

The Victorian Public Service Enterprise Agreement 2016 came into effect on the 18 May 2016 and remains in place until 31 December 2019. Included in the Enterprise Agreement are the following pay increases: 1.75% effective 1 January 2016; 1.5% effective 1 July 2016; 1.75% effective 1 January 2017; 1.50% effective 1 July 2017; 1.75% effective 1 January 2018; 1.50% effective 1 July 2018; 1.75% effective 1 January 2019 and 1.50% effective 1 July 2019. Rates shown below are for full time employees.

VPS Grades 1 – 4

Grade	Range	Salary Step	1/01/2016	1/07/2016	1/01/2017	1/07/2017	1/01/2018	1/07/2018	1/01/2019	1/07/2019	
VPS Officer	1	1.1	1.1.1	\$42,845	\$43,488	\$44,249	\$44,913	\$45,699	\$46,384	\$47,196	\$47,904
			1.1.2	\$43,724	\$44,380	\$45,157	\$45,834	\$46,636	\$47,336	\$48,164	\$48,886
			1.1.3	\$44,603	\$45,272	\$46,064	\$46,755	\$47,573	\$48,287	\$49,132	\$49,869
			1.1.4	\$45,482	\$46,164	\$46,972	\$47,677	\$48,511	\$49,239	\$50,101	\$50,853
	2	2.1	2.1.1	\$46,951	\$47,655	\$48,489	\$49,216	\$50,077	\$50,828	\$51,717	\$52,493
			2.1.2	\$47,902	\$48,621	\$49,472	\$50,214	\$51,093	\$51,859	\$52,767	\$53,559
			2.1.3	\$48,855	\$49,588	\$50,456	\$51,213	\$52,109	\$52,891	\$53,817	\$54,627
			2.1.4	\$49,810	\$50,557	\$51,442	\$52,214	\$53,128	\$53,925	\$54,869	\$55,692
			2.1.5	\$50,761	\$51,522	\$52,424	\$53,210	\$54,141	\$54,953	\$55,915	\$56,754
			2.1.6	\$51,715	\$52,491	\$53,410	\$54,211	\$55,160	\$55,987	\$56,967	\$57,822
			2.1.7	\$52,668	\$53,458	\$54,394	\$55,210	\$56,176	\$57,019	\$58,017	\$58,887
			2.1.8	\$53,621	\$54,425	\$55,377	\$56,208	\$57,192	\$58,050	\$59,066	\$59,952
		2.2	2.2.1	\$54,573	\$55,392	\$56,361	\$57,206	\$58,207	\$59,080	\$60,114	\$61,016
			2.2.2	\$55,527	\$56,360	\$57,346	\$58,206	\$59,225	\$60,113	\$61,165	\$62,082
			2.2.3	\$56,479	\$57,326	\$58,329	\$59,204	\$60,240	\$61,144	\$62,214	\$63,147
			2.2.4	\$57,433	\$58,294	\$59,314	\$60,204	\$61,258	\$62,177	\$63,265	\$64,214
			2.2.5	\$58,384	\$59,260	\$60,297	\$61,201	\$62,272	\$63,206	\$64,312	\$65,277
			2.2.6	\$59,340	\$60,230	\$61,284	\$62,203	\$63,292	\$64,241	\$65,365	\$66,345
	2.2.7		\$60,292	\$61,196	\$62,267	\$63,201	\$64,307	\$65,272	\$66,414	\$67,410	
	3	3.1	3.1.1	\$61,611	\$62,535	\$63,629	\$64,583	\$65,713	\$66,699	\$67,866	\$68,884
			3.1.2	\$62,931	\$63,875	\$64,993	\$65,968	\$67,122	\$68,129	\$69,321	\$70,361
			3.1.3	\$64,251	\$65,215	\$66,356	\$67,351	\$68,530	\$69,558	\$70,775	\$71,837
			3.1.4	\$65,570	\$66,554	\$67,719	\$68,735	\$69,938	\$70,987	\$72,229	\$73,312
			3.1.5	\$66,889	\$67,892	\$69,080	\$70,116	\$71,343	\$72,413	\$73,680	\$74,785
			3.1.6	\$68,210	\$69,233	\$70,445	\$71,502	\$72,753	\$73,844	\$75,136	\$76,263
		3.2	3.2.1	\$69,529	\$70,572	\$71,807	\$72,884	\$74,159	\$75,271	\$76,588	\$77,737
			3.2.2	\$70,849	\$71,912	\$73,170	\$74,268	\$75,568	\$76,702	\$78,044	\$79,215
			3.2.3	\$72,169	\$73,252	\$74,534	\$75,652	\$76,976	\$78,131	\$79,498	\$80,690
3.2.4			\$73,488	\$74,590	\$75,895	\$77,033	\$78,381	\$79,257	\$80,949	\$82,163	
4	4.1	4.1.1	\$76,274	\$77,418	\$78,773	\$79,955	\$81,354	\$82,574	\$84,019	\$85,279	
		4.1.2	\$77,986	\$79,156	\$80,541	\$81,749	\$83,180	\$84,428	\$85,905	\$87,194	
		4.1.3	\$79,696	\$80,891	\$82,307	\$83,542	\$85,004	\$86,279	\$87,789	\$89,106	
		4.1.4	\$81,406	\$82,627	\$84,073	\$85,334	\$86,827	\$88,129	\$89,671	\$91,016	
		4.1.5	\$83,119	\$84,366	\$85,842	\$87,130	\$88,655	\$89,985	\$91,560	\$92,933	
		4.1.6	\$84,830	\$86,102	\$87,609	\$88,923	\$90,479	\$91,836	\$93,443	\$94,845	
		4.1.7	\$86,540	\$87,838	\$89,375	\$90,716	\$92,304	\$93,689	\$95,329	\$96,759	

VPS Grades 5 – 7

Grade		Range	Salary Step	1/01/2016	1/07/2016	1/01/2017	1/07/2017	1/01/2018	1/07/2018	1/01/2019	1/07/2019
VPS Officer	5	5.1	From	\$88,007	\$89,327	\$90,890	\$92,253	\$93,867	\$95,275	\$96,942	\$98,396
			To	\$97,243	\$98,702	\$100,429	\$101,935	\$103,719	\$105,275	\$107,117	\$108,724
		5.2	From	\$97,245	\$98,704	\$100,431	\$101,937	\$103,721	\$105,277	\$107,119	\$108,726
			To	\$106,481	\$108,078	\$109,969	\$111,619	\$113,572	\$115,276	\$117,293	\$119,052
		Progression Amount			\$2,678		\$2,766		\$2,856		\$2,950
Senior Officer	6	6.1	From	\$107,948	\$109,567	\$111,484	\$113,156	\$115,136	\$116,863	\$118,908	\$120,692
			To	\$126,202	\$128,095	\$130,337	\$132,292	\$134,607	\$136,626	\$139,017	\$141,102
		6.2	From	\$126,203	\$128,096	\$130,338	\$132,293	\$134,608	\$136,627	\$139,018	\$141,103
			To	\$144,455	\$146,622	\$149,188	\$151,426	\$154,076	\$156,387	\$159,124	\$161,511
				Progression Amount			\$3,381		\$3,492		\$3,606
Senior Technical Specialist	7	7.1	From	\$146,620	\$148,819	\$151,423	\$153,694	\$156,384	\$158,730	\$161,508	\$163,931
			To	\$164,214	\$166,677	\$169,594	\$172,138	\$175,150	\$177,777	\$180,888	\$183,601
		7.2	From	\$164,218	\$166,681	\$169,598	\$172,142	\$175,154	\$177,781	\$180,892	\$183,605
			To	\$181,811	\$184,538	\$187,767	\$190,584	\$193,919	\$196,828	\$200,272	\$203,276
		7.3	From	\$181,811	\$184,538	\$187,767	\$190,584	\$193,919	\$196,828	\$200,272	\$203,276
			To	\$199,405	\$202,396	\$205,938	\$209,027	\$212,685	\$215,875	\$219,653	\$222,948
		Progression Amount			\$5,553		\$5,735		\$5,923		\$6,117

VPS Casual Hourly Rates

Level		1/01/2016	1/07/2016	1/01/2017	1/07/2017	1/01/2018	1/07/2018	1/01/2019	1/07/2019
VPS Officer	1	\$27.01	\$27.42	\$27.90	\$28.31	\$28.81	\$29.24	\$29.75	\$30.20
	2	\$29.60	\$30.04	\$30.57	\$31.03	\$31.57	\$32.04	\$32.60	\$33.09
	3	\$38.84	\$39.42	\$40.11	\$40.71	\$41.43	\$42.05	\$42.78	\$43.43
	4	\$48.09	\$48.81	\$49.66	\$50.41	\$51.29	\$52.06	\$52.97	\$53.76
	5	\$55.48	\$56.31	\$57.30	\$58.16	\$59.18	\$60.06	\$61.11	\$62.03
	6	\$68.05	\$69.07	\$70.28	\$71.34	\$72.58	\$73.67	\$74.96	\$76.09

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Allied Health 1 – 4

Grade	Range	Salary Steps	1/01/2016	1/07/2016	1/01/2017	1/07/2017	1/01/2018	1/07/2018	1/01/2019	1/07/2019	
Allied Health	1	1.1	1.1.1	\$46,951	\$47,655	\$48,489	\$49,216	\$50,077	\$50,828	\$51,717	\$52,493
			1.1.2	\$47,902	\$48,621	\$49,472	\$50,214	\$51,093	\$51,859	\$52,767	\$53,559
			1.1.3	\$48,855	\$49,588	\$50,456	\$51,213	\$52,109	\$52,891	\$53,817	\$54,627
			1.1.4	\$49,810	\$50,557	\$51,442	\$52,214	\$53,128	\$53,925	\$54,869	\$55,692
			1.1.5	\$50,761	\$51,522	\$52,424	\$53,210	\$54,141	\$54,953	\$55,915	\$56,754
			1.1.6	\$51,715	\$52,491	\$53,410	\$54,211	\$55,160	\$55,987	\$56,967	\$57,822
			1.1.7	\$52,668	\$53,458	\$54,394	\$55,210	\$56,176	\$57,019	\$58,017	\$58,887
			1.1.8	\$53,621	\$54,425	\$55,377	\$56,208	\$57,192	\$58,050	\$59,066	\$59,952
	2	2.1	2.1.1	\$54,573	\$55,392	\$56,361	\$57,206	\$58,207	\$59,080	\$60,114	\$61,016
			2.1.2	\$55,527	\$56,360	\$57,346	\$58,206	\$59,225	\$60,113	\$61,165	\$62,082
			2.1.3	\$56,479	\$57,326	\$58,329	\$59,204	\$60,240	\$61,144	\$62,214	\$63,147
			2.1.4	\$57,433	\$58,294	\$59,314	\$60,204	\$61,258	\$62,177	\$63,265	\$64,214
			2.1.5	\$58,384	\$59,260	\$60,297	\$61,201	\$62,272	\$63,206	\$64,312	\$65,277
			2.1.6	\$59,340	\$60,230	\$61,284	\$62,203	\$63,292	\$64,241	\$65,365	\$66,345
			2.1.7	\$60,292	\$61,196	\$62,267	\$63,201	\$64,307	\$65,272	\$66,414	\$67,410
		2.2	2.2.1	\$61,611	\$62,535	\$63,629	\$64,583	\$65,713	\$66,699	\$67,866	\$68,884
			2.2.2	\$62,931	\$63,875	\$64,993	\$65,968	\$67,122	\$68,129	\$69,321	\$70,361
			2.2.3	\$64,251	\$65,215	\$66,356	\$67,351	\$68,530	\$69,558	\$70,775	\$71,837
			2.2.4	\$65,570	\$66,554	\$67,719	\$68,735	\$69,938	\$70,987	\$72,229	\$73,312
			2.2.5	\$66,889	\$67,892	\$69,080	\$70,116	\$71,343	\$72,413	\$73,680	\$74,785
			2.2.6	\$68,210	\$69,233	\$70,445	\$71,502	\$72,753	\$73,844	\$75,136	\$76,263
		2.3	2.3.1	\$69,529	\$70,572	\$71,807	\$72,884	\$74,159	\$75,271	\$76,588	\$77,737
			2.3.2	\$70,849	\$71,912	\$73,170	\$74,268	\$75,568	\$76,702	\$78,044	\$79,215
			2.3.3	\$72,169	\$73,252	\$74,534	\$75,652	\$76,976	\$78,131	\$79,498	\$80,690
			2.3.4	\$73,488	\$74,590	\$75,895	\$77,033	\$78,381	\$79,257	\$80,949	\$82,163
			2.3.5	\$74,808	\$75,930	\$77,259	\$78,418	\$79,790	\$80,987	\$82,404	\$83,640
	3	3.1	3.1.1	\$76,274	\$77,418	\$78,773	\$79,955	\$81,354	\$82,574	\$84,019	\$85,279
			3.1.2	\$77,986	\$79,156	\$80,541	\$81,749	\$83,180	\$84,428	\$85,905	\$87,194
3.1.3			\$79,696	\$80,891	\$82,307	\$83,542	\$85,004	\$86,279	\$87,789	\$89,106	
3.1.4			\$81,406	\$82,627	\$84,073	\$85,334	\$86,827	\$88,129	\$89,671	\$91,016	
3.1.5			\$83,119	\$84,366	\$85,842	\$87,130	\$88,655	\$89,985	\$91,560	\$92,933	
3.1.6			\$84,830	\$86,102	\$87,609	\$88,923	\$90,479	\$91,836	\$93,443	\$94,845	
3.1.7			\$86,540	\$87,838	\$89,375	\$90,716	\$92,304	\$93,689	\$95,329	\$96,759	
4	4.1	From	\$88,007	\$89,327	\$90,890	\$92,253	\$93,867	\$95,275	\$96,942	\$98,396	
		To	\$97,243	\$98,702	\$100,429	\$101,935	\$103,719	\$105,275	\$107,117	\$108,724	
	4.2	From	\$97,245	\$98,704	\$100,431	\$101,937	\$103,721	\$105,277	\$107,119	\$108,726	
		To	\$106,481	\$108,078	\$109,969	\$111,619	\$113,572	\$115,276	\$117,293	\$119,052	
	Progression Amount			\$2,678		\$2,766		\$2,856		\$2,950	