



Summary of changes to the Professional Staff Individual Employment Agreement
Effective 1 July 2022

TERM

2 year (1 July 2022 – 30 June 2024)

AMENDMENTS TO SALARIES

- From the 1 July 2022 a salary increase of \$3,500 will be applied to all salary scales.
- From the 1 July 2023 a salary increase of \$3,750 will be applied to all salary scales.

AMENDMENTS TO ALLOWANCES

Allowances specified in the agreement will increase by 4 % effective the 1 July 2022 and 1 July 2023. See sections D and E for the new rates.

OTHER AMENDMENTS

Section B: Terms of Employment

Clause B1. Categories of Staff

Paragraph 2, the second sentence has been deleted and the paragraph now reads:

“Staff may be appointed to this category of employment where their employment is dependent on the continuation of sufficient research funding, as determined by the Employer. “

Section D: Remuneration

Clause D.1 has been amended to read the following:

“this scale applies to all staff covered by the agreement except for those covered by scales within this agreement.”

Scale 4: Trades and Assistant Trades

New wording has been added, which reads the following:

“Scale 4 Electrician Step 5 is a progression appointment step for those:

- *Electricians that meet the Trade Services Merit Framework requirements, or*
- *Undertaking High Duties roles within the Electrical Unit, or*
- *Experienced in electrical controls.”*

A new trades scale that took effect from 8 August 2022 is included in the agreement. As this scale includes significant increases, the 1 July 2022 increase of \$3,500 will not apply to staff on this scale. Some steps have been adjusted to take the increase into account.

Category	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Plumber	\$66,061	\$69,568	\$71,760	\$75,026	\$76,815	\$79,005
Electrician	\$65,385	\$67,318	\$70,828	\$74,362	\$76,815	\$79,005
Fitter / Sheetmetal Worker	\$62,889	\$64,575	\$68,047	\$71,597	\$74,551	
Carpenter / Joiner	\$62,788	\$63,057	\$66,241	\$69,450	\$72,867	
Painter	\$57,506	\$57,835	\$60,714	\$63,594	\$66,709	
Grounds	\$54,019	\$55,767	\$56,386	\$59,004	\$61,885	

Scale 5: Student Health Practice Nurses

The Student Health Practice Nurses scale has been adjusted with effect the 1 July 2022 as is set out below.

		Annual Salary 1 July 2022	Annual Salary 1 July 2023
Beginning Practice Nurse	BPN 01	76,500	80,250
	BPN 02	78,500	82,250
Competent Practice Nurse	CPN 01	83,500	87,250
	CPN 02	85,500	89,250
	CPN 03 + community Prescribing	87,500	91,250
	CPN 04 + Post Grad prescribing	88,500	92,250
Proficient Practice Nurse	PPN 01	90,500	94,250
	PPN 02	92,500	96,250
	PPN 03 + community Prescribing	94,500	98,250
	PPN 04 + post grad Prescribing	95,500	99,250
Expert Practice Nurse	XPN 01	97,500	100,250
	XPN 02	99,500	103,250
	XPN 03 + community Prescribing	101,500	105,250
	XPN 04 + Post Grad Prescribing	102,500	106,250

Scale: Wellbeing Clinical Psychologist

The Wellbeing Clinical Psychologist scale taking effect 1 July 2022 and 1 July 2023 has been included in the Professional Staff Individual Employment Agreement as is as follows:

Award Code	Step	Annual Salary with effect 1 July 2022	Annual Salary with effect 1 July 2023
MHCP	1	\$87,500	\$91,250
	2	\$89,500	\$93,250
	3	\$91,500	\$95,250
	4	\$93,500	\$97,250
	5	\$95,500	\$99,250
	6	\$97,500	\$101,250
	7	\$99,500	\$103,250
	8	\$101,500	\$105,250
	9	\$106,500	\$110,250
	10	\$108,500	\$112,250
	11	\$110,500	\$114,250

Scale: Wellbeing Counsellor / Mental Health Support

The Wellbeing Counsellor / Mental Health Support scale taking effect 1 July 2022 and 1 July 2023 has been included in the Professional Staff Individual Employment agreement and is as follows:

Award Code	Step	Annual Salary with effect 1 July 2022	Annual Salary with effect 1 July 2023
MHWB	1	\$79,500	\$83,250
	2	\$81,500	\$85,250
	3	\$83,500	\$87,250
	4	\$85,500	\$89,250
	5	\$87,500	\$91,250
	6	\$89,500	\$93,250
	7	\$91,500	\$95,250
	8	\$93,500	\$97,250
	9	\$98,500	\$102,250
	10	\$100,500	\$104,250
	11	\$102,500	\$106,250

Clause D.3 Criteria for Placement and Movement in Salary Scale 1

Clause D.3.c is amended to read the following:

“Movement through the steps of Salary Scale 1 will be automatic each year on 1 February (commencing 1 February 2024), subject to the following:

The minimum increases will normally be:”

Clause D.3.g has been removed

Appendix A – MANAGEMENT OF CHANGE

Clause 3.d (i) has been amended to read the following:

“At the expiry of the period of notice, if redundancy is necessary, a severance payment will be paid according to the following formula:”

Clause 3.d (ii) has been removed