2023

Date

**APPENDIX A – WAGE RATES AND TIMETABLE FOR INCREASES**

Classification	Grade	Year	Payrates from first full pay period on or after 1 November 2021		Payrates from first full pay period on or after 1 November 2022		Payrates from first full pay period on or after 1 July 2023		Payrates from first full pay period on or after 1 November 2023	
			Weekly pay rate	Ordinary Hourly Rate	Weekly pay rate	Ordinary Hourly Rate	Weekly pay rate	Ordinary Hourly Rate	Weekly pay rate	Ordinary Hourly Rate
			2.25%		2.50%					
HSU3										
UG1										
UG1 - All disciplines	Grade 1	Year 1	\$1,208.6400	\$31.8064	\$1,238.8560	\$32.6015			\$1,269.8274	\$33.4165
UG1 - All disciplines	Grade 1	Year 2	\$1,297.2500	\$34.1381	\$1,329.6813	\$34.9916			\$1,362.9233	\$35.8664
UG1 - All disciplines	Grade 1	Year 3	\$1,373.0500	\$36.1329	\$1,407.3763	\$37.0362			\$1,442.5607	\$37.9621
UG1 - All disciplines	Grade 1	Year 4	\$1,468.6000	\$38.6473	\$1,505.3150	\$39.6136			\$1,542.9479	\$40.6039
UG1 - All disciplines	Grade 1	Year 5	\$1,540.8400	\$40.5486	\$1,579.3610	\$41.5621			\$1,618.8450	\$42.6012
UG1 - All disciplines	Grade 1	Year 6	\$1,619.7800	\$42.6259	\$1,660.2745	\$43.6914			\$1,701.7814	\$44.7837
UG1 - All disciplines	Grade 1	Year 7	\$1,665.0000	\$43.8157	\$1,706.6250	\$44.9112			\$1,749.2906	\$46.0340
UG1 - All disciplines	Grade 2	Year 1	\$1,630.2100	\$42.9002	\$1,670.9653	\$43.9728			\$1,712.7394	\$45.0721
UG1 - All disciplines	Grade 2	Year 2	\$1,711.9300	\$45.0507	\$1,754.7283	\$46.1771			\$1,798.5965	\$47.3315
UG1 - All disciplines	Grade 2	Year 3	\$1,809.4400	\$47.6167	\$1,854.6760	\$48.8073			\$1,901.0429	\$50.0274
UG1 - All disciplines	Grade 2	Year 4	\$1,914.7600	\$50.3885	\$1,962.6290	\$51.6481			\$2,011.6947	\$52.9393
UG1 - All disciplines	Grade 2	Year 5	\$1,991.4200	\$52.4059	\$2,041.2055	\$53.7159			\$2,092.2356	\$55.0588
UG1 - All disciplines	Grade 3	Year 1	\$1,990.8000	\$52.3894	\$2,040.5700	\$53.6992			\$2,091.5843	\$55.0417
UG1 - All disciplines	Grade 3	Year 2	\$2,060.9600	\$54.2357	\$2,112.4840	\$55.5917			\$2,165.2961	\$56.9815
UG1 - All disciplines	Grade 3	Year 3	\$2,115.8200	\$55.6795	\$2,168.7155	\$57.0715			\$2,222.9334	\$58.4982
UG1 - All disciplines	Grade 3	Year 4	\$2,232.8200	\$58.7583	\$2,288.6405	\$60.2274			\$2,345.8565	\$61.7331
UG1 - All disciplines	Grade 4		\$2,515.6200	\$66.2006	\$2,578.5105	\$67.8555			\$2,642.9733	\$69.5519
Clinical Educator - All disciplines	Grade 4		\$2,606.1800	\$68.5836	\$2,671.3345	\$70.2983			\$2,738.1179	\$72.0557
Intern (MIT, NMT, RTT)	Intern (3 year degree)				\$1,025.2000	\$26.9789	\$1,138.48	\$29.96	\$1,138.48	\$29.96
Intern (MIT, NMT, RTT)	Intern (4 year degree)				\$1,070.5000	\$28.1711	\$1,188.64	\$31.28	\$1,188.64	\$31.28
Intern (MIT, NMT, RTT)	Intern (Masters degree)				\$1,107.4000	\$29.1421	\$1,229.68	\$32.36	\$1,229.68	\$32.36



Attachment 1 – Revised Wage Rates and Timetables for Increases

Classification	Grade	Year	Payrates from first full pay period on or after 1 November 2021		Payrates from first full pay period on or after 1 November 2022		Payrates from first full pay period on or after 1 July 2023		Payrates from first full pay period on or after 1 November 2023	
			Weekly pay rate	Ordinary Hourly Rate	Weekly pay rate	Ordinary Hourly Rate	Weekly pay rate	Ordinary Hourly Rate	Weekly pay rate	Ordinary Hourly Rate
			2.25%		2.50%					
Tutor MIT/NMT		Year 1	\$1,990.8000	\$52.3894	\$2,040.5700	\$53.6992			\$2,091.5843	\$55.0417
Tutor MIT/NMT		Year 2	\$2,060.9600	\$54.2357	\$2,112.4840	\$55.5917			\$2,165.2961	\$56.9815
Tutor MIT/NMT		Year 3	\$2,115.8200	\$55.6795	\$2,168.7155	\$57.0715			\$2,222.9334	\$58.4982
Tutor MIT/NMT		Year 4	\$2,232.8200	\$58.7583	\$2,288.6405	\$60.2274			\$2,345.8565	\$61.7331
Tutor MIT/NMT	Grade 4		\$2,515.6200	\$66.2006	\$2,578.5105	\$67.8555			\$2,642.9733	\$69.5519
Deputy Chief (MIT/NMT)	Grade 1	Year 1	\$1,990.8000	\$52.3894	\$2,040.5700	\$53.6992			\$2,091.5843	\$55.0417
Deputy Chief MIT/NMT	Grade 1	Year 2	\$2,060.9600	\$54.2357	\$2,112.4840	\$55.5917			\$2,165.2961	\$56.9815
Deputy Chief MIT/NMT	Grade 1	Year 3	\$2,115.8200	\$55.6795	\$2,168.7155	\$57.0715			\$2,222.9334	\$58.4982
Deputy Chief MIT/NMT	Grade 2	Year 1	\$2,232.8200	\$58.7583	\$2,288.6405	\$60.2274			\$2,345.8565	\$61.7331
Deputy Chief MIT/NMT	Grade 2	Year 2	\$2,333.9600	\$61.4200	\$2,392.3090	\$62.9555			\$2,452.1167	\$64.5294
Deputy Chief MIT/NMT	Grade 3		\$2,515.6200	\$66.2006	\$2,578.5105	\$67.8555			\$2,642.9733	\$69.5519
Deputy Chief MIT/NMT	Grade 4		\$2,716.3600	\$71.4830	\$2,784.2690	\$73.2702			\$2,853.8757	\$75.1020
Deputy Chief Cardiac Technician	Grade 1	Year 1	\$1,990.8000	\$52.3894	\$2,040.5700	\$53.6992			\$2,091.5843	\$55.0417
Deputy Chief Cardiac Technician	Grade 1	Year 2	\$2,060.9600	\$54.2357	\$2,112.4840	\$55.5917			\$2,165.2961	\$56.9815
Deputy Chief Cardiac Technician	Grade 2	Year 1	\$2,060.9600	\$54.2357	\$2,112.4840	\$55.5917			\$2,165.2961	\$56.9815
Deputy Chief Cardiac Technician	Grade 2	Year 2	\$2,115.8200	\$55.6795	\$2,168.7155	\$57.0715			\$2,222.9334	\$58.4982
Deputy Chief Cardiac Technician	Grade 2	Year 3	\$2,232.8200	\$58.7583	\$2,288.6405	\$60.2274			\$2,345.8565	\$61.7331
All other Deputy Chief Positions		Year 1	\$1,990.8000	\$52.3894	\$2,040.5700	\$53.6992			\$2,091.5843	\$55.0417
All other Deputy Chief Positions		Year 2	\$2,060.9600	\$54.2357	\$2,112.4840	\$55.5917			\$2,165.2961	\$56.9815
All other Deputy Chief Positions		Year 3	\$2,115.8200	\$55.6795	\$2,168.7155	\$57.0715			\$2,222.9334	\$58.4982
Chief	Grade 1	Year 1	\$1,990.8000	\$52.3894	\$2,040.5700	\$53.6992			\$2,091.5843	\$55.0417
Chief	Grade 1	Year 2	\$2,060.9600	\$54.2357	\$2,112.4840	\$55.5917			\$2,165.2961	\$56.9815
Chief	Grade 1	Year 3	\$2,115.8200	\$55.6795	\$2,168.7155	\$57.0715	\$2,287.60	\$60.20	\$2,287.60	\$60.20
Chief	Grade 1	Year 4					\$2,525.10	\$66.45	\$2,525.10	\$66.45

Attachment 1 – Revised Wage Rates and Timetables for Increases

Classification	Grade	Year	Payrates from first full pay period on or after 1 November 2021		Payrates from first full pay period on or after 1 November 2022		Payrates from first full pay period on or after 1 July 2023		Payrates from first full pay period on or after 1 November 2023	
			Weekly pay rate	Ordinary Hourly Rate	Weekly pay rate	Ordinary Hourly Rate	Weekly pay rate	Ordinary Hourly Rate	Weekly pay rate	Ordinary Hourly Rate
			2.25%		2.50%					
Chief	Grade 2	Year 1	\$2,232.8200	\$58.7583	\$2,288.6405	\$60.2274			\$2,345.8565	\$61.7331
Chief	Grade 2	Year 2	\$2,333.8800	\$61.4179	\$2,392.2270	\$62.9533	\$2,525.10	\$66.45	\$2,525.10	\$66.45
Chief	Grade 3		\$2,515.6200	\$66.2006	\$2,578.5105	\$67.8555			\$2,642.9733	\$69.5519
Chief	Grade 4		\$2,716.3700	\$71.4834	\$2,784.2793	\$73.2705			\$2,853.8862	\$75.1023
Chief	Grade 5		\$2,996.8500	\$78.8645	\$3,071.7713	\$80.8361			\$3,148.5655	\$82.8570
Radiation Therapy Technologist	Grade 1	Year 1	\$1,208.6400	\$31.8063	\$1,238.8560	\$32.6015			\$1,269.8274	\$33.4165
Radiation Therapy Technologist	Grade 1	Year 2	\$1,297.2500	\$34.1380	\$1,329.6813	\$34.9916			\$1,362.9233	\$35.8664
Radiation Therapy Technologist	Grade 1	Year 3	\$1,373.0500	\$36.1328	\$1,407.3763	\$37.0362			\$1,442.5607	\$37.9621
Radiation Therapy Technologist	Grade 1	Year 4	\$1,468.5900	\$38.6472	\$1,505.3048	\$39.6133			\$1,542.9374	\$40.6036
Radiation Therapy Technologist	Grade 1	Year 5	\$1,540.8400	\$40.5485	\$1,579.3610	\$41.5621			\$1,618.8450	\$42.6012
Radiation Therapy Technologist	Grade 1	Year 6	\$1,619.7900	\$42.6260	\$1,660.2848	\$43.6917			\$1,701.7919	\$44.7840
Radiation Therapy Technologist	Grade 1	Year 7	\$1,664.9900	\$43.8156	\$1,706.6148	\$44.9109			\$1,749.2801	\$46.0337
Radiation Therapy Technologist	Grade 2	Year 1	\$1,630.2100	\$42.9002	\$1,670.9653	\$43.9728			\$1,712.7394	\$45.0721
Radiation Therapy Technologist	Grade 2	Year 2	\$1,711.9200	\$45.0506	\$1,754.7180	\$46.1768			\$1,798.5860	\$47.3312
Radiation Therapy Technologist	Grade 2	Year 3	\$1,809.4400	\$47.6167	\$1,854.6760	\$48.8073			\$1,901.0429	\$50.0274
Radiation Therapy Technologist	Grade 2	Year 4	\$1,914.7600	\$50.3884	\$1,962.6290	\$51.6481			\$2,011.6947	\$52.9393
Radiation Therapy Technologist	Grade 2	Year 5	\$1,991.4200	\$52.4058	\$2,041.2055	\$53.7159			\$2,092.2356	\$55.0588
Radiation Therapy Technologist	Grade 2a	Year 1	\$1,990.8000	\$52.3894	\$2,040.5700	\$53.6992			\$2,091.5843	\$55.0417
Radiation Therapy Technologist	Grade 2a	Year 2	\$2,060.9500	\$54.2356	\$2,112.4738	\$55.5914			\$2,165.2856	\$56.9812
Radiation Therapy Technologist	Grade 2a	Year 3	\$2,115.8200	\$55.6794	\$2,168.7155	\$57.0715			\$2,222.9334	\$58.4982
Radiation Therapy Technologist	Grade 2a	Year 4	\$2,232.8200	\$58.7584	\$2,288.6405	\$60.2274			\$2,345.8565	\$61.7331
Radiation Therapy Technologist	Grade 2b	Year 1	\$1,990.8000	\$52.3894	\$2,040.5700	\$53.6992			\$2,091.5843	\$55.0417
Radiation Therapy Technologist	Grade 2b	Year 2	\$2,060.9500	\$54.2356	\$2,112.4738	\$55.5914			\$2,165.2856	\$56.9812
Radiation Therapy Technologist	Grade 2b	Year 3	\$2,115.8200	\$55.6794	\$2,168.7155	\$57.0715			\$2,222.9334	\$58.4982
Radiation Therapy Technologist	Grade 2b	Year 4	\$2,232.8200	\$58.7584	\$2,288.6405	\$60.2274			\$2,345.8565	\$61.7331
Radiation Therapy Technologist	Grade 2c		\$2,515.6200	\$66.2005	\$2,578.5105	\$67.8555			\$2,642.9733	\$69.5519

Attachment 1 – Revised Wage Rates and Timetables for Increases

Classification	Grade	Year	Payrates from first full pay period on or after 1 November 2021		Payrates from first full pay period on or after 1 November 2022		Payrates from first full pay period on or after 1 July 2023		Payrates from first full pay period on or after 1 November 2023	
			Weekly pay rate	Ordinary Hourly Rate	Weekly pay rate	Ordinary Hourly Rate	Weekly pay rate	Ordinary Hourly Rate	Weekly pay rate	Ordinary Hourly Rate
			2.25%		2.50%					
Radiation Therapy Technologist	Grade 3		\$2,515.6200	\$66.2005	\$2,578.5105	\$67.8555			\$2,642.9733	\$69.5519
Radiation Therapy Technologist	Grade 4	Level 1	\$2,996.8500	\$78.8644	\$3,071.7713	\$80.8361			\$3,148.5655	\$82.8570
Radiation Therapy Technologist	Grade 4	Level 2	\$2,996.8500	\$78.8644	\$3,071.7713	\$80.8361			\$3,148.5655	\$82.8570
Radiation Therapy Technologist	Grade 5	Level 1	\$3,161.1500	\$83.1881	\$3,240.1788	\$85.2679			\$3,321.1832	\$87.3996
Radiation Therapy Technologist	Grade 6	Level 1	\$3,535.0500	\$93.0277	\$3,623.4263	\$95.3533			\$3,714.0119	\$97.7372
UG3										
Welfare Worker	Unqualified	Year 1	\$875.3100	\$23.0344	\$897.1928	\$23.6103	\$956.46	\$25.17	\$956.46	\$25.17
Welfare Worker	Unqualified	Year 1B (after 3 months)					\$994.46	\$26.17	\$994.46	\$26.17
Welfare Worker	Unqualified	Year 2	\$931.2600	\$24.5069	\$954.5415	\$25.1195	\$994.46	\$26.17	\$994.46	\$26.17
Welfare Worker	Unqualified	Year 3	\$954.5800	\$25.1206	\$978.4445	\$25.7485	\$1,032.46	\$27.17	\$1,032.46	\$27.17
Welfare Worker	Unqualified	Year 4	\$995.5600	\$26.1988	\$1,020.4490	\$26.8539	\$1,032.46	\$27.17	\$1,045.9602	\$27.5253
Welfare Worker	Unqualified	Year 5	\$1,027.0900	\$27.0286	\$1,052.7673	\$27.7044			\$1,079.0864	\$28.3970
Welfare Worker	Unqualified	Year 6	\$1,072.2100	\$28.2160	\$1,099.0153	\$28.9215			\$1,126.4906	\$29.6445
Welfare Worker	Unqualified	Year 7	\$1,106.9800	\$29.1310	\$1,134.6545	\$29.8593			\$1,163.0209	\$30.6058
Welfare Worker	Class 1	Year 1	\$1,029.7000	\$27.0974	\$1,055.4425	\$27.7748	\$1,095.92	\$28.84	\$1,095.92	\$28.84
Welfare Worker	Class 1	Year 2	\$1,095.5400	\$28.8300	\$1,122.9285	\$29.5508	\$1,138.48	\$29.96	\$1,151.0017	\$30.2895
Welfare Worker	Class 1	Year 3	\$1,123.3600	\$29.5622	\$1,151.4440	\$30.3012	\$1,188.64	\$31.28	\$1,180.2301	\$31.0587
Welfare Worker	Class 1	Year 4	\$1,171.2700	\$30.8229	\$1,200.5518	\$31.5935	\$1,229.68	\$32.36	\$1,230.5655	\$32.3833
Welfare Worker	Class 1	Year 5	\$1,208.5500	\$31.8040	\$1,238.7638	\$32.5990	\$1,339.50	\$35.25	\$1,339.50	\$35.25
Welfare Worker	Class 1	Year 6	\$1,261.3400	\$33.1931	\$1,292.8735	\$34.0230	\$1,387.00	\$36.50	\$1,387.00	\$36.50
Welfare Worker	Class 1	Year 7	\$1,302.4300	\$34.2744	\$1,334.9908	\$35.1313	\$1,387.00	\$36.50	\$1,387.00	\$36.50
Welfare Worker	Class 2	Year 1	\$1,276.4800	\$33.5915	\$1,308.3920	\$34.4314	\$1,394.60	\$36.70	\$1,394.60	\$36.70
Welfare Worker	Class 2	Year 2	\$1,321.3400	\$34.7721	\$1,354.3735	\$35.6414	\$1,445.14	\$38.03	\$1,445.14	\$38.03
Welfare Worker	Class 2	Year 3	\$1,370.2800	\$36.0599	\$1,404.5370	\$36.9615	\$1,500.62	\$39.49	\$1,500.62	\$39.49
Welfare Worker	Class 2	Year 4	\$1,423.0800	\$37.4495	\$1,458.6570	\$38.3857	\$1,560.28	\$41.06	\$1,560.28	\$41.06



Attachment 1 – Revised Wage Rates and Timetables for Increases

Classification	Grade	Year	Payrates from first full pay period on or after 1 November 2021		Payrates from first full pay period on or after 1 November 2022		Payrates from first full pay period on or after 1 July 2023		Payrates from first full pay period on or after 1 November 2023	
			Weekly pay rate	Ordinary Hourly Rate	Weekly pay rate	Ordinary Hourly Rate	Weekly pay rate	Ordinary Hourly Rate	Weekly pay rate	Ordinary Hourly Rate
			2.25%		2.50%					
Welfare Worker	Class 3	Year 1	\$1,353.4800	\$35.6179	\$1,387.3170	\$36.5083	\$1,394.60	\$36.70	\$1,421.9999	\$37.4211
Welfare Worker	Class 3	Year 2	\$1,405.7100	\$36.9923	\$1,440.8528	\$37.9172	\$1,445.14	\$38.03	\$1,476.8741	\$38.8651
Welfare Worker	Class 3	Year 3	\$1,449.2800	\$38.1390	\$1,485.5120	\$39.0924	\$1,500.62	\$39.49	\$1,522.6498	\$40.0697
<i>Welfare Worker</i>	<i>Class 3</i>	<i>Year 4*</i>					\$1,560.28	\$41.06	\$1,560.28	\$41.06
Welfare Worker	Class 4	Year 1	\$1,490.6900	\$39.2286	\$1,527.9573	\$40.2094			\$1,566.1562	\$41.2146
Welfare Worker	Class 4	Year 2	\$1,538.4600	\$40.4859	\$1,576.9215	\$41.4979			\$1,616.3445	\$42.5354
Welfare Worker	Class 4	Year 3	\$1,582.9600	\$41.6568	\$1,622.5340	\$42.6983			\$1,663.0974	\$43.7657
Trainee Medical Laboratory Technician		Year 1	\$580.7700	\$15.2834	\$595.2893	\$15.6655	\$614.84	\$16.18	\$614.84	\$16.18
Trainee Medical Laboratory Technician		Year 2	\$696.9800	\$18.3415	\$714.4045	\$18.8001	\$715.54	\$18.83	\$732.2646	\$19.2701
Trainee Medical Laboratory Technician		Year 3	\$871.3200	\$22.9296	\$893.1030	\$23.5027			\$915.4306	\$24.0903
Trainee Medical Laboratory Technician		Year 4	\$1,045.4700	\$27.5124	\$1,071.6068	\$28.2002			\$1,098.3969	\$28.9052
Medical Laboratory Technician	Grade 1	Year 1	\$1,056.9000	\$27.8131	\$1,083.3225	\$28.5085	\$1,095.92	\$28.84	\$1,110.4056	\$29.2212
Medical Laboratory Technician	Grade 1	Year 2	\$1,109.3000	\$29.1921	\$1,137.0325	\$29.9219	\$1,138.48	\$29.96	\$1,165.4583	\$30.6700
Medical Laboratory Technician	Grade 1	Year 3	\$1,161.5300	\$30.5665	\$1,190.5683	\$31.3307			\$1,220.3325	\$32.1140
Medical Laboratory Technician	Grade 1	Year 4	\$1,203.8800	\$31.6811	\$1,233.9770	\$32.4731			\$1,264.8264	\$33.2849
Medical Laboratory Technician	Grade 1	Year 5	\$1,246.0600	\$32.7912	\$1,277.2115	\$33.6108	\$1,339.50	\$35.25	\$1,339.50	\$35.25
Medical Laboratory Technician	Grade 1	Year 6	\$1,288.4100	\$33.9055	\$1,320.6203	\$34.7532	\$1,387.00	\$36.50	\$1,387.00	\$36.50
Medical Laboratory Technician	Grade 1	Year 7	\$1,330.6000	\$35.0158	\$1,363.8650	\$35.8912	\$1,387.00	\$36.50	\$1,397.9616	\$36.7885
Medical Laboratory Technician	Grade 1	Year 8	\$1,372.9900	\$36.1314	\$1,407.3148	\$37.0346			\$1,442.4976	\$37.9605
Medical Laboratory Technician	Grade 2	Year 1	\$1,372.9900	\$36.1314	\$1,407.3148	\$37.0346			\$1,442.4976	\$37.9605
Medical Laboratory Technician	Grade 2	Year 2	\$1,429.3500	\$37.6146	\$1,465.0838	\$38.5548			\$1,501.7108	\$39.5187
Medical Laboratory Technician	Grade 2	Year 3	\$1,485.6100	\$39.0950	\$1,522.7503	\$40.0724			\$1,560.8190	\$41.0742
Medical Laboratory Technician	Grade 2	Year 4	\$1,538.9200	\$40.4978	\$1,577.3930	\$41.5103			\$1,616.8278	\$42.5481

Attachment 1 – Revised Wage Rates and Timetables for Increases

Classification	Grade	Year	Payrates from first full pay period on or after 1 November 2021		Payrates from first full pay period on or after 1 November 2022		Payrates from first full pay period on or after 1 July 2023		Payrates from first full pay period on or after 1 November 2023	
			Weekly pay rate	Ordinary Hourly Rate	Weekly pay rate	Ordinary Hourly Rate	Weekly pay rate	Ordinary Hourly Rate	Weekly pay rate	Ordinary Hourly Rate
			2.25%		2.50%					
Renal Dialysis Technician		Year 1	\$1,056.9000	\$27.8131	\$1,083.3225	\$28.5085	\$1,095.92	\$28.84	\$1,110.4056	\$29.2212
Renal Dialysis Technician		Year 2	\$1,109.3000	\$29.1921	\$1,137.0325	\$29.9219	\$1,138.48	\$29.96	\$1,165.4583	\$30.6700
Renal Dialysis Technician		Year 3	\$1,130.0000	\$29.7368	\$1,158.2500	\$30.4803	\$1,188.64	\$31.28	\$1,188.64	\$31.28
Renal Dialysis Technician		Year 4	\$1,150.7200	\$30.2820	\$1,179.4880	\$31.0392	\$1,229.68	\$32.36	\$1,229.68	\$32.36
Renal Dialysis Technician		Year 5	\$1,185.9400	\$31.2089	\$1,215.5885	\$31.9892	\$1,339.50	\$35.25	\$1,339.50	\$35.25
Renal Dialysis Technician		Year 6	\$1,216.5500	\$32.0146	\$1,246.9638	\$32.8148	\$1,387.00	\$36.50	\$1,387.00	\$36.50
Child Psychotherapist	Level 1	Year 1	\$1,194.4400	\$31.4327	\$1,224.3010	\$32.2184			\$1,254.9085	\$33.0239
Child Psychotherapist	Level 1	Year 2	\$1,255.6500	\$33.0433	\$1,287.0413	\$33.8695			\$1,319.2173	\$34.7162
Child Psychotherapist	Level 1	Year 3	\$1,328.4400	\$34.9590	\$1,361.6510	\$35.8329			\$1,395.6923	\$36.7287
Child Psychotherapist	Level 1	Year 4	\$1,398.1300	\$36.7930	\$1,433.0833	\$37.7127			\$1,468.9103	\$38.6555
Child Psychotherapist	Level 1	Year 5	\$1,472.0000	\$38.7368	\$1,508.8000	\$39.7053			\$1,546.5200	\$40.6979
Child Psychotherapist	Level 1	Year 6	\$1,542.0200	\$40.5794	\$1,580.5705	\$41.5940			\$1,620.0848	\$42.6338
Child Psychotherapist	Level 1	Year 7	\$1,625.6300	\$42.7796	\$1,666.2708	\$43.8492			\$1,707.9275	\$44.9455
Child Psychotherapist	Level 2	Year 1	\$1,737.0500	\$45.7118	\$1,780.4763	\$46.8546			\$1,824.9882	\$48.0260
Child Psychotherapist	Level 2	Year 2	\$1,761.7700	\$46.3625	\$1,805.8143	\$47.5214			\$1,850.9596	\$48.7095
Child Psychotherapist	Level 2	Year 3	\$1,842.7400	\$48.4933	\$1,888.8085	\$49.7055			\$1,936.0287	\$50.9481
Child Psychotherapist	Level 2	Year 4	\$1,901.3100	\$50.0346	\$1,948.8428	\$51.2853			\$1,997.5638	\$52.5675
Child Psychotherapist	Level 3	Year 1	\$2,003.9400	\$52.7354	\$2,054.0385	\$54.0536			\$2,105.3895	\$55.4050
Child Psychotherapist	Level 3	Year 2	\$2,077.3300	\$54.6666	\$2,129.2633	\$56.0332			\$2,182.4948	\$57.4341
Child Psychotherapist	Level 3	Year 3	\$2,153.0500	\$56.6593	\$2,206.8763	\$58.0757			\$2,262.0482	\$59.5276
Child Psychotherapist	Level 4	Year 1	\$2,237.9000	\$58.8922	\$2,293.8475	\$60.3644			\$2,351.1937	\$61.8735
Child Psychotherapist	Level 4	Year 2	\$2,319.9700	\$61.0517	\$2,377.9693	\$62.5781			\$2,437.4185	\$64.1426
Child Psychotherapist	Level 4	Year 3	\$2,429.6900	\$63.9393	\$2,490.4323	\$65.5377	\$2,525.10	\$66.45	\$2,552.6931	\$67.1761
Technical Officer	Grade 1	Year 1	\$1,172.8000	\$30.8633	\$1,202.1200	\$31.6347			\$1,232.1730	\$32.4256
Technical Officer	Grade 1	Year 2	\$1,198.9400	\$31.5509	\$1,228.9135	\$32.3398			\$1,259.6363	\$33.1483

Attachment 1 – Revised Wage Rates and Timetables for Increases

Classification	Grade	Year	Payrates from first full pay period on or after 1 November 2021		Payrates from first full pay period on or after 1 November 2022		Payrates from first full pay period on or after 1 July 2023		Payrates from first full pay period on or after 1 November 2023	
			Weekly pay rate	Ordinary Hourly Rate	Weekly pay rate	Ordinary Hourly Rate	Weekly pay rate	Ordinary Hourly Rate	Weekly pay rate	Ordinary Hourly Rate
			2.25%		2.50%					
Technical Officer	Grade 1	Year 3	\$1,216.3900	\$32.0103	\$1,246.7998	\$32.8105			\$1,277.9697	\$33.6308
Technical Officer	Grade 1	Year 4	\$1,237.8800	\$32.5757	\$1,268.8270	\$33.3902			\$1,300.5477	\$34.2249
Technical Officer	Grade 2	Year 1	\$1,281.4500	\$33.7224	\$1,313.4863	\$34.5654			\$1,346.3234	\$35.4296
Technical Officer	Grade 2	Year 2	\$1,344.5100	\$35.3820	\$1,378.1228	\$36.2664			\$1,412.5758	\$37.1730
Technical Officer	Grade 2	Year 3	\$1,433.3700	\$37.7203	\$1,469.2043	\$38.6633			\$1,505.9344	\$39.6299
Technical Officer	Grade 2	Year 4	\$1,455.0100	\$38.2897	\$1,491.3853	\$39.2470			\$1,528.6699	\$40.2282
Technical Officer	Grade 3	Year 1	\$1,498.5800	\$39.4364	\$1,536.0445	\$40.4222			\$1,574.4456	\$41.4328
Technical Officer	Grade 3	Year 2	\$1,563.8100	\$41.1528	\$1,602.9053	\$42.1817			\$1,642.9779	\$43.2363
Technical Officer	Grade 3	Year 3	\$1,628.9900	\$42.8683	\$1,669.7148	\$43.9399			\$1,711.4576	\$45.0384
Technical Officer	Grade 3	Year 4	\$1,693.9300	\$44.5770	\$1,736.2783	\$45.6915			\$1,779.6852	\$46.8338
Technical Officer	Grade 4	Year 1	\$1,737.3600	\$45.7200	\$1,780.7940	\$46.8630			\$1,825.3139	\$48.0346
Technical Officer	Grade 4	Year 2	\$1,802.7200	\$47.4401	\$1,847.7880	\$48.6260			\$1,893.9827	\$49.8417
Technical Officer	Grade 4	Year 3	\$1,871.8100	\$49.2583	\$1,918.6053	\$50.4896			\$1,966.5704	\$51.7519
Technical Officer	Grade 4	Year 4	\$1,932.6800	\$50.8601	\$1,980.9970	\$52.1315			\$2,030.5219	\$53.4348
Client Adviser / Rehabilitation Consultant	Grade 1	Year 1	\$1,534.6000	\$40.3841	\$1,572.9650	\$41.3938			\$1,612.2891	\$42.4287
Client Adviser / Rehabilitation Consultant	Grade 1	Year 2	\$1,571.5700	\$41.3572	\$1,610.8593	\$42.3910			\$1,651.1307	\$43.4508
Client Adviser / Rehabilitation Consultant	Grade 1	Year 3	\$1,611.9700	\$42.4202	\$1,652.2693	\$43.4808			\$1,693.5760	\$44.5678
Client Adviser / Rehabilitation Consultant	Grade 1	Year 4	\$1,691.1600	\$44.5043	\$1,733.4390	\$45.6168			\$1,776.7750	\$46.7572
Client Adviser / Rehabilitation Consultant	Grade 1	Year 5	\$1,728.2900	\$45.4814	\$1,771.4973	\$46.6183			\$1,815.7847	\$47.7838
Client Adviser / Rehabilitation Consultant	Grade 1	Year 6	\$1,764.6900	\$46.4392	\$1,808.8073	\$47.6002			\$1,854.0274	\$48.7902
Client Adviser / Rehabilitation Consultant	Grade 2	Year 1	\$1,864.6600	\$49.0700	\$1,911.2765	\$50.2968			\$1,959.0584	\$51.5542
Client Adviser / Rehabilitation Consultant	Grade 2	Year 2	\$1,911.1600	\$50.2937	\$1,958.9390	\$51.5510			\$2,007.9125	\$52.8398



Attachment 1 – Revised Wage Rates and Timetables for Increases

Classification	Grade	Year	Payrates from first full pay period on or after 1 November 2021		Payrates from first full pay period on or after 1 November 2022		Payrates from first full pay period on or after 1 July 2023		Payrates from first full pay period on or after 1 November 2023	
			Weekly pay rate	Ordinary Hourly Rate	Weekly pay rate	Ordinary Hourly Rate	Weekly pay rate	Ordinary Hourly Rate	Weekly pay rate	Ordinary Hourly Rate
			2.25%		2.50%					
Client Adviser / Rehabilitation Consultant	Grade 2	Year 3	\$1,958.2400	\$51.5327	\$2,007.1960	\$52.8209			\$2,057.3759	\$54.1415
Client Adviser / Rehabilitation Consultant	Grade 3	Year 1	\$2,074.4300	\$54.5902	\$2,126.2908	\$55.9550			\$2,179.4480	\$57.3539
Client Adviser / Rehabilitation Consultant	Grade 3	Year 2	\$2,118.7900	\$55.7577	\$2,171.7598	\$57.1516			\$2,226.0537	\$58.5804
Client Adviser / Rehabilitation Consultant	Grade 3	Year 3	\$2,166.5800	\$57.0153	\$2,220.7445	\$58.4406			\$2,276.2631	\$59.9017
Principal Client Adviser	Grade 4	Year 1	\$2,361.2600	\$62.1385	\$2,420.2915	\$63.6919			\$2,480.7988	\$65.2842
Principal Client Adviser	Grade 4	Year 2	\$2,441.0500	\$64.2382	\$2,502.0763	\$65.8441			\$2,564.6282	\$67.4902
Principal Client Adviser	Grade 4	Year 3	\$2,522.5300	\$66.3825	\$2,585.5933	\$68.0419			\$2,650.2331	\$69.7430
HSU4										
Medical Scientist	Grade 1	Year 1	\$1,208.6400	\$31.8065	\$1,238.8560	\$32.6015			\$1,269.8274	\$33.4165
Medical Scientist	Grade 1	Year 2	\$1,291.9400	\$33.9985	\$1,324.2385	\$34.8484			\$1,357.3445	\$35.7196
Medical Scientist	Grade 1	Year 3	\$1,369.6100	\$36.0425	\$1,403.8503	\$36.9434			\$1,438.9465	\$37.8670
Medical Scientist	Grade 1	Year 4	\$1,462.1700	\$38.4781	\$1,498.7243	\$39.4401			\$1,536.1924	\$40.4261
Medical Scientist	Grade 1	Year 5	\$1,548.4900	\$40.7499	\$1,587.2023	\$41.7685			\$1,626.8823	\$42.8127
Medical Scientist	Grade 1	Year 6	\$1,612.4000	\$42.4317	\$1,652.7100	\$43.4924			\$1,694.0278	\$44.5797
Medical Scientist	Grade 2	Year 1	\$1,746.0000	\$45.9473	\$1,789.6500	\$47.0961			\$1,834.3913	\$48.2735
Medical Scientist	Grade 2	Year 2	\$1,798.2700	\$47.3229	\$1,843.2268	\$48.5060			\$1,889.3074	\$49.7186
Medical Scientist	Grade 2	Year 3	\$1,840.0900	\$48.4235	\$1,886.0923	\$49.6340			\$1,933.2446	\$50.8749
Medical Scientist	Grade 2	Year 4	\$1,976.0100	\$52.0002	\$2,025.4103	\$53.3003			\$2,076.0455	\$54.6328
Medical Scientist	Grade 3	Year 1	\$2,019.9200	\$53.1557	\$2,070.4180	\$54.4847			\$2,122.1785	\$55.8468
Medical Scientist	Grade 3	Year 2	\$2,074.1300	\$54.5824	\$2,125.9833	\$55.9469			\$2,179.1328	\$57.3456
Medical Scientist	Grade 3	Year 3	\$2,143.2900	\$56.4023	\$2,196.8723	\$57.8124			\$2,251.7941	\$59.2577
Medical Scientist	Grade 3	Year 4	\$2,289.6600	\$60.2542	\$2,346.9015	\$61.7606			\$2,405.5740	\$63.3046
Medical Scientist	Grade 4	Years 1 & 2	\$2,362.8400	\$62.1801	\$2,421.9110	\$63.7345			\$2,482.4588	\$65.3279



Attachment 1 – Revised Wage Rates and Timetables for Increases

Classification	Grade	Year	Payrates from first full pay period on or after 1 November 2021		Payrates from first full pay period on or after 1 November 2022		Payrates from first full pay period on or after 1 July 2023		Payrates from first full pay period on or after 1 November 2023	
			Weekly pay rate	Ordinary Hourly Rate	Weekly pay rate	Ordinary Hourly Rate	Weekly pay rate	Ordinary Hourly Rate	Weekly pay rate	Ordinary Hourly Rate
			2.25%		2.50%					
Medical Scientist	Grade 4	Years 3 & 4	\$2,477.8500	\$65.2066	\$2,539.7963	\$66.8367			\$2,603.2912	\$68.5077
Medical Scientist	Grade 4	Year 5	\$2,739.2300	\$72.0849	\$2,807.7108	\$73.8871			\$2,877.9035	\$75.7343
Medical Scientist	Grade 5		\$3,345.6200	\$88.0426	\$3,429.2605	\$90.2437			\$3,514.9920	\$92.4998
Sleep Scientist	Trainee		\$949.8100	\$24.9951	\$973.5553	\$25.6199	\$994.46	\$26.17	\$997.8941	\$26.2604
Sleep Scientist	Grade 1	Year 1	\$1,208.6400	\$31.8065	\$1,238.8560	\$32.6015			\$1,269.8274	\$33.4165
Sleep Scientist	Grade 1	Year 2	\$1,291.9400	\$33.9985	\$1,324.2385	\$34.8484			\$1,357.3445	\$35.7196
Sleep Scientist	Grade 1	Year 3	\$1,367.2800	\$35.9809	\$1,401.4620	\$36.8806			\$1,436.4986	\$37.8026
Sleep Scientist	Grade 1	Year 4	\$1,462.1700	\$38.4781	\$1,498.7243	\$39.4401			\$1,536.1924	\$40.4261
Sleep Scientist	Grade 1	Year 5	\$1,548.4900	\$40.7499	\$1,587.2023	\$41.7685			\$1,626.8823	\$42.8127
Sleep Scientist	Grade 1	Year 6	\$1,612.4000	\$42.4317	\$1,652.7100	\$43.4924			\$1,694.0278	\$44.5797
Sleep Scientist	Grade 2	Year 1	\$1,684.3000	\$44.3237	\$1,726.4075	\$45.4318			\$1,769.5677	\$46.5676
Sleep Scientist	Grade 2	Year 2	\$1,722.6300	\$45.3325	\$1,765.6958	\$46.4657			\$1,809.8381	\$47.6273
Sleep Scientist	Grade 2	Year 3	\$1,782.5800	\$46.9101	\$1,827.1445	\$48.0828			\$1,872.8231	\$49.2848
Sleep Scientist	Grade 2	Year 4	\$1,820.9200	\$47.9189	\$1,866.4430	\$49.1169			\$1,913.1041	\$50.3448
Sleep Scientist	Grade 3	Year 1	\$2,002.5700	\$52.6992	\$2,052.6343	\$54.0167			\$2,103.9501	\$55.3671
Sleep Scientist	Grade 3	Year 2	\$2,074.1300	\$54.5824	\$2,125.9833	\$55.9469			\$2,179.1328	\$57.3456
Sleep Scientist	Grade 3	Year 3	\$2,129.3700	\$56.0361	\$2,182.6043	\$57.4370			\$2,237.1694	\$58.8729
Sleep Scientist	Grade 3	Year 4	\$2,248.6800	\$59.1758	\$2,304.8970	\$60.6552			\$2,362.5194	\$62.1716
Sleep Scientist	Grade 4a		\$2,248.6800	\$59.1758	\$2,304.8970	\$60.6552			\$2,362.5194	\$62.1716
Sleep Scientist	Grade 4b	Year 1	\$2,322.3900	\$61.1155	\$2,380.4498	\$62.6434			\$2,439.9610	\$64.2095
Sleep Scientist	Grade 4b	Year 2	\$2,429.3600	\$63.9304	\$2,490.0940	\$65.5288			\$2,552.3464	\$67.1670
Sleep Scientist	Grade 4b	Year 3	\$2,544.2500	\$66.9540	\$2,607.8563	\$68.6278			\$2,673.0527	\$70.3435
Sleep Scientist	Grade 4b	Year 4	\$2,687.4700	\$70.7230	\$2,754.6568	\$72.4910			\$2,823.5232	\$74.3032
Dietitian	Grade 1	Year 1	\$1,234.6700	\$32.4914	\$1,265.5368	\$33.3036			\$1,297.1752	\$34.1362

Attachment 1 – Revised Wage Rates and Timetables for Increases

Classification	Grade	Year	Payrates from first full pay period on or after 1 November 2021		Payrates from first full pay period on or after 1 November 2022		Payrates from first full pay period on or after 1 July 2023		Payrates from first full pay period on or after 1 November 2023	
			Weekly pay rate	Ordinary Hourly Rate	Weekly pay rate	Ordinary Hourly Rate	Weekly pay rate	Ordinary Hourly Rate	Weekly pay rate	Ordinary Hourly Rate
			2.25%		2.50%					
Dietitian	Grade 1	Year 2	\$1,282.0300	\$33.7377	\$1,314.0808	\$34.5811			\$1,346.9328	\$35.4456
Dietitian	Grade 1	Year 3	\$1,387.8200	\$36.5216	\$1,422.5155	\$37.4346			\$1,458.0784	\$38.3705
Dietitian	Grade 1	Year 4	\$1,474.3000	\$38.7973	\$1,511.1575	\$39.7673			\$1,548.9364	\$40.7615
Dietitian	Grade 1	Year 5	\$1,575.1200	\$41.4505	\$1,614.4980	\$42.4868			\$1,654.8605	\$43.5490
Dietitian	Grade 1	Year 6	\$1,674.9500	\$44.0776	\$1,716.8238	\$45.1796			\$1,759.7443	\$46.3091
Dietitian	Grade 1	Year 7	\$1,753.4600	\$46.1436	\$1,797.2965	\$47.2973			\$1,842.2289	\$48.4797
Dietitian	Grade 2	Year 1	\$1,753.4600	\$46.1436	\$1,797.2965	\$47.2973			\$1,842.2289	\$48.4797
Dietitian	Grade 2	Year 2	\$1,796.9700	\$47.2888	\$1,841.8943	\$48.4709			\$1,887.9416	\$49.6827
Dietitian	Grade 2	Year 3	\$1,853.5700	\$48.7781	\$1,899.9093	\$49.9976			\$1,947.4070	\$51.2476
Dietitian	Grade 2	Year 4	\$2,003.8900	\$52.7338	\$2,053.9873	\$54.0523			\$2,105.3369	\$55.4036
Dietitian	Grade 3	Year 1	\$2,018.8100	\$53.1266	\$2,069.2803	\$54.4547			\$2,121.0123	\$55.8161
Dietitian	Grade 3	Year 2	\$2,089.2100	\$54.9793	\$2,141.4403	\$56.3537			\$2,194.9763	\$57.7625
Dietitian	Grade 3	Year 3	\$2,157.7700	\$56.7834	\$2,211.7143	\$58.2030			\$2,267.0071	\$59.6581
Dietitian	Grade 3	Year 4	\$2,356.8600	\$62.0227	\$2,415.7815	\$63.5732			\$2,476.1760	\$65.1625
Dietitian	Grade 4	Year 1	\$2,362.8200	\$62.1795	\$2,421.8905	\$63.7340			\$2,482.4378	\$65.3273
Dietitian	Grade 4	Year 2	\$2,444.1800	\$64.3204	\$2,505.2845	\$65.9285			\$2,567.9166	\$67.5768
Dietitian	Grade 4	Year 3	\$2,526.0900	\$66.4760	\$2,589.2423	\$68.1380			\$2,653.9733	\$69.8414
Dietitian	Grade 4	Year 4	\$2,608.5700	\$68.6465	\$2,673.7843	\$70.3627			\$2,740.6289	\$72.1218
Psychologist	Grade 1	Year 1	\$1,192.2900	\$31.3761	\$1,222.0973	\$32.1605			\$1,252.6497	\$32.9645
Psychologist	Grade 1	Year 2	\$1,252.5900	\$32.9629	\$1,283.9048	\$33.7870			\$1,316.0024	\$34.6316
Psychologist	Grade 1	Year 3	\$1,325.5400	\$34.8826	\$1,358.6785	\$35.7547			\$1,392.6455	\$36.6486
Psychologist	Grade 1	Year 4	\$1,429.3500	\$37.6146	\$1,465.0838	\$38.5548			\$1,501.7108	\$39.5187
Psychologist	Grade 1	Year 5	\$1,505.4500	\$39.6170	\$1,543.0863	\$40.6075			\$1,581.6634	\$41.6227
Psychologist	Grade 1	Year 6	\$1,575.9800	\$41.4731	\$1,615.3795	\$42.5100			\$1,655.7640	\$43.5727
Psychologist	Grade 1	Year 7	\$1,661.0100	\$43.7109	\$1,702.5353	\$44.8036			\$1,745.0986	\$45.9236
Psychologist	Grade 1	Year 8	\$1,739.2400	\$45.7696	\$1,782.7210	\$46.9137			\$1,827.2890	\$48.0866

Attachment 1 – Revised Wage Rates and Timetables for Increases

Classification	Grade	Year	Payrates from first full pay period on or after 1 November 2021		Payrates from first full pay period on or after 1 November 2022		Payrates from first full pay period on or after 1 July 2023		Payrates from first full pay period on or after 1 November 2023	
			Weekly pay rate	Ordinary Hourly Rate	Weekly pay rate	Ordinary Hourly Rate	Weekly pay rate	Ordinary Hourly Rate	Weekly pay rate	Ordinary Hourly Rate
			2.25%		2.50%					
Psychologist	Grade 2	Year 1	\$1,775.5000	\$46.7237	\$1,819.8875	\$47.8918			\$1,865.3847	\$49.0891
Psychologist	Grade 2	Year 2	\$1,828.9600	\$48.1305	\$1,874.6840	\$49.3338			\$1,921.5511	\$50.5671
Psychologist	Grade 2	Year 3	\$1,883.0100	\$49.5529	\$1,930.0853	\$50.7917			\$1,978.3374	\$52.0615
Psychologist	Grade 2	Year 4	\$2,038.4500	\$53.6434	\$2,089.4113	\$54.9845			\$2,141.6465	\$56.3591
Psychologist	Grade 3	Year 1	\$2,077.8300	\$54.6798	\$2,129.7758	\$56.0467			\$2,183.0201	\$57.4479
Psychologist	Grade 3	Year 2	\$2,153.6500	\$56.6749	\$2,207.4913	\$58.0919			\$2,262.6785	\$59.5442
Psychologist	Grade 3	Year 3	\$2,232.2800	\$58.7443	\$2,288.0870	\$60.2128			\$2,345.2892	\$61.7181
Psychologist	Grade 3	Year 4	\$2,356.8600	\$62.0227	\$2,415.7815	\$63.5732			\$2,476.1760	\$65.1625
Psychologist	Grade 4	Year 1	\$2,356.8600	\$62.0227	\$2,415.7815	\$63.5732			\$2,476.1760	\$65.1625
Psychologist	Grade 4	Year 2	\$2,425.4000	\$63.8262	\$2,486.0350	\$65.4220			\$2,548.1859	\$67.0575
Psychologist	Grade 4	Year 3	\$2,539.7300	\$66.8351	\$2,603.2233	\$68.5059			\$2,668.3038	\$70.2185
Psychologist	Grade 4	Year 4	\$2,646.1000	\$69.6343	\$2,712.2525	\$71.3751			\$2,780.0588	\$73.1594
Psychologist	Grade 4	Year 5	\$2,830.5500	\$74.4883	\$2,901.3138	\$76.3504			\$2,973.8466	\$78.2591
Trainee Pharmacist			\$1,042.9300	\$27.4455	\$1,069.0033	\$28.1317	\$1,140.00	\$30.00	\$1,140.00	\$30.00
Pharmacist	Grade 1	Year 1	\$1,303.5200	\$34.3031	\$1,336.1080	\$35.1607			\$1,369.5107	\$36.0398
Pharmacist	Grade 1	Year 2	\$1,380.2400	\$36.3221	\$1,414.7460	\$37.2302			\$1,450.1147	\$38.1609
Pharmacist	Grade 1	Year 3	\$1,512.8800	\$39.8126	\$1,550.7020	\$40.8079			\$1,589.4696	\$41.8281
Pharmacist	Grade 1	Year 4	\$1,587.8000	\$41.7842	\$1,627.4950	\$42.8288			\$1,668.1824	\$43.8995
Pharmacist	Grade 1	Year 5	\$1,668.5200	\$43.9083	\$1,710.2330	\$45.0061			\$1,752.9888	\$46.1313
Pharmacist	Grade 1	Year 6	\$1,747.2900	\$45.9814	\$1,790.9723	\$47.1308			\$1,835.7466	\$48.3091
Pharmacist	Grade 2	Year 1	\$1,747.2900	\$45.9814	\$1,790.9723	\$47.1308			\$1,835.7466	\$48.3091
Pharmacist	Grade 2	Year 2	\$1,763.6900	\$46.4129	\$1,807.7823	\$47.5732			\$1,852.9768	\$48.7625
Pharmacist	Grade 2	Year 3	\$1,851.0100	\$48.7109	\$1,897.2853	\$49.9286			\$1,944.7174	\$51.1768
Pharmacist	Grade 2	Year 4	\$2,040.6700	\$53.7018	\$2,091.6868	\$55.0444			\$2,143.9789	\$56.4205
Pharmacist	Grade 3	Year 1	\$2,081.4300	\$54.7745	\$2,133.4658	\$56.1438			\$2,186.8024	\$57.5474
Pharmacist	Grade 3	Year 2	\$2,154.3000	\$56.6920	\$2,208.1575	\$58.1094			\$2,263.3614	\$59.5621

Attachment 1 – Revised Wage Rates and Timetables for Increases

Classification	Grade	Year	Payrates from first full pay period on or after 1 November 2021		Payrates from first full pay period on or after 1 November 2022		Payrates from first full pay period on or after 1 July 2023		Payrates from first full pay period on or after 1 November 2023	
			Weekly pay rate	Ordinary Hourly Rate	Weekly pay rate	Ordinary Hourly Rate	Weekly pay rate	Ordinary Hourly Rate	Weekly pay rate	Ordinary Hourly Rate
			2.25%		2.50%					
Pharmacist	Grade 3	Year 3	\$2,212.0200	\$58.2110	\$2,267.3205	\$59.6663			\$2,324.0035	\$61.1580
Pharmacist	Grade 3	Year 4	\$2,356.9000	\$62.0236	\$2,415.8225	\$63.5743			\$2,476.2181	\$65.1636
Pharmacist In charge		Year 1	\$1,851.0100	\$48.7109	\$1,897.2853	\$49.9286	\$1,971.06	\$51.87	\$1,971.06	\$51.87
Pharmacist In charge		Year 2	\$1,974.4200	\$51.9585	\$2,023.7805	\$53.2574	\$2,103.68	\$55.36	\$2,103.68	\$55.36
Pharmacist In charge		Year 3	\$2,022.7600	\$53.2305	\$2,073.3290	\$54.5613	\$2,287.60	\$60.20	\$2,287.60	\$60.20
<i>Pharmacist In charge</i>		<i>Year 4</i>					\$2,525.10	\$66.45	\$2,525.10	\$66.45