

# Registered Psychiatric Nurses, Psychiatric Enrolled Nurses and Psychiatric Services Officers



A full time RPN 3 will receive \$34,554 in additional wages over the next 4 years. This base wage alone, and does not include allowances, overtime, salary packaging or superannuation!

## 128.8 EXTRA STAFF FOR VICTORIAN MENTAL HEALTH SERVICES!

HACSU members have won the greatest increase to Mental Health Staffing in over 20 years. This EBA will see an additional 128.8 EFT introduced to the workforce. This additional staffing will address the ongoing staffing and workload crisis and help to reduce workplace violence.

## PAY PARITY FOR REGISTERED PSYCHIATRIC NURSES!

HACSU members have won massive wage increases, with RPNs finally reaching parity with NSW nurses by 2019.

## AGED MENTAL HEALTH AND ENROLLED NURSE EDUCATORS

This EBA will introduce aged Mental Health and Enrolled Nurse Educators.

## COMMUNITY WORKLOAD MANAGEMENT TOOL

Another EBA first; this tool will allow staff and health services to measure the split between direct clinical and organisational duties.

## PEN LEVEL 4

The new PEN educator will be a level 4. This EBA is the first time this classification has been introduced to an EBA!

## PSYCHIATRIC SERVICES OFFICERS

CURRENT CLASSIFICATION	CURRENT WEEKLY RATE	NEW RATE 1 OCT 16	NEW RATE 1 APR 17	NEW RATE 1 APR 18	NEW RATE 1 APR 19	CUMULATIVE BENEFIT	TOTAL WAGE INCREASE	FINAL CLASSIFICATION
<b>INCREASE</b>		<b>3%</b>	<b>3%</b>	<b>3.25%</b>	<b>4%</b>			
PSO LEVEL 1 Y 1	\$814.80	\$857.00	\$882.70	\$911.40	\$947.90	\$17,669.60	16%	PSO LEVEL 1 YEAR 1
PSO LEVEL 1 Y 2	\$837.30	\$880.20	\$906.60	\$936.10	\$973.50	\$18,054.40	16%	PSO LEVEL 1 YEAR 2
PSO LEVEL 1 Y 3	\$869.40	\$913.30	\$940.70	\$971.30	\$1,010.20	\$18,610.80	16%	PSO LEVEL 1 YEAR 3
PSO LEVEL 1 Y 4	\$891.90	\$936.40	\$964.50	\$995.80	\$1,035.60	\$18,964.40	16%	PSO LEVEL 1 YEAR 4
PSO LEVEL 1 Y 5	\$914.60	\$959.80	\$988.60	\$1,020.70	\$1,061.50	\$19,354.40	16%	PSO LEVEL 1 YEAR 5
PSO LEVEL 1 Y 6	\$937.20	\$983.10	\$1,012.60	\$1,045.50	\$1,087.30	\$19,744.40	16%	PSO LEVEL 1 YEAR 6
PSO LEVEL 1 Y 7	\$955.70	\$1,002.20	\$1,032.30	\$1,065.80	\$1,108.40	\$20,066.80	16%	PSO LEVEL 1 YEAR 7
PSO LEVEL 1 Y 8	\$974.40	\$1,021.40	\$1,052.00	\$1,086.20	\$1,129.60	\$20,363.20	16%	PSO LEVEL 1 YEAR 8
PSO LEVEL 2 Y 1	\$978.40	\$1,025.50	\$1,056.30	\$1,090.60	\$1,134.20	\$20,436.00	16%	PSO LEVEL 2 YEAR 1
PSO LEVEL 2 Y 2	\$1,007.10	\$1,055.10	\$1,086.80	\$1,122.10	\$1,167.00	\$20,935.20	16%	PSO LEVEL 2 YEAR 2
PSO LEVEL 2 Y 3	\$1,023.80	\$1,072.30	\$1,104.50	\$1,140.40	\$1,186.00	\$21,216.00	16%	PSO LEVEL 2 YEAR 3
PSO LEVEL 2 Y 4	\$1,046.20	\$1,095.40	\$1,128.30	\$1,165.00	\$1,211.60	\$21,606.00	16%	PSO LEVEL 2 YEAR 4
PSO LEVEL 2 Y 5	\$1,064.70	\$1,114.40	\$1,147.80	\$1,185.10	\$1,232.50	\$21,892.00	16%	PSO LEVEL 2 YEAR 5
PSO LEVEL 3 Y 1	\$1,092.50	\$1,143.10	\$1,177.40	\$1,215.70	\$1,264.30	\$22,386.00	16%	PSO LEVEL 3 YEAR 1
PSO LEVEL 3 Y 2	\$1,116.20	\$1,167.50	\$1,202.50	\$1,241.60	\$1,291.30	\$22,781.20	16%	PSO LEVEL 3 YEAR 2
PSO LEVEL 3 Y 3	\$1,140.70	\$1,192.70	\$1,228.50	\$1,268.40	\$1,319.10	\$23,186.80	16%	PSO LEVEL 3 YEAR 3
PSO LEVEL 3 Y 4	\$1,159.50	\$1,212.10	\$1,248.50	\$1,289.10	\$1,340.70	\$23,524.80	16%	PSO LEVEL 3 YEAR 4

\* INCLUDES 'ROLL-IN' OF \$900 PD ALLOWANCE

## REGISTERED PSYCHIATRIC NURSES

CURRENT CLASSIFICATION	CURRENT WEEKLY RATE	NEW RATE 1 OCT 16	NEW RATE 1 APR 17	NEW RATE 1 APR 18	NEW RATE 1 APR 19	CUMULATIVE BENEFIT	TOTAL WAGE INCREASE	FINAL CLASSIFICATION
<b>INCREASE</b>		<b>3%</b>	<b>3%</b>	<b>3.25%</b>	<b>VARIOUS</b>			
RPN GRADE 2 Y1	\$1,034.30	\$1,083.10	\$1,115.60	\$1,151.90	\$1,188.40	\$20,893.60	15%	RPN GRADE 2 Y 1
RPN GRADE 2 Y2	\$1,074.30	\$1,124.30	\$1,158.00	\$1,195.60	\$1,255.30	\$22,672.00	17%	RPN GRADE 2 Y 2
RPN GRADE 2 R 3	\$1,114.60	\$1,165.80	\$1,200.80	\$1,239.80	\$1,322.20	\$24,450.40	19%	RPN GRADE 2 Y3
RPN GRADE 2 YR 4	\$1,154.80	\$1,207.20	\$1,243.40	\$1,283.80	\$1,394.00	\$26,478.40	21%	RPN GRADE 2 Y 4
RPN GRADE 2 YR 5	\$1,194.90	\$1,248.50	\$1,286.00	\$1,327.80	\$1,465.30	\$28,496.00	23%	RPN GRADE 2 Y 5
RPN GRADE 2 YR 6	\$1,235.00	\$1,289.80	\$1,328.50	\$1,371.70	\$1,534.80	\$30,409.60	24%	RPN GRADE 2 Y 6
RPN GRADE 2 YR 7	\$1,275.10	\$1,331.10	\$1,371.00	\$1,415.60	\$1,613.20	\$32,786.00	27%	RPN GRADE 2 Y7
RPN GRADE 2 YR 8	\$1,306.50	\$1,363.50	\$1,404.40	\$1,450.00	\$1,678.50	\$34,860.80	28%	RPN GRADE 2 Y 8
RPN GRADE 2 YR 9	\$1,338.00	\$1,395.90	\$1,437.80	\$1,484.50	\$1,678.50	\$33,524.40	25%	
RPN GRADE 2 YR 10	\$1,369.20	\$1,428.10	\$1,470.90	\$1,518.70	\$1,678.50	\$32,208.80	23%	
RPN GRADE 2 ADVANCED	\$1,409.30	\$1,469.40	\$1,513.50	\$1,562.70	\$1,746.70	\$34,065.20	24%	RPN GRADE 2 ADVANCED
PSYCH CLIN NURSE SPEC	\$1,409.30	\$1,469.40	\$1,513.50	\$1,562.70	\$1,746.70	\$34,065.20	24%	PSYCH CLIN NURSE SPEC
RPN GRADE 3 Y 1	\$1,426.00	\$1,486.60	\$1,531.20	\$1,581.00	\$1,750.00	\$33,529.60	23%	RPN GRADE 3 Y 1
RPN GRADE 3 Y 2	\$1,440.20	\$1,501.20	\$1,546.20	\$1,596.50	\$1,750.00	\$32,921.20	22%	
RPN GRADE 3 Y 3	\$1,463.00	\$1,524.70	\$1,570.40	\$1,621.40	\$1,800.00	\$34,554.00	23%	RPN GRADE 3 Y 2
RPN GRADE 3 Y 4 / ANUM Y 1	\$1,491.00	\$1,553.50	\$1,600.10	\$1,652.10	\$1,880.20	\$37,538.80	26%	RPN GRADE 3 Y 3 / ANUM Y1
RPN GRADE 3 Y 5 ANUM Y 2	\$1,523.60	\$1,587.10	\$1,634.70	\$1,687.80	\$1,943.40	\$39,447.20	28%	RPN GRADE 3 Y 4 / ANUM Y2
RPN GRADE 4 Y 1	\$1,561.30	\$1,625.90	\$1,674.70	\$1,729.10	\$1,900.00	\$35,594.00	22%	RPN GRADE 4 YEAR 1
RPN GRADE 4 Y 2	\$1,592.60	\$1,658.20	\$1,707.90	\$1,763.40	\$1,900.00	\$34,273.20	19%	
RPN GRADE 4 Y 3	\$1,630.10	\$1,696.80	\$1,747.70	\$1,804.50	\$2,000.00	\$37,887.20	23%	RPN GRADE 4 Y 2
RPN GRADE 4 Y 4	\$1,662.90	\$1,730.60	\$1,782.50	\$1,840.40	\$2,000.00	\$36,498.80	20%	
RPN GRADE 4 Y 5	\$1,682.80	\$1,751.10	\$1,803.60	\$1,862.20	\$2,100.00	\$40,856.40	25%	RPN GRADE 4 Y 3
RPN G4 Y1 UNIT MGR	\$1,744.90	\$1,815.00	\$1,869.50	\$1,930.30	\$2,218.70	\$44,402.80	27%	RPN G4 UNIT MGR
RPN G4 Y2 UNIT MGR	\$1,787.70	\$1,859.10	\$1,914.90	\$1,977.10	\$2,218.70	\$42,588.00	24%	
RPN G4 Y3 UNIT MGR	\$1,829.90	\$1,902.60	\$1,959.70	\$2,023.40	\$2,218.70	\$40,809.60	21%	
RPN G4 Y4 UNIT MGR	\$1,829.90	\$1,902.60	\$1,959.70	\$2,023.40	\$2,218.70	\$40,809.60	21%	
RPN G4 Y5 UNIT MGR	\$1,829.90	\$1,902.60	\$1,959.70	\$2,023.40	\$2,218.70	\$40,809.60	21%	
RPN GRADE 5	\$1,848.30	\$1,921.50	\$1,979.10	\$2,043.40	\$2,200.00	\$39,041.60	19%	RPN GRADE 5

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## PSYCHIATRIC ENROLLED NURSES

CURRENT CLASSIFICATION	CURRENT WEEKLY RATE	NEW RATE 1 OCT 16	NEW RATE 1 APR 17	NEW RATE 1 APR 18	NEW RATE 1 APR 19	CUMULATIVE BENEFIT	TOTAL WAGE INCREASE	FINAL CLASSIFICATION
<b>INCREASE</b>		<b>3%</b>	<b>3%</b>	<b>3.25%</b>	<b>4%</b>			
PSEN LEVEL 1 Y 1	\$903.30	\$948.20	\$976.60	\$1,008.30	\$1,048.60	\$19,162.00	16%	PSEN LEVEL 1 YEAR 1
PSEN LEVEL 1 Y 2	\$922.10	\$967.50	\$996.50	\$1,028.90	\$1,070.10	\$19,479.20	16%	PSEN LEVEL 1 YEAR 2
PSEN LEVEL 1 Y 3	\$940.80	\$986.80	\$1,016.40	\$1,049.40	\$1,091.40	\$19,801.60	16%	PSEN LEVEL 1 YEAR 3
PSEN LEVEL 1 Y 4	\$959.80	\$1,006.40	\$1,036.60	\$1,070.30	\$1,113.10	\$20,134.40	16%	PSEN LEVEL 1 YEAR 4
PSEN LEVEL 1 Y 5	\$971.40	\$1,018.30	\$1,048.80	\$1,082.90	\$1,126.20	\$20,311.20	16%	PSEN LEVEL 1 YEAR 5
PSEN LEVEL 1 Y 6	\$997.20	\$1,044.90	\$1,076.20	\$1,111.20	\$1,155.60	\$20,753.20	16%	PSEN LEVEL 1 YEAR 6
PSEN LEVEL 1 Y 7	\$1,015.60	\$1,063.80	\$1,095.70	\$1,131.30	\$1,176.60	\$21,060.00	16%	PSEN LEVEL 1 YEAR 7
PSEN LEVEL 1 Y 8	\$1,037.60	\$1,086.50	\$1,119.10	\$1,155.50	\$1,201.70	\$21,444.80	16%	PSEN LEVEL 1 YEAR 8
PSEN LEVEL 2 Y 1	\$1,059.70	\$1,109.30	\$1,142.60	\$1,179.70	\$1,226.90	\$21,824.40	16%	PSEN LEVEL 2 YEAR 1
PSEN LEVEL 2 Y 2	\$1,070.80	\$1,120.70	\$1,154.30	\$1,191.80	\$1,239.50	\$22,001.20	16%	PSEN LEVEL 2 YEAR 2
PSEN LEVEL 2 Y3	\$1,081.70	\$1,131.90	\$1,165.90	\$1,203.80	\$1,252.00	\$22,193.60	16%	PSEN LEVEL 2 YEAR 3
PSEN LEVEL 2 Y 4	\$1,107.40	\$1,158.40	\$1,193.20	\$1,232.00	\$1,281.30	\$22,635.60	16%	PSEN LEVEL 2 YEAR 4
PEN LEVEL 3 Y 1	\$1,136.80	\$1,188.70	\$1,224.40	\$1,264.20	\$1,314.80	\$23,134.80	16%	PEN LEVEL 3 YEAR 1
PEN LEVEL 3 Y 2	\$1,178.20	\$1,231.30	\$1,268.20	\$1,309.40	\$1,361.80	\$23,810.80	16%	PEN LEVEL 3 YEAR 2
PEN LEVEL 3 Y 3	\$1,197.60	\$1,251.30	\$1,288.80	\$1,330.70	\$1,383.90	\$24,143.60	16%	PEN LEVEL 3 YEAR 3
PEN LEVEL 3 Y 4	\$1,213.90	\$1,268.10	\$1,306.10	\$1,348.50	\$1,402.40	\$24,414.00	16%	PEN LEVEL 3 YEAR 4
PEN LEVEL 4 (EDUCATOR)	-	\$1,469.40	\$1,513.50	\$1,562.70	\$1,746.70			PEN LEVEL 4 (EDUCATOR)

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