

**Appendix 1-**

**Salary Scales**

**10.0 Salaries**

**Registered Midwives,**

<b>Registered Midwife scale</b>	<b>Current</b>	<b>1 August 2021</b>	<b>1 August 2022</b>
Step 7	78,353	79,553	80,753
Step 6	76,071	77,271	78,471
Step 5	73,857	75,057	76,257
Step 4	66,473	67,673	68,873
Step 3	62,915	64,115	65,315
Step 2	59,222	60,422	61,622
Step 1 (New Grad)	N/A		

“Progression: By annual increment at anniversary date, subject to satisfactory performance which will be assumed to be the case unless the employee is otherwise advised.”

<b>Caseload Midwives (penals and overtime do not apply with the exception of penals on public holidays)</b>	<b>Current</b>	<b>1 August 2021</b>	<b>1 August 2022</b>
Step 1	98,799	99,999	99,999
Step 2			101,199

“Progression: By annual increment at anniversary date, subject to satisfactory performance which will be assumed to be the case unless the employee is otherwise advised.”

<b>Maternity Care Assistants</b>	<b>1 August 2021</b>	<b>1 August 2022</b>
Step 4	50,681	53,359
Step 4	48,698	50,773
Step 2	46,979	48,179
Step 1	44,110	45,310

“Progression: By annual increment at anniversary date, subject to satisfactory performance which will be assumed to be the case unless the employee is otherwise advised.”

### Community Midwife Scale

Community Midwives	Current	1 August 2021	1 August 2022
Step 8*	83,994	85,194	86,394
Step 7*	79,980	81,180	82,380
Step 6*	78,411	79,611	80,811
Step 5	73,857	75,057	76,257
Step 4	66,473	67,673	68,873
Step 3	62,915	64,115	65,315
Step 2	59,222	60,422	61,622
Step 1	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

GRADE	STEP	Current	Effective 01/8/2021	Effective 01/8/2022
Grade 2	1	80,757	81,957	83,157
Grade 2	2	82,339	83,539	84,739
Grade 2	3	86,442	87,642	88,842
Grade 3	1	87,973	89,173	90,373
Grade 3	2	91,358	92,558	93,758
Grade 3	3	97,583	98,783	99,983
Grade 4	1	93,048	94,248	95,448
Grade 4	2	96,432	97,632	98,832
Grade 4	3	102,810	104,010	105,210
Grade 5	1	98,121	98,121	99,321
Grade 5	2	101,509	101,509	102,709
Grade 5	3	108,037	108,037	109,237
Grade 6	1	101,509	101,509	102,709
Grade 6	2	104,891	104,891	106,091
Grade 6	3	111,523	111,523	112,723
Grade 7	1	104,891	104,891	106,091
Grade 7	2	108,275	108,275	109,475
Grade 7	3	113,794	113,794	114,994
Grade 8	1	110,480	110,480	111,680
Grade 8	2	116,464	116,464	117,664

Grade 8	3	122,450	122,450	123,650
Grade 8	4	132,286	132,286	133,486

**Progression:** Movement through steps within a Grade shall, subject to satisfactory performance (see 10.1 (d)), 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.

Grade	Step	Current	Effective 01/01/2021	Effective 01/01/2022
Grade 1	1	24,304	-	-
Grade 1	2	25,312	24,412	24,412
Grade 1	3	26,312	25,412	25,412
Grade 1	4	27,312	26,412	26,412
Grade 2	1	28,312	27,412	27,412
Grade 2	2	29,312	28,412	28,412
Grade 2	3	30,312	29,412	29,412
Grade 2	4	31,312	30,412	30,412
Grade 3	1	32,312	31,412	31,412
Grade 3	2	33,312	32,412	32,412
Grade 3	3	34,312	33,412	33,412
Grade 3	4	35,312	34,412	34,412
Grade 4	1	36,312	35,412	35,412
Grade 4	2	37,312	36,412	36,412
Grade 4	3	38,312	37,412	37,412
Grade 4	4	39,312	38,412	38,412
Grade 5	1	40,312	39,412	39,412
Grade 5	2	41,312	40,412	40,412
Grade 5	3	42,312	41,412	41,412
Grade 5	4	43,312	42,412	42,412
Grade 6	1	44,312	43,412	43,412
Grade 6	2	45,312	44,412	44,412
Grade 6	3	46,312	45,412	45,412
Grade 6	4	47,312	46,412	46,412
Grade 7	1	48,312	47,412	47,412
Grade 7	2	49,312	48,412	48,412
Grade 7	3	50,312	49,412	49,412
Grade 7	4	51,312	50,412	50,412
Grade 8	1	52,312	51,412	51,412
Grade 8	2	53,312	52,412	52,412
Grade 8	3	54,312	53,412	53,412
Grade 8	4	55,312	54,412	54,412

Progression by annual increment at anniversary dates steps 1 to 4 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 rates on this scale after Professional Development allowances as provided for in the MCO.

Designated Senior Midwife Salary Scale

Grade	Step	Current	Effective 01/01/2021	Effective 01/01/2022
Grade 1	1	60,121	61,351	61,351
Grade 1	2	62,336	63,566	63,566
Grade 1	3	64,443	65,673	65,673
Grade 1	4	67,573	68,803	68,803
Grade 1	5	71,728	72,958	72,958
Grade 2	1	75,983	77,213	77,213
Grade 2	2	80,138	81,368	81,368
Grade 2	3	84,293	85,523	85,523
Grade 2	4	88,448	89,678	89,678
Grade 2	5	92,603	93,833	93,833
Grade 3	1	96,858	98,088	98,088
Grade 3	2	101,013	102,243	102,243
Grade 3	3	105,168	106,398	106,398
Grade 3	4	109,323	110,553	110,553
Grade 3	5	113,478	114,708	114,708
Grade 4	1	117,633	118,863	118,863
Grade 4	2	121,788	123,018	123,018
Grade 4	3	125,943	127,173	127,173
Grade 4	4	130,098	131,328	131,328
Grade 4	5	134,253	135,483	135,483
Grade 5	1	138,408	139,638	139,638
Grade 5	2	142,563	143,793	143,793
Grade 5	3	146,718	147,948	147,948
Grade 5	4	150,873	152,103	152,103
Grade 5	5	155,028	156,258	156,258
Grade 6	1	159,183	160,413	160,413
Grade 6	2	163,338	164,568	164,568
Grade 6	3	167,493	168,723	168,723
Grade 6	4	171,648	172,878	172,878
Grade 6	5	175,803	177,033	177,033
Grade 7	1	179,958	181,188	181,188
Grade 7	2	184,113	185,343	185,343
Grade 7	3	188,268	189,498	189,498
Grade 7	4	192,423	193,653	193,653
Grade 7	5	196,578	197,808	197,808
Grade 8	1	200,733	201,963	201,963
Grade 8	2	204,888	206,118	206,118
Grade 8	3	209,043	210,273	210,273
Grade 8	4	213,198	214,428	214,428
Grade 8	5	217,353	218,583	218,583