

## PROPOSED NEW SALARY SCALES

10.0

Registered Midwife scale	4 July 2016	4 June 2018	6 August 2018	6 May 2019	5 August 2019	4 May 2020	1 August 2020	Salaries
Step 7*						77,386	78,353	
Step 6*				72,944	75,132	75,132	76,071	
Step 5	66,755	68,758	70,820	70,820	72,945	72,945	73,857	
Step 4	60,081	61,883	63,740	63,740	65,652	65,652	66,473	
Step 3	56,865	58,571	60,328	60,328	62,138	62,138	62,915	
Step 2	53,528	55,134	56,788	56,788	58,491	58,491	59,222	
Step 1 (New Grad)	49,449	50,932	52,460	52,460	54,034	54,034	N/A	

Registered Midwives who have been on Step 5 of the salary scale for 1 year or more as at 6 May 2019 will progress to the new Step 6 from that date, and to Step 7 on 4 May 2020.

Registered Midwives who have been on Step 5 of the salary scale for less than 1 year will progress to the new Step 6 on their anniversary date after 6 May 2019, and to Step 7 12 months later.

From 1 August 2020 all new graduates will commence on Step 2 of the Registered Midwives Salary Scale. Those new graduates in their first year of service will move onto Step 2 as of 1 August 2020 and progress to Step 3 on their Anniversary Date. No-one else will move up a step as a result of this.

Normal salary progression continues for all other Registered Midwives as follows:

Progression: By annual increment at anniversary date steps 1 to 5 inclusive. Thereafter progression is annual at anniversary date, subject to satisfactory performance which will be assumed to be the case unless the employee is otherwise advised (\*).

Caseload Midwives (penals and overtime do not apply with the exception of penalties on public holidays)	Effective 4 July 2016	4 June 2018	6 August 2018	5 August 2019	1 August 2020
	89,299	91,978	94,737	97,579	98,799

### Community Midwife Scale

Community Midwives	Effective 4 July 2016	4 June 2018	6 August 2018	6 May 2019	5 August 2019	1 August 2020
Step 8*	73,706	75,917	78,195	80,541	82,957	83,994
Step 7*	72,290	74,459	76,692	76,692	78,993	79,980
Step 6*	70,871	72,997	75,187	75,187	77,443	78,411
Step 5	66,755	68,758	70,820	70,820	72,945	73,857
Step 4	60,081	61,883	63,740	63,740	65,652	66,473
Step 3	56,865	58,571	60,328	60,328	62,138	62,915
Step 2	53,528	55,134	56,788	56,788	58,491	59,222
Step 1	49,449	50,932	52,460	52,460	54,034	54,709

Progression: By annual increment at anniversary dates steps 1 to 5 inclusive. Thereafter progression is annual at anniversary date, subject to satisfactory performance which will be assumed to be the case unless the employee is otherwise advised (\*) All steps on this scale attract Professional Development allowances as provided for in the MECA.

#### Designated Senior Midwife Salary Scale

Designated Senior Midwife Salary Scales	Effective 4 July 2016	4 June 2018	6 August 2018	6 May 2019	5 August 2019	1 August 2020
Grade 2	72,290 73,706 75,125	75,182 76,654 78,130	77,437 78,954 80,474	77,437 78,954 82,888	79,760 81,322 85,375	80,757 82,339 86,442
Grade 3	78,749 81,779 84,807	81,899 85,050 88,199	84,356 87,602 90,845	84,356 87,602 93,571	86,887 90,230 96,378	87,973 91,358 97,583
Grade 4	83,292 86,321 89,350	86,624 89,774 92,924	89,222 92,467 95,712	89,222 92,467 98,583	91,899 95,241 101,541	93,048 96,432 102,810
Grade 5	87,834 90,866 93,893	91,347 94,501 97,649	94,088 97,336 100,578	94,088 97,336 103,596	96,910 100,256 106,703	98,121 101,509 108,037
Grade 6	90,866 93,893 96,922	94,501 97,649 100,799	97,336 100,578 103,823	97,336 100,578 106,938	100,256 103,596 110,146	101,509 104,891 111,523
Grade 7	93,893 96,922 98,896	97,649 100,799 102,852	100,578 103,823 105,937	100,578 103,823 109,116	103,596 106,938 112,389	104,891 108,275 113,794
Grade 8	98,896 104,253 109,611 114,967	102,852 108,423 113,995 119,566	105,937 111,676 117,415 123,153	105,937 111,676 117,415 126,847	109,116 115,026 120,938 130,653	110,480 116,464 122,450 132,286

**Progression:** Movement through steps in Grade shall, subject to satisfactory performance (see 10.1 (d) below), be annual on the anniversary date of appointment to the designated senior position. Movement between Grades shall be on the basis of appointment to a higher graded position.