

# 2016 - 2020 PUBLIC MENTAL HEALTH EBA BACK PAY FACTSHEET

	RPN, PEN & PSOs	Mental Health Professionals + Forensicare Psychologists	Admin, management, Health and Allied Services
Lump Sum Payment (EBA Sign on Bonus)	1.5% of Total Earnings (including salary, allowances and penalty payments) for 12 months prior to the new EBA approval	\$2076.42 Pro-rata for part time staff	\$1561 Pro-rata for part time staff
Back Payments (Backpay for EBA pay increased)	3% increase from October 1 - April 1 3% increase from April 1 - new EBA date of approval	3.25% - 5% pay increase (depending on classification) from October 1 - new EBA date of approval	5% increase from October 1 - new EBA date of approval

### PAYMENTS WILL COME ACROSS TWO PAY PERIODS

The lumpsum and Backpayments will be separated across two pay periods. This is to avoid losing the payments to tax.

### RPN, PEN AND MENTAL HEALTH PROFESSIONAL CPD ALLOWANCE

CPD allowances have been rolled in to boost base salary. This decision came after complaints of losing the majority of the payment to tax.

### HEALTH PROFESSIONAL WAGE INCREASES

Wage increases for Mental Health Professionals will be complicated because of the incremental boost (all Mental Health Professionals will increase an increment as well as receiving a wage increase) to check specific details please look at the wage table [here](#).