

PART THREE: PROVISIONS RELATING TO SALARY AND ALLOWANCES

10.0 Salaries

Registered Midwife	Current	2 August 2021
Step 7	78,353	84,153
Step 6	76,071	81,871
Step 5	73,857	79,657
Step 4	66,473	72,273
Step 3	62,915	68,715
Step 2	59,222	65,022
Step 1 (New Grad)	N/A	

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

Maternity Care Assistants	2 August 2021
Step 5	53,803
Step 4	52,405
Step 3	51,579
Step 2	48,710
Step 1	46,182

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

Community Midwives	Current	2 August 2021
Step 8*	83,994	89,794
Step 7*	79,980	85,780
Step 6*	78,411	84,211
Step 5	73,857	79,657
Step 4	66,473	72,273
Step 3	62,915	68,715
Step 2	59,222	65,022
Step 1	54,709	-

Caseload Midwives (penals and overtime do not apply with the exception of penals on public holidays)	Current	2 August 2021
Step 1	98,799	102,799
Step 2		104,599

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. Those employees who have been on step 1 for more than 12 months will move to step 2 on 2 August 2021. Otherwise, they will move on their anniversary date. All steps on this scale attract Professional Development allowances as provided for in the MECA.

Designated Senior Midwife Salary Scale

GRADE	Step	Current	2 August 2021
Grade 2	1	80,757	86,557
Grade 2	2	82,339	88,139
Grade 2	3	86,442	92,242
Grade 3	1	87,973	93,773
Grade 3	2	91,358	97,158
Grade 3	3	97,583	103,383
Grade 4	1	93,048	98,848
Grade 4	2	96,432	102,232
Grade 4	3	102,810	108,610
Grade 5	1	98,121	103,921
Grade 5	2	101,509	107,309
Grade 5	3	108,037	113,837
Grade 6	1	101,509	107,309
Grade 6	2	104,891	110,691
Grade 6	3	111,523	117,323
Grade 7	1	104,891	110,691
Grade 7	2	108,275	114,075
Grade 7	3	113,794	119,594
Grade 8	1	110,480	116,280
Grade 8	2	116,464	122,264
Grade 8	3	122,450	128,250
Grade 8	4	132,286	138,086