

ADVENTIST SENIOR LIVING

NURSING STAFF

Assistant in Nursing	Current	Nursing Assistant	FFPPOA	FFPPOA	FFPPOA
			1 January 2024	1 July 2024	1 July 2025
1st Year	\$29.26	1st year	\$30.43	\$31.19	\$31.97
2nd year	\$29.71	2nd year	\$30.90	\$31.68	\$32.47
3rd Year	\$30.19	3rd year	\$31.40	\$32.18	\$32.99
Thereafter	\$31.16	4th year and thereafter	\$32.41	\$33.22	\$34.05
Assistant in Nursing Cert III	\$31.16	Experienced (Cert III qualification)	\$33.00	\$33.83	\$34.67
Assistant in Nursing - Team Leader	\$31.16	Nurse Assistant)(Cert IV qualification) Appointed Team Leader role	\$33.50	\$34.34	\$35.20

Student Enrolled Nurse

Student Enrolled Nurse

1st year	\$28.10	21 years of age and over 1st year	\$29.22	\$29.95	\$30.70
2nd year	\$28.10	21 years of age and over 2nd year	\$29.36	\$30.09	\$30.85
3rd year	\$28.10				
Thereafter	\$28.23				

Enrolled Nurse

Enrolled Nurse with notation

Pay point 1	\$33.99	Pay point 1	\$35.35	\$36.23	\$37.14
Pay point 2	\$34.05	Pay point 2	\$35.41	\$36.30	\$37.20
Pay point 3	\$34.10	Pay point 3	\$35.46	\$36.35	\$37.26
Pay point 4	\$34.15	Pay point 4	\$35.51	\$36.40	\$37.31
Pay point 5	\$36.26	Pay point 5	\$36.26	\$37.17	\$38.10

Enrolled Nurse

Enrolled Nurse

Pay point 1	\$36.09	Pay point 1	\$36.09	\$36.99	\$37.92
Pay point 2	\$36.99	Pay point 2	\$36.99	\$37.91	\$38.86
Pay point 3	\$37.83	Pay point 3	\$37.83	\$38.78	\$39.75
Pay point 4	\$38.67	Pay point 4	\$38.67	\$39.64	\$40.63
Pay point 5	\$38.67				

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Registered nurse—level 1

1st Year	\$41.33	Pay point 1	\$41.33	\$42.36	\$43.42
2nd Year	\$43.69	Pay point 2	\$43.69	\$44.78	\$45.90
3rd Year	\$46.18	Pay point 3	\$46.18	\$47.33	\$48.52
4th Year	\$48.85	Pay point 4	\$48.85	\$50.07	\$51.32
5th Year & Thereafter	\$51.67	Pay point 5	\$51.67	\$52.96	\$54.29

Registered nurse—level 1

Minimum entry rate

Four year degree (4th Year)	\$45.88	Four year degree	\$47.72	\$48.91	\$50.13
Masters degree (5th Year & Thereafter)	\$48.55	Masters degree	\$50.49	\$51.75	\$53.05

Minimum entry rate

Registered nurse—level 2

Clinical Nurse Specialist & Educator	\$50.98	Pay point 1	\$53.02	\$54.34	\$55.70
Clinical Nurse Specialist & Educator	\$51.06	Pay point 2	\$53.10	\$54.43	\$55.79
Clinical Nurse Specialist & Educator	\$51.15	Pay point 3	\$53.19	\$54.52	\$55.89
Clinical Nurse Specialist & Educator	\$56.74	Pay point 4 and thereafter	\$56.74	\$58.16	\$59.61

Registered nurse—level 2 CNS

Nurse Educator

1st year	\$57.76	Pay point 1	\$57.76	\$59.20	\$60.68
2nd year	\$59.33	Pay point 2	\$59.33	\$60.81	\$62.33
3rd year	\$60.77	Pay point 3	\$60.77	\$62.29	\$63.85
4th year	\$63.72	Pay point 4 and thereafter	\$63.72	\$65.31	\$66.95

Registered nurse—level 3 NE

Registered nurse—level 3

1st year	\$62.09	Pay point 1	\$62.09	\$63.64	\$65.23
2nd year	\$62.19	Pay point 2	\$62.19	\$63.75	\$65.34
3rd year	\$62.30	Pay point 3	\$62.30	\$63.85	\$65.45

Registered nurse—level 3 CNC

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4th year	\$63.72	Pay point 4 and thereafter	\$63.72	\$65.31	\$66.95
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Nursing Unit Manager (personal to current occupants as at 1/3/99)

Level I – First Year	\$54.38				
Level I - Second Year	\$59.33	Level I	\$59.33	\$60.81	\$62.33
Level II	\$60.77	Level II	\$60.77	\$62.29	\$63.85
Level III	\$62.31	Level III	\$62.31	\$63.87	\$65.46

Senior Nurse Educator

Registered nurse—level 4 SNE

Grade 1 1st Year	\$61.79	Grade 1 1st Year	\$64.26	\$65.87	\$67.51
Grade 1 2nd Year	\$62.92	Grade 1 2nd Year	\$65.44	\$67.08	\$68.75
Grade 1 3rd Year	\$64.84	Grade 1 3rd Year	\$67.43	\$69.12	\$70.84

Grade 2 1st Year	\$62.23	Grade 2 1st Year	\$64.72	\$66.34	\$68.00
Grade 2 2nd Year	\$63.36	Grade 2 2nd Year	\$65.90	\$67.55	\$69.24
Grade 2 3rd Year	\$65.28	Grade 2 3rd Year	\$67.89	\$69.59	\$71.33

Grade 3 1st Year	\$62.62	Grade 3 1st Year	\$65.12	\$66.75	\$68.42
Grade 3 2nd Year	\$63.75	Grade 3 2nd Year	\$66.31	\$67.96	\$69.66
Grade 3 3rd Year	\$65.67	Grade 3 3rd Year	\$68.29	\$70.00	\$71.75

Assistant Director of Nursing

Registered nurse—level 4 Clinical Care Coordinator

< 150 beds	\$56.53				
< 150 beds	\$56.97				
< 150 beds	\$60.03	< 150 beds	\$60.22	\$61.72	\$63.27
151 - 250 beds	\$60.91				
151 - 250 beds	\$64.70	151 - 250 beds	\$64.70	\$66.32	\$67.98
> 251 beds	\$66.51	> 251 beds	\$66.51	\$68.17	\$69.88

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Deputy Director of Nursing

Registered nurse—level 4 DDON

<20 beds	\$61.12	<20 beds	\$61.12	\$62.65	\$64.21
21-75 beds	\$58.90				
21-75 beds	\$62.55	21-75 beds	\$62.55	\$64.11	\$65.72
76-100 beds	\$60.54				
76-100 beds	\$64.30	76-100 beds	\$64.30	\$65.91	\$67.56
101-150 beds	\$61.70				
101-150 beds	\$65.53	101-150 beds	\$65.53	\$67.17	\$68.85
151-200 beds	\$61.70				
151-200 beds	\$67.30	151-200 beds	\$67.30	\$68.98	\$70.71

Director of Nursing

Registered nurse—level 5 DON

<25 beds	\$63.70				
<25 beds	\$67.66	<25 beds	\$67.66	\$69.35	\$71.09
26-50 beds	\$67.08				
26-50 beds	\$67.40				
26-50 beds	\$71.24	26-50 beds	\$71.24	\$73.02	\$74.85
51-75 beds	\$68.38				
51-75 beds	\$68.70				
51-75 beds	\$73.45	51-75 beds	\$73.45	\$75.29	\$77.17
76-100 beds	\$70.00				
76-100 beds	\$74.83	76-100 beds	\$74.83	\$76.70	\$78.62
101-150 beds	\$72.27				
101-150 beds	\$72.70				
101-150 beds	\$76.76	101-150 beds	\$76.76	\$78.68	\$80.65
151-200 beds	\$74.88				
151-200 beds	\$75.65				
151-200 beds	\$79.53	151-200 beds	\$79.53	\$81.52	\$83.56

ADVENTIST SENIOR LIVING

PERSONAL CARE WORKERS AND RECREATIONAL ACTIVITIES OFFICERS/ LIFESTYLE OFFICERS

Personal Care Worker	Current	Personal Care Worker	FFPPOA 1 January 2024	FFPPOA 1 July 2024	FFPPOA 1 July 2025
CSE 1 - New Entrant (< 3 months)	\$27.57	Personal Care Worker - New Entrant <500 hours exp	\$28.67	\$29.39	\$30.12
CSE 1 (not required to have Cert III)	\$28.66	Personal Care Worker Level 1	\$29.80	\$30.55	\$31.31
CSE 2 - level 1	\$29.76	Recreational/Lifestyle activities officer (unqualified) / Personal Care Worker Level 2	\$30.95	\$31.72	\$32.52
CSE 1 required to have a Cert III	\$30.11	Recreational/Lifestyle activities officer (Cert III) / Personal Care Worker Level 3 (Cert III)	\$31.31	\$32.10	\$32.90
CSE 4 - Level 1	\$31.59	Personal Care Worker Level 4 (Cert IV). Appointed role.	\$32.86	\$33.68	\$34.52
CSE 5 (minimum)	\$36.37	Personal Care Worker Level 5 (Cert IV). Appointed role	\$37.83	\$38.77	\$39.74

ADVENTIST SENIOR LIVING

HEAD CHEF/HEAD COOK

The single most senior food services employee engaged by any employer at the facility or site.

	Current	Most Senior Cook	FFPPOA 1 January 2024	FFPPOA 1 July 2024	FFPPOA 1 July 2025
CSE 3 (inc - Trades ie Cook)	\$30.11	Most Senior cook (trade) Aged Care Level 4	\$31.31	\$32.10	\$32.90
CSE 4 - Level 1 (including Chef)	\$31.59	Most Senior cook (Chef) Aged Care Level 5	\$32.85	\$33.67	\$34.51

Assistant Catering Officer

80 to 120 beds	\$32.81				
120 to 300 beds	\$33.23	Most Senior cook (Senior Chef) Aged Care Level 6	\$34.12	\$34.98	\$35.85

Catering Officer

80 to 120 beds	\$34.61	Chef /Food services supervisor Aged Care Level 7	\$34.73	\$35.60	\$36.49
120 to 200	\$33.40				

ADVENTIST SENIOR LIVING

HEALTH PROFESSIONALS

Health Professional Level 1 - (UG2) Dip / ADip	Current	Health Professional Level 1 - (UG2) Dip / ADip	FFPPOA 1 January 2024	FFPPOA 1 July 2024	FFPPOA 1 July 2025
First Year	\$27.47	First Year	\$30.09	\$30.84	\$31.61
Second Year	\$28.53	Second Year	\$31.87	\$32.67	\$33.48
Third year	\$29.79	Third year	\$33.23	\$34.06	\$34.91
Fourth Year	\$30.82	Fourth Year	\$34.45	\$35.31	\$36.19
Fifth Year	\$33.57	Fifth Year	\$35.60	\$36.49	\$37.40
Sixth Year & Thereafter	\$34.76	Sixth Year & Thereafter	\$36.49	\$37.40	\$38.34

Level 1 - Bachelors Degree

Level 1 - Bachelors Degree

Health Professional Employee Level 1, PP2 (3 yr degree entry)	\$28.53	First Year	\$31.87	\$32.67	\$33.48
Health Professional Employee Level 1, PP3 (4 yr degree entry)	\$29.79	Second Year	\$33.23	\$34.06	\$34.91
Health Professional Employee Level 1, PP4 (Masters degree entry)	\$30.82	Third year	\$34.45	\$35.31	\$36.19
Health Professional Employee Level 1, PP5 (PHD qualification)	\$33.57	Fourth Year	\$35.60	\$36.49	\$37.40
Health Professional Employee Level 1, PP6	\$34.76	Fifth Year & Thereafter	\$36.49	\$37.40	\$38.34

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Level 1 - Four Year Degree

Health Professional Employee Level 1, PP3 (4 yr degree entry)	\$29.79	First Year	\$33.23	\$34.06	\$34.91
Health Professional Employee Level 1, PP4 (Masters degree entry)	\$30.82	Second Year	\$34.45	\$35.31	\$36.19
Health Professional Employee Level 1, PP5 (PHD qualification)	\$33.57	Third Year	\$35.60	\$36.49	\$37.40
Health Professional Employee Level 1, PP6	\$34.76	Fourth Year & Thereafter	\$36.49	\$37.40	\$38.34

Level 1 - Four Year Degree

Level 1 - Masters Degree

Health Professional Employee Level 1, PP4 (Masters degree entry)	\$30.82	First Year	\$34.45	\$35.31	\$36.19
Health Professional Employee Level 1, PP5 (PHD qualification)	\$33.57	Second Year	\$35.60	\$36.49	\$37.40
Health Professional Employee Level 1, PP6	\$34.76	Third Year & Thereafter	\$36.49	\$37.40	\$38.34

Level 1 - Masters Degree

Diversional Therapists – Level 2

First Year	\$34.95	First Year	\$36.35	\$37.26	\$38.19
Second Year	\$36.22	Second Year	\$37.67	\$38.61	\$39.58
Third Year	\$37.61	Third year	\$39.11	\$40.09	\$41.09
Fourth Year & Thereafter	\$39.11	Fourth Year	\$40.67	\$41.68	\$42.73

Diversional Therapists – Level 2

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Diversional Therapists – Level 3

Diversional Therapists – Level 3

First Year	\$40.80	First Year	\$42.43	\$43.49	\$44.58
Second Year	\$41.94	Second Year	\$43.62	\$44.71	\$45.83
Third Year	\$42.84	Third Year	\$44.56	\$45.67	\$46.81
Fourth Year	\$44.75	Fourth Year	\$46.54	\$47.70	\$48.89
Fifth Year & Thereafter	\$46.40	Fifth Year & Thereafter	\$48.26	\$49.46	\$50.70

HOME CARE STAFF

Home Care Employee	Current	Home Care Employee	FFPPOA 1 January 2024	FFPPOA 1 July 2024	FFPPOA 1 July 2025
New Entrant – (up to 6 months)	\$27.89				
Grade 1 - (6 - 12 months)	\$27.89	Home Care employee Level 1	\$29.01	\$29.73	\$30.48

Home Care employee level 2

Home Care Employee

Grade 1	\$29.51				
Grade 1	\$29.71				
Grade 2	\$29.51				
Grade 2	\$29.71	Home Care employee Level 2	\$30.89	\$31.67	\$32.46

Home care employee level 3

Home Care Employee (Cert III)

Grade 3	\$30.11	Pay point 1	\$31.31	\$32.10	\$32.90
Grade 3	\$31.04	Pay point 2	\$32.28	\$33.09	\$33.92

Home Care Co-ordinator

Home Care Employee Level 4

Grade 1	\$32.85	Pay point 1	\$34.17	\$35.02	\$35.90
Grade 1	\$33.51	Pay point 2	\$34.85	\$35.72	\$36.61

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Home Care Co-ordinator

Level 5 - Home Care Co-ordinator

Grade 2	\$35.34	Pay point 1	\$36.75	\$37.67	\$38.61
Grade 2	\$36.61	Pay point 2	\$38.07	\$39.03	\$40.00

NON-DIRECT AGED CARE STAFF

	Current	Level 1 <500 hours experience	FFPPOA 1 January 2024	FFPPOA 1 July 2024	FFPPOA 1 July 2025
CSE 1 (non direct care employee)	\$24.94	General Services Level 1	\$25.88	\$26.53	\$27.19
Catering Officer, Trainee 1st Year (< 3 months)	\$24.29	Catering Services Level 1	\$25.26	\$25.89	\$26.54
Clerk 1 - Junior (< 3 months)	\$24.04				
Clerk 2 - Junior (< 3 months)	\$24.47				
Clerk 1 (< 3 months)	\$25.22				
Clerk 2 (< 3 months)	\$26.79	Clerical Support Services Level 1	\$27.82	\$28.52	\$29.23

	Current	Level 2			
CSE 2 (Handyperson)	\$24.92	General Services Level 2	\$25.92	\$26.57	\$27.23
CSE 2 (non direct care employee)	\$26.35	General Services Level 2	\$26.35	\$27.01	\$27.68
Clerk 1 - Junior (3 months < 1 years service)	\$24.92				
Clerk 2 - Junior (3 months < 1 years service)	\$24.92				
Clerk 1 (3 months < 1 years service)	\$25.22	Clerical Support Services Level 2 PP1	\$26.23	\$26.88	\$27.56

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Clerk 2 (3 months < 1 years service)	\$26.79	Clerical Support Services Level 2 PP2	\$27.82	\$28.52	\$29.23
Catering Officer, Trainee 1st Year	\$24.92				
Catering Officer, Trainee 2nd Year	\$24.92				
Catering Officer, Trainee 3rd Year	\$25.26	Catering Services Level 2	\$26.27	\$26.93	\$27.60

	Current	Level 3	FFPPOA 1 January 2024	FFPPOA 1 July 2024	FFPPOA 1 July 2025
Clerk 1 - Junior (2nd and subsequent years of service)	\$25.88				
Clerk 2 - Junior (2nd and subsequent years of service)	\$25.88				
		Catering Services Level 3	\$28.65	\$29.36	\$30.10
Clerk 1 (2nd and subsequent years of service)	\$25.88	Clerical Support Services Level 3 PP1	\$26.91	\$27.59	\$28.28
Clerk 2 (2nd and subsequent years of service)	\$28.43	Clerical Support Services Level 3 PP2	\$28.43	\$29.14	\$29.87
Maintenance Super (otherwise)	\$27.99	General Services Level 3	\$28.65	\$29.36	\$30.10

	Current	Level 4			
CSE 3 (Cook)	\$27.99	Catering Services Level 4 - Cook (Trade)	\$27.99	\$28.69	\$29.41
Clerk 3 - Junior	\$26.18				
Clerk 3	\$30.13	Clerical Support Services Level 4	\$30.13	\$30.88	\$31.66

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Maintenance Supervisor (Trade)	\$31.82	General Services Level 4 - Trade	\$31.82	\$32.62	\$33.43
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Current

Level 5

Clerk 4 - Junior	\$27.07	Catering Services Level 5 - Chef	\$28.15	\$28.86	\$29.58
Clerk 4	\$31.53	Clerical Support Services Level 5	\$31.53	\$32.32	\$33.13
Maintenance Supervisor (otherwise) - in charge of staff	\$29.93	General Services Level 5 - In charge of staff	\$29.93	\$30.68	\$31.45

Current

Level 6

Assistant Catering Officer					
80 to 120 beds	\$28.53				
120 to 300 beds	\$28.53	Catering Services Level 6 - Senior Chef	\$29.67	\$30.41	\$31.17
300 to 500 beds	\$29.27				
500 to 1000 beds	\$30.07				

Current

Level 7

Clerk 5 - Junior	\$29.04				
Clerk 5	\$32.99	Clerical Support Services Level 7	\$32.99	\$33.81	\$34.66

**Apprentice Cook
(% of CSE 3)**

**Apprentice Cook
(% of ACE 4)**

1st year (55%)	1st year (55%)
2nd year (65%)	2nd year (65%)
3rd year (80%)	3rd year (80%)
4th year (95%)	4th year (95%)

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**Apprentice Gardener
(% of CSE 3)**

**Apprentice Gardener
(% of ACE 4)**

1st year (55%)	1st year (55%)
2nd year (65%)	2nd year (65%)
3rd year (75%)	3rd year (75%)
4th year (95%)	4th year (95%)