

VHIA SALARY CIRCULAR

Number: 871 - Updated
Addressee: Public Sector Members
Date: 18 June 2025
Agreement: Victorian Public Health Sector (General Dentists)(Single Interest Employers) Enterprise Agreement 2024-2028

Sheet 1: Wages
Sheet 2: Allowances
Sheet 3: Other Payments

Timeline of Events

1 January 2024 (FFPPOA)	3.0% increase to wage rates and allowances
1 January 2025 (FFPPOA)	3.0% increase to wage rates and allowances
1 January 2026 (FFPPOA)	3.0% increase to wage rates and allowances
1 January 2027 (FFPPOA)	3.0% increase to wage rates and allowances

The employees covered by this Agreement are not covered by a modern award. Accordingly their rates of pay are assessed against the National Minimum Wage from 1 July 2024 as determined by the Fair Work Commission on 3 June 2024

NOTE: The wages in this Agreement are expressed at fortnightly rates. Accordingly, Sheet 1 - Wages are expressed as fortnightly rates.

The allowances in this Agreement are expressed as per occasion.

Classification	Paycode	FFPPOA 1 January 2024	FFPPOA 1 January 2025	FFPPOA 1 January 2026	FFPPOA 1 January 2027	Award Classification	Award Rate (1/7/24)	Rate Above Award	% Above Award
Level 1									
Level 1	DF1	\$3,135.39	\$3,229.46	\$3,326.34	\$3,426.13	National Minimum Wage	\$915.90	\$698.83	43.28%
Level 2									
Level 2A	DF2	\$3,412.15	\$3,514.15	\$3,619.95	\$3,728.54	National Minimum Wage	\$915.90	\$841.18	47.87%
Level 2B	DF3	\$3,633.54	\$3,742.55	\$3,854.82	\$3,970.47	National Minimum Wage	\$915.90	\$955.38	51.05%
Level 2C	DF4	\$3,854.77	\$3,970.42	\$4,089.53	\$4,212.21	National Minimum Wage	\$915.90	\$1,069.31	53.86%
Level 3									
Level 3A	DG3	\$4,315.82	\$4,445.30	\$4,578.66	\$4,716.02	National Minimum Wage	\$915.90	\$1,306.75	58.79%
Level 3B	DG4	\$4,516.08	\$4,651.57	\$4,791.11	\$4,934.85	National Minimum Wage	\$915.90	\$1,409.89	60.62%
Level 3C	DG5	\$4,716.22	\$4,857.71	\$5,003.44	\$5,153.55	National Minimum Wage	\$915.90	\$1,512.96	62.29%
Level 3D	DG6	\$4,916.44	\$5,063.94	\$5,215.86	\$5,372.33	National Minimum Wage	\$915.90	\$1,616.07	63.83%
Level 3E	DG7	\$5,150.97	\$5,305.50	\$5,464.66	\$5,628.60	National Minimum Wage	\$915.90	\$1,736.85	65.47%
Level 4									
Level 4 (Clinical)	DG8	\$5,298.38	\$5,457.33	\$5,621.05	\$5,789.68	National Minimum Wage	\$915.90	\$1,812.77	66.43%
Level 4 (Clinical)	DG8	\$5,516.94	\$5,682.45	\$5,852.92	\$6,028.51	National Minimum Wage	\$915.90	\$1,925.33	67.76%
Level 4 (Managerial)	DG8	\$5,298.38	\$5,457.33	\$5,621.05	\$5,789.68	National Minimum Wage	\$915.90	\$1,812.77	66.43%
Level 4 (Managerial)	DG8	\$5,516.94	\$5,682.45	\$5,852.92	\$6,028.51	National Minimum Wage	\$915.90	\$1,925.33	67.76%
Level 4 (Hybrid)	DG18	\$6,361.71	\$6,552.56	\$6,749.13	\$6,951.61	National Minimum Wage	\$915.90	\$2,360.38	72.04%
Level 5									
Level 5 (Clinical)	DQ4	\$5,880.98	\$6,057.41	\$6,239.13	\$6,426.30	National Minimum Wage	\$915.90	\$2,112.81	69.76%
Level 5 (Clinical)	DQ4	\$6,426.96	\$6,619.77	\$6,818.37	\$7,022.92	National Minimum Wage	\$915.90	\$2,393.99	72.33%
Level 5 (Managerial)	DQ4	\$5,880.98	\$6,057.41	\$6,239.13	\$6,426.30	National Minimum Wage	\$915.90	\$2,112.81	69.76%
Level 5 (Managerial)	DQ4	\$6,426.96	\$6,619.77	\$6,818.37	\$7,022.92	National Minimum Wage	\$915.90	\$2,393.99	72.33%
Level 5 (Hybrid)	DQ14	\$6,816.09	\$7,020.57	\$7,231.19	\$7,448.13	National Minimum Wage	\$915.90	\$2,594.39	73.91%

Uniform and Laundry Allowance

	FFPPOA 1 January 2024	FFPPOA 1 January 2025	FFPPOA 1 January 2026	FFPPOA 1 January 2027
Uniform Allowance (Full-time Weekly rate)	\$4.57	\$4.71	\$4.85	\$5.00
Uniform Allowance (Full-time Daily Rate)	\$0.91	\$0.94	\$0.97	\$1.00
Laundry Allowance (Full-time Weekly rate)	\$4.57	\$4.71	\$4.85	\$5.00
Laundry Allowance (Full-time Daily Rate)	\$0.91	\$0.94	\$0.97	\$1.00
Shift Work				
Morning/Afternoon Shift	\$56.45	\$58.14	\$59.89	\$61.69
Change of Shift	\$90.32	\$93.03	\$95.82	\$98.70