

VHIA SALARY CIRCULAR

Number: 845
Addressee: PUBLIC SECTOR
From: CHIEF EXECUTIVE OFFICER
Date: 8 JANUARY 2024
Subject: MAINTENANCE (VICTORIAN PUBLIC SECTOR) (SINGLE INTEREST EMPLOYERS) ENTERPRISE AGREEMENT 2023 – 2027

Dear Member,

The *Maintenance (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2023 – 2027 (Agreement)* was approved on 3 January 2024. The Agreement commences operation on 10 January 2024.

In [Bulletin 2966](#), a draft salary circular was provided to assist with preparation. There are no amendments.

Please find attached the entire wage schedule for the Agreement.

The first increase takes effect from the **first full pay period on or after (FFPPOOA) 1 September 2023**.

The salary circular excel spreadsheet is also [attached](#).

Should you have any queries, please contact the Query Team on (03) 9861 4000 or email query@vhia.com.au.



Stuart McCullough
Chief Executive Officer

Victorian Hospitals' Industrial Association

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Our members care for people. VHIA cares for its members.

PLUMBING INDUSTRY EMPLOYEE WAGE RATES

Classification	Level	Code	FFPPOOA 1 Sep 2023	FFPPOOA 1 Sep 2024	FFPPOOA 1 Sep 2025	FFPPOOA 1 Sep 2026
Plumbing Trades Assistant	1	OB1	\$1,297.87	\$1,336.81	\$1,376.91	\$1,418.22
	1.1	OB2	\$1,341.13	\$1,381.37	\$1,422.81	\$1,465.49
Base Plumbing Trades	3	OB3	\$1,442.08	\$1,485.34	\$1,529.90	\$1,575.80
Industry Skilled Plumbing Trades	4	OB4	\$1,514.18	\$1,559.61	\$1,606.40	\$1,654.59
Qualified Plumbing Trades	5	OB5	\$1,586.29	\$1,633.88	\$1,682.89	\$1,733.38
Registered Plumbing Trades	6	OB6	\$1,658.39	\$1,708.14	\$1,759.39	\$1,812.17
Industry Skilled Registered Plumbing Trades	7	OB7	\$1,730.49	\$1,782.41	\$1,835.88	\$1,890.96
Advanced Plumbing Trades	8	OB8	\$1,802.60	\$1,856.68	\$1,912.38	\$1,969.75
Special Class Plumbing Trades	9	OB9	\$1,874.70	\$1,930.94	\$1,988.87	\$2,048.54
Plumbing Technician	10	OB10	\$2,018.91	\$2,079.48	\$2,141.86	\$2,206.12
Apprentice - Has Not Finished Year 12						
Plumbing Industry Apprentice Stage 1	N/A	OB11	\$721.04	\$742.67	\$764.95	\$787.90
Plumbing Industry Apprentice Stage 2		OB12	\$865.25	\$891.20	\$917.94	\$945.48
Plumbing Industry Apprentice Stage 3		OB13	\$1,081.56	\$1,114.01	\$1,147.43	\$1,181.85
Plumbing Industry Apprentice Stage 4		OB14	\$1,269.03	\$1,307.10	\$1,346.31	\$1,386.70
Apprentice - Finished Year 12						
Plumbing Industry Apprentice Stage 1	N/A	OB15	\$793.14	\$816.94	\$841.45	\$866.69
Plumbing Industry Apprentice Stage 2		OB16	\$937.35	\$965.47	\$994.44	\$1,024.27

Classification	Level	Code	FFPPOOA 1 Sep 2023	FFPPOOA 1 Sep 2024	FFPPOOA 1 Sep 2025	FFPPOOA 1 Sep 2026
Plumbing Industry Apprentice Stage 3		OB17	\$1,081.56	\$1,114.01	\$1,147.43	\$1,181.85
Plumbing Industry Apprentice Stage 4		OB18	\$1,326.71	\$1,366.51	\$1,407.51	\$1,449.73
Adult Apprentice						
Plumbing Industry Apprentice Stage 1	N/A	OB19	\$1,153.66	\$1,188.27	\$1,223.92	\$1,260.64
Plumbing Industry Apprentice Stage 2		OB20	\$1,240.19	\$1,277.39	\$1,315.72	\$1,355.19
Plumbing Industry Apprentice Stage 3		OB21	\$1,269.03	\$1,307.10	\$1,346.31	\$1,386.70
Plumbing Industry Apprentice Stage 4		OB22	\$1,326.71	\$1,366.51	\$1,407.51	\$1,449.73
Unapprenticed Junior						
Plumbing Industry Junior under 16 yrs	N/A	OB23	\$477.62	\$491.95	\$506.70	\$521.90
Plumbing Industry Junior 16 yrs		OB24	\$613.89	\$632.31	\$651.28	\$670.82
Plumbing Industry Junior 17 yrs		OB25	\$750.17	\$772.67	\$795.85	\$819.73
Plumbing Industry Junior 18 yrs		OB26	\$886.45	\$913.04	\$940.43	\$968.64
Plumbing Industry Junior 19 yrs		OB27	\$1,070.74	\$1,102.87	\$1,135.95	\$1,170.03
Plumbing Industry Junior 20 yrs		OB28	\$1,268.02	\$1,306.06	\$1,345.24	\$1,385.60

METAL INDUSTRY EMPLOYEE WAGE RATES

Classification	Level	Code	FFPPOOA 1 Sep 2023	FFPPOOA 1 Sep 2024	FFPPOOA 1 Sep 2025	FFPPOOA 1 Sep 2026
Metal Trades Assistant	1	OB29	\$1,297.87	\$1,336.81	\$1,376.91	\$1,418.22
	1.1	OB30	\$1,341.13	\$1,381.37	\$1,422.81	\$1,465.49
Senior Metal Trades Assistant	2	OB31	\$1,369.98	\$1,411.07	\$1,453.41	\$1,497.01
Base Metal Trades	3	OB32	\$1,442.08	\$1,485.34	\$1,529.90	\$1,575.80
Industry Skilled Metal Trades	4	OB33	\$1,514.18	\$1,559.61	\$1,606.40	\$1,654.59
Advanced Mechanical Trades	5	OB34	\$1,586.29	\$1,633.88	\$1,682.89	\$1,733.38
Qualified Electrical Trades	5	OB35	\$1,586.29	\$1,633.88	\$1,682.89	\$1,733.38
Special Class Mechanical Trades	6	OB36	\$1,658.39	\$1,708.14	\$1,759.39	\$1,812.17
Licensed Electrical Trades	6	OB37	\$1,658.39	\$1,708.14	\$1,759.39	\$1,812.17
Industry Skilled Licensed Electrical Trades	7	OB38	\$1,730.49	\$1,782.41	\$1,835.88	\$1,890.96
Advanced Electrical Trades	8	OB39	\$1,802.60	\$1,856.68	\$1,912.38	\$1,969.75
Special Class Electrical Trades	9	OB40	\$1,874.70	\$1,930.94	\$1,988.87	\$2,048.54
Metal Technician	10	OB41	\$2,018.91	\$2,079.48	\$2,141.86	\$2,206.12
Apprentice - Has Not Finished Year 12						
Metal Industry Apprentice Stage 1	N/A	OB42	\$721.04	\$742.67	\$764.95	\$787.90
Metal Industry Apprentice Stage 2		OB43	\$865.25	\$891.20	\$917.94	\$945.48
Metal Industry Apprentice Stage 3		OB44	\$1,081.56	\$1,114.01	\$1,147.43	\$1,181.85
Metal Industry Apprentice Stage 4		OB45	\$1,269.03	\$1,307.10	\$1,346.31	\$1,386.70

Classification	Level	Code	FFPPOOA 1 Sep 2023	FFPPOOA 1 Sep 2024	FFPPOOA 1 Sep 2025	FFPPOOA 1 Sep 2026
Apprentice - Finished Year 12						
Metal Industry Apprentice Stage 1	N/A	OB46	\$793.14	\$816.94	\$841.45	\$866.69
Metal Industry Apprentice Stage 2		OB47	\$937.35	\$965.47	\$994.44	\$1,024.27
Metal Industry Apprentice Stage 3		OB48	\$1,081.56	\$1,114.01	\$1,147.43	\$1,181.85
Metal Industry Apprentice Stage 4		OB49	\$1,326.71	\$1,366.51	\$1,407.51	\$1,449.73
Adult Apprentice						
Metal Industry Apprentice Stage 1	N/A	OB50	\$1,153.66	\$1,188.27	\$1,223.92	\$1,260.64
Metal Industry Apprentice Stage 2		OB51	\$1,240.19	\$1,277.39	\$1,315.72	\$1,355.19
Metal Industry Apprentice Stage 3		OB52	\$1,269.03	\$1,307.10	\$1,346.31	\$1,386.70
Metal Industry Apprentice Stage 4		OB53	\$1,326.71	\$1,366.51	\$1,407.51	\$1,449.73
Unapprenticed Junior						
Metal Industry Junior under 16 yrs	N/A	OB54	\$477.62	\$491.95	\$506.70	\$521.90
Metal Industry Junior 16 yrs		OB55	\$613.89	\$632.31	\$651.28	\$670.82
Metal Industry Junior 17 yrs		OB56	\$750.17	\$772.67	\$795.85	\$819.73
Metal Industry Junior 18 yrs		OB57	\$886.45	\$913.04	\$940.43	\$968.64
Metal Industry Junior 19 yrs		OB58	\$1,070.74	\$1,102.87	\$1,135.95	\$1,170.03
Metal Industry Junior 20 yrs		OB59	\$1,268.02	\$1,306.06	\$1,345.24	\$1,385.60

JOINERY & BUILDING TRADE PRODUCTS INDUSTRY EMPLOYEE WAGE RATES

Classification	Level	Code	FFPPOOA 1 Sep 2023	FFPPOOA 1 Sep 2024	FFPPOOA 1 Sep 2025	FFPPOOA 1 Sep 2026
Joinery and Building Trades Assistant	1	OB60	\$1,297.87	\$1,336.81	\$1,376.91	\$1,418.22
	1.1	OB61	\$1,341.13	\$1,381.37	\$1,422.81	\$1,465.49
Base Joinery and Building Trades	3	OB62	\$1,442.08	\$1,485.34	\$1,529.90	\$1,575.80
Industry Skilled Joinery and Building Trades	4	OB63	\$1,514.18	\$1,559.61	\$1,606.40	\$1,654.59
Apprentice - Has Not Finished Year 12						
Joinery and Building Trades Industry Apprentice Stage 1	N/A	OB65	\$721.04	\$742.67	\$764.95	\$787.90
Joinery and Building Trades Industry Apprentice Stage 2		OB66	\$865.25	\$891.20	\$917.94	\$945.48
Joinery and Building Trades Industry Apprentice Stage 3		OB67	\$1,081.56	\$1,114.01	\$1,147.43	\$1,181.85
Joinery and Building Trades Industry Apprentice Stage 4		OB68	\$1,269.03	\$1,307.10	\$1,346.31	\$1,386.70
Apprentice - Finished Year 12						
Joinery and Building Trades Industry Apprentice Stage 1	N/A	OB69	\$793.14	\$816.94	\$841.45	\$866.69
Joinery and Building Trades Industry Apprentice Stage 2		OB70	\$937.35	\$965.47	\$994.44	\$1,024.27
Joinery and Building Trades Industry Apprentice Stage 3		OB71	\$1,081.56	\$1,114.01	\$1,147.43	\$1,181.85
Joinery and Building Trades Industry Apprentice Stage 4		OB72	\$1,326.71	\$1,366.51	\$1,407.51	\$1,449.73
Adult Apprentice						
Joinery and Building Trades Industry Apprentice Stage 1	N/A	OB73	\$1,153.66	\$1,188.27	\$1,223.92	\$1,260.64
Joinery and Building Trades Industry Apprentice Stage 2		OB74	\$1,240.19	\$1,277.39	\$1,315.72	\$1,355.19

Classification	Level	Code	FFPPOOA 1 Sep 2023	FFPPOOA 1 Sep 2024	FFPPOOA 1 Sep 2025	FFPPOOA 1 Sep 2026
Joinery and Building Trades Industry Apprentice Stage 3		OB75	\$1,269.03	\$1,307.10	\$1,346.31	\$1,386.70
Joinery and Building Trades Industry Apprentice Stage 4		OB76	\$1,326.71	\$1,366.51	\$1,407.51	\$1,449.73
Unapprenticed Junior						
Joinery and Building Trades Industry Junior under 16 yrs	N/A	OB77	\$477.62	\$491.95	\$506.70	\$521.90
Joinery and Building Trades Industry Junior 16 yrs		OB78	\$613.89	\$632.31	\$651.28	\$670.82
Joinery and Building Trades Industry Junior 17 yrs		OB79	\$750.17	\$772.67	\$795.85	\$819.73
Joinery and Building Trades Industry Junior 18 yrs		OB80	\$886.45	\$913.04	\$940.43	\$968.64
Joinery and Building Trades Industry Junior 19 yrs		OB81	\$1,070.74	\$1,102.87	\$1,135.95	\$1,170.03
Joinery and Building Trades Industry Junior 20 yrs		OB82	\$1,268.02	\$1,306.06	\$1,345.24	\$1,385.60

ALLOWANCES

Allowance	FFPPOOA 1 Sep 2023	FFPPOOA 1 Sep 2024	FFPPOOA 1 Sep 2025	FFPPOOA 1 Sep 2026
Leading Hand Allowance				
Plumbing Industry Employees				
Not more than one employee	\$24.60	\$25.33	\$26.09	\$26.88
2-5 employees	\$54.32	\$55.95	\$57.63	\$59.36
6-10 employees	\$69.69	\$71.78	\$73.93	\$76.15
>10 employees	\$92.24	\$95.00	\$97.85	\$100.79
Metal Industry Employees				
3-10 employees	\$44.85	\$46.19	\$47.58	\$49.00
11-20 employees	\$66.98	\$68.99	\$71.06	\$73.19
>20 employees	\$85.26	\$87.82	\$90.46	\$93.17
Joinery and Building Trades Products Industry Employees				
Not more than one employee	\$24.60	\$25.33	\$26.09	\$26.88
2-5 employees	\$53.98	\$55.60	\$57.27	\$58.99
6-10 employees	\$69.11	\$71.19	\$73.32	\$75.52
>10 employees	\$91.93	\$94.69	\$97.53	\$100.45
On-call Allowance				
Monday to Friday	\$30.90	\$31.83	\$32.78	\$33.77
Weekend	\$30.90	\$31.83	\$32.78	\$33.77
Meal Allowance				
Metal Industry Employees	\$17.31	\$17.83	\$18.37	\$18.92

LUMP SUM PAYMENTS (CLAUSE 23.5)

Applies to full-time and part-time (pro-rata) Employees. **Does not** apply to casual Employees.

Payment Amount	Eligibility Date
\$2,000	FFPPOOA Commencement of Agreement
\$2,000	FFPPOOA 1 December 2026