

VHIA SALARY CIRCULAR		
Number:	885	
Addressee:	Public Sector Members	
Date:	19/05/2026 (v1 - Bulletin 3277 (draft))	
	25/06/2026 (v2 - Bulletin 3294 (Agreement approved))	
	29/06/2026 (v3 - Correction)	
	Health and Allied Services, Managers and Administrative Workers (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2025-2027	
Agreement		
Sheet 1	Wages	IMPORTANT NOTE: This salary circular has been reissued to correct the following errors: Some of the wage rates contained in the column titled 'FFPPOA 1 July 2025' were erroneously changed to match the rate contained in the column titled 'FFPPOA 1 July 2026'. These have been updated to reflect the rates contained in the previous Agreement. The operative dates for annual leave loading cap increases were blank / read as if they aligned with 1 January uplifts in line with the other allowances. Different operative dates have been inserted to match the table in the Agreement, which is to confirm annual leave loading cap
Sheet 2	Allowances	
Sheet 3	Other Payments	
Sheet 4	Pay Code Translation Table	
Timeline of Events	16 December 2025 (FFPPOA)	Variable % increase to weekly rates (all classifications)
	1 January 2026 (FFPPOA)	Additional wage uplift for Patient Services Assistant Grade 2
	ASAP After Successful Ballot	3% increase to allowance rates
	1 July 2026	Payment of \$1500 Once-off Lump Sum
	1 July 2026 (FFPPOA)	Commencement Date of Agreement
		Additional compliance wage uplift
		Chefs and Second Cooks translate to new structure
		Meal Allowance amendments effective
		New Electric Vehicle allowance effective
		\$350 Nauseous Work Allowance
		\$350 Nauseous Work Allowance (Theatre & Instrument Technicians)
		\$250 Educational Incentive Allowance
	16 December 2026 (FFPPOA)	Variable % increase to weekly rates (all classifications)
		\$350 Nauseous Work Allowance
		\$350 Nauseous Work Allowance (Theatre & Instrument Technicians)
		\$250 Educational Incentive Allowance
	1 January 2027 (FFPPOA)	Additional compliance wage uplift (Dental Assistants only)
		3% increase to allowance rates
	1 July 2027 (FFPPOA)	Additional compliance wage uplift (Dental Assistants only)
	16 December 2027 (FFPPOA)	Variable % increase to weekly rates (all classifications)
		\$350 Nauseous Work Allowance
		\$350 Nauseous Work Allowance (Theatre & Instrument Technicians)
		\$250 Educational Incentive Allowance
	31 December 2027	Nominal Expiry Date
	31 December 2027 (FFPPOA)	3% increase to allowance rates

This Salary Circular incorporates the increases to the Health Professionals and Support Services Award 2020 minimum wages from 1 July 2026 as determined by the Fair Work Commission on 19 June 2026

IMPORTANT NOTE:
AWARD RATES EXCEED SOME EA RATES IN THIS SALARY CIRCULAR FROM FFPPOA 1 JULY 2026
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 2026