Classification Transitional Arrangements

From **1 October 2026**, Health Professional employees must be transitioned to the new classification structure.

Before using the tables below, employers must first identify the employee's qualification level under **Schedule B - Health Professional Employee Classifications**. The employee's AQF level will determine which transitional classification table applies.

Once the relevant AQF level has been identified under Schedule B:

1. **Find the applicable transitional classification table below** based on the employee's AQF qualification level.
2. **Locate the employee's current classification** under the pre-1 October 2026 classification structure.
3. **Identify the corresponding new classification** shown in the table.
4. **Apply at least the new minimum rate of pay** listed for that classification from 1 October 2026. Where an existing employee was classified on or before 30 September 2026 and a retained minimum rate of pay applies, the retained minimum rate must be paid if it is higher than the new minimum rate.

Important note: An **annualised wage arrangement** entered into under clause 22 between an employer and a Health Professional employee who was classified at **Level 2 on or before 30 September 2026** will continue to operate.

(Please scroll to the next page to view the Translation Table.)

Translation table

Employees Classified at Levels 1 and 2 on 30 September 2026:

(a) Employees whose applicable qualification in Schedule B — Common Health Professionals and Standard Minimum Qualifications is **AQF Level 5 (with UG 2 qualification entry)**

Previous classification	Translated classification	Minimum Base Hourly Rate (Full-Time & Part-Time) 1 October 2026	Retained Minimum Base Rate (Full-Time & Part-Time) 1 October 2026
Health Professional employee — Level 1	**Health Professional employee — Level 1 —AQF Level 5**	**$**	**$**
Pay point 1 (UG 2 qualification)	1st year	32.44	n/a
Pay point 2	2nd – 3rd year	34.44	n/a
Pay point 3	2nd – 3rd year	34.44	n/a
Pay point 4	4th – 6th year	37.53	n/a
Pay point 5	4th – 6th year	37.53	37.76*
Pay point 6	4th – 6th year	37.53	39.10*
Health Professional employee — Level 2			
Pay point 1	7th year+	40.56	n/a
Pay point 2	7th year+	40.56	40.74*
Pay point 3	7th year+	40.56	42.30*
Pay point 4	7th year+	40.56	43.98*

**This is a retained minimum rate of pay that applies to existing employees to ensure their minimum rate of pay is not reduced as a result of the new classification structure.*

(b) Employees whose applicable qualification in Schedule B — Common Health Professionals and Standard Minimum Qualifications is **AQF Level 6 (with UG 2 qualification entry)**

Previous classification	Translated classification	Minimum Base Hourly Rate (Full-Time & Part-Time) 1 October 2026	Retained Minimum Base Rate (Full-Time & Part-Time) 1 October 2026
Health Professional employee — Level 1	**Health Professional employee — Level 1—AQF Level 6**	**$**	**$**
Pay point 1 (UG 2 qualification)	1st year	32.44	n/a
Pay point 2	2nd – 3rd year	34.44	n/a
Pay point 3	2nd – 3rd year	34.44	n/a
Pay point 4	4th – 6th year	39.03	n/a
Pay point 5	4th – 6th year	39.03	n/a
Pay point 6	4th – 6th year	39.03	39.10*
Health Professional employee — Level 2			
Pay point 1	7th year+	43.67	n/a
Pay point 2	7th year+	43.67	n/a
Pay point 3	7th year+	43.67	n/a
Pay point 4	7th year+	43.67	43.98*

**This is a retained minimum rate of pay that applies to existing employees to ensure their minimum rate of pay is not reduced as a result of the new classification structure.*

(c) Employees whose applicable qualification in Schedule B — Common Health Professionals and Standard Minimum Qualifications is **AQF Level 6 (with 3 year degree entry)**

Previous classification	Translated classification	Minimum Base Hourly Rate (Full-Time & Part-Time) 1 October 2026	Retained Minimum Base Rate (Full-Time & Part-Time) 1 October 2026
Health Professional employee — Level 1	**Health Professional employee — Level 1 —AQF Level 6**	**$**	**$**
Pay point 2 (3 year degree entry)	1st year	32.44	n/a
Pay point 3	2nd – 3rd year	34.44	n/a
Pay point 4	2nd – 3rd year	34.44	34.66*
Pay point 5	4th – 6th year	39.03	n/a
Pay point 6	4th – 6th year	39.03	39.10*
Health Professional employee — Level 2			
Pay point 1	4th – 6th year	39.03	39.31*
Pay point 2	7th year+	43.67	n/a
Pay point 3	7th year+	43.67	n/a
Pay point 4	7th year+	43.67	43.98*

*****This is a retained minimum rate of pay that applies to existing employees to ensure their minimum rate of pay is not reduced as a result of the new classification structure.*

(d) Employees whose applicable qualification in Schedule B — Common Health Professionals and Standard Minimum Qualifications is **AQF Level 7 (with UG 2 qualification entry)**

Previous classification	Translated classification	Minimum Base Hourly Rate (Full-Time & Part-Time) 1 October 2026	Retained Minimum Base Rate (Full-Time & Part-Time) 1 October 2026
Health Professional employee — Level 1	**Health Professional employee — Level 1—AQF Level 7**	**$**	**$**
Pay point 1 (UG 2 qualification)	1st year	34.44	n/a
Pay point 2	2nd – 3rd year	37.08	n/a
Pay point 3	2nd – 3rd year	37.08	n/a
Pay point 4	4th – 6th year	41.19	n/a
Pay point 5	4th – 6th year	41.19	n/a
Pay point 6	4th – 6th year	41.19	n/a
Health Professional employee — Level 2			n/a
Pay point 1	7th year+	44.46	n/a
Pay point 2	7th year+	44.46	n/a
Pay point 3	7th year+	44.46	n/a
Pay point 4	7th year+	44.46	n/a

(e) Employees whose applicable qualification in Schedule B — Common Health Professionals and Standard Minimum Qualifications is **AQF Level 7 (with 3 year degree entry)**

Previous classification	Translated classification	Minimum Base Hourly Rate (Full-Time & Part-Time) 1 October 2026	Retained Minimum Base Rate (Full-Time & Part-Time) 1 October 2026
Health Professional employee — Level 1	**Health Professional employee — Level 1—AQF Level 7**	**$**	**$**
Pay point 2 (3 year degree entry)	1st year	34.44	n/a
Pay point 3	2nd – 3rd year	37.08	n/a
Pay point 4	2nd – 3rd year	37.08	n/a
Pay point 5	4th – 6th year	41.19	n/a
Pay point 6	4th – 6th year	41.19	n/a
Health Professional employee — Level 2			n/a
Pay point 1	4th – 6th year	41.19	n/a
Pay point 2	7th year+	44.46	n/a
Pay point 3	7th year+	44.46	n/a
Pay point 4	7th year+	44.46	n/a

(f) Employees whose applicable qualification in Schedule B — Common Health Professionals and Standard Minimum Qualifications is **AQF Level 7 (with 4 year degree entry)**

Previous classification	Translated classification	Minimum Base Hourly Rate (Full-Time & Part-Time) 1 October 2026	Retained Minimum Base Rate (Full-Time & Part-Time) 1 October 2026
Health Professional employee — Level 1	**Health Professional employee — Level 1 —AQF Level 7**	**$**	**$**
Pay point 3 (4 year degree entry)	1st year	34.44	n/a
Pay point 4	2nd – 3rd year	37.08	n/a
Pay point 5	2nd – 3rd year	37.08	37.76*
Pay point 6	4th – 6th year	41.19	n/a
Health Professional employee — Level 2			n/a
Pay point 1	4th – 6th year	41.19	n/a
Pay point 2	4th – 6th year	41.19	n/a
Pay point 3	7th year+	44.46	n/a
Pay point 4	7th year+	44.46	n/a

*****This is a retained minimum rate of pay that applies to existing employees to ensure their minimum rate of pay is not reduced as a result of the new classification structure.*

(g) Employees whose applicable qualification in Schedule B — Common Health Professionals and Standard Minimum Qualifications is **AQF Level 7 (with Masters degree entry)**

Previous classification	Translated classification	Minimum Base Hourly Rate (Full-Time & Part-Time) 1 October 2026	Retained Minimum Base Rate (Full-Time & Part-Time) 1 October 2026
Health Professional employee — Level 1	**Health Professional employee — Level 1 —AQF Level 7**	**$**	**$**
Pay point 4 (Masters degree entry)	1st year	34.44	34.66*
Pay point 5	2nd – 3rd year	37.08	37.76*
Pay point 6	2nd – 3rd year	37.08	39.10*
Health Professional employee — Level 2			
Pay point 1	4th – 6th year	41.19	n/a
Pay point 2	4th – 6th year	41.19	n/a
Pay point 3	4th – 6th year	41.19	42.30*
Pay point 4	7th year+	44.46	n/a

*****_This is a retained minimum rate of pay that applies to existing employees to ensure their minimum rate of pay is not reduced as a result of the new classification structure._

(h) Employees whose applicable qualification in Schedule B — Common Health Professionals and Standard Minimum Qualifications is **AQF Level 8 (with 3 year degree entry)**

Previous classification	Translated classification	Minimum Base Hourly Rate (Full-Time & Part-Time) 1 October 2026	Retained Minimum Base Rate (Full-Time & Part-Time) 1 October 2026
Health Professional employee — Level 1	**Health Professional employee — Level 1 —AQF Level 8**	**$**	**$**
Pay point 2 (3 year degree entry)	1st year	35.19	n/a
Pay point 3	2nd – 3rd year	38.02	n/a
Pay point 4	2nd – 3rd year	38.02	n/a
Pay point 5	4th – 6th year	41.71	n/a
Pay point 6	4th – 6th year	41.71	n/a
Health Professional employee — Level 2			
Pay point 1	4th – 6th year	41.71	n/a
Pay point 2	7th year+	45.30	n/a
Pay point 3	7th year+	45.30	n/a
Pay point 4	7th year+	45.30	n/a

(i) Employees whose applicable qualification in Schedule B — Common Health Professionals and Standard Minimum Qualifications is **AQF Level 8 (with 4 year degree entry)**

Previous classification	Translated classification	Minimum Base Hourly Rate (Full-Time & Part-Time) 1 October 2026	Retained Minimum Base Rate (Full-Time & Part-Time) 1 October 2026
Health Professional employee — Level 1	**Health Professional employee — Level 1 —AQF Level 8**	**$**	**$**
Pay point 3 (4 year degree entry)	1st year	35.19	n/a
Pay point 4	2nd – 3rd year	38.02	n/a
Pay point 5	2nd – 3rd year	38.02	n/a
Pay point 6	4th – 6th year	41.71	n/a
Health Professional employee — Level 2			
Pay point 1	4th – 6th year	41.71	n/a
Pay point 2	4th – 6th year	41.71	n/a
Pay point 3	7th year+	45.30	n/a
Pay point 4	7th year+	45.30	n/a

(j) Employees whose applicable qualification in Schedule B — Common Health Professionals and Standard Minimum Qualifications is **AQF Level 8 (with Masters degree entry)**

Previous classification	Translated classification	Minimum Base Hourly Rate (Full-Time & Part-Time) 1 October 2026	Retained Minimum Base Rate (Full-Time & Part-Time) 1 October 2026
Health Professional employee — Level 1	**Health Professional employee — Level 1 —AQF Level 8**	**$**	**$**
Pay point 4 (Master's degree entry)	1st year	35.19	n/a
Pay point 5	2nd – 3rd year	38.02	n/a
Pay point 6	2nd – 3rd year	38.02	39.10*
Health Professional employee — Level 2			
Pay point 1	4th – 6th year	41.71	n/a
Pay point 2	4th – 6th year	41.71	n/a
Pay point 3	4th – 6th year	41.71	42.30*
Pay point 4	7th year+	45.30	n/a

*****_This is a retained minimum rate of pay that applies to existing employees to ensure their minimum rate of pay is not reduced as a result of the new classification structure._

(k) Employees whose applicable qualification in Schedule B — Common Health Professionals and Standard Minimum Qualifications is **AQF Level 9 (with 3 year degree entry)**

Previous classification	Translated classification	Minimum Base Hourly Rate (Full-Time & Part-Time) 1 October 2026	Retained Minimum Base Rate (Full-Time & Part-Time) 1 October 2026
Health Professional employee — Level 1	**Health Professional employee — Level 1 —AQF Level 9**	**$**	**$**
Pay point 2 (3 year degree entry)	1st year	38.02	n/a
Pay point 3	2nd – 3rd year	40.66	n/a
Pay point 4	2nd – 3rd year	40.66	n/a
Pay point 5	4th – 6th year	43.67	n/a
Pay point 6	4th – 6th year	43.67	n/a
Health Professional employee — Level 2			
Pay point 1	4th – 6th year	43.67	n/a
Pay point 2	7th year+	46.18	n/a
Pay point 3	7th year+	46.18	n/a
Pay point 4	7th year+	46.18	n/a

(l) Employees whose applicable qualification in Schedule B — Common Health Professionals and Standard Minimum Qualifications is **AQF Level 9 (with 4 year degree entry)**

Previous classification	Translated classification	Minimum Base Hourly Rate (Full-Time & Part-Time) 1 October 2026	Retained Minimum Base Rate (Full-Time & Part-Time) 1 October 2026
Health Professional employee — Level 1	**Health Professional employee — Level 1 —AQF Level 9**	**$**	**$**
Pay point 3 (4 year degree entry)	1st year	38.02	n/a
Pay point 4	2nd – 3rd year	40.66	n/a
Pay point 5	2nd – 3rd year	40.66	n/a
Pay point 6	4th – 6th year	43.67	n/a
Health Professional employee — Level 2			
Pay point 1	4th – 6th year	43.67	n/a
Pay point 2	4th – 6th year	43.67	n/a
Pay point 3	7th year+	46.18	n/a
Pay point 4	7th year+	46.18	n/a

(m) Employees whose applicable qualification in Schedule B — Common Health Professionals and Standard Minimum Qualifications is **AQF Level 9 (with Masters degree entry)**

Previous classification	Translated classification	Minimum Base Hourly Rate (Full-Time & Part-Time) 1 October 2026	Retained Minimum Base Rate (Full-Time & Part-Time) 1 October 2026
Health Professional employee — Level 1	**Health Professional employee — Level 1 —AQF Level 9**	**$**	**$**
Pay point 4 (Masters degree entry)	1st year	38.02	n/a
Pay point 5	2nd – 3rd year	40.66	n/a
Pay point 6	2nd – 3rd year	40.66	n/a
Health Professional employee — Level 2			
Pay point 1	4th – 6th year	43.67	n/a
Pay point 2	4th – 6th year	43.67	n/a
Pay point 3	4th – 6th year	43.67	n/a
Pay point 4	7th year+	46.18	n/a

(n) Employees whose applicable qualification in Schedule B—Common Health Professionals and Standard Minimum Qualifications is **AQF Level 9 (with PhD entry)**

Previous classification	Translated classification	Minimum Base Hourly Rate (Full-Time & Part-Time) 1 October 2026	Retained Minimum Base Rate (Full-Time & Part-Time) 1 October 2026
Health Professional employee — Level 1	**Health Professional employee — Level 1 —AQF Level 9**	**$**	**$**
Pay point 5 (PhD entry)	1st year	38.02	n/a
Pay point 6	2nd – 3rd year	40.66	n/a
Health Professional employee — Level 2			
Pay point 1	2nd – 3rd year	40.66	n/a
Pay point 2	4th – 6th year	43.67	n/a
Pay point 3	4th – 6th year	43.67	n/a
Pay point 4 (6th year)	4th – 6th year	43.67	43.98*
Pay point 4 (7th year+)	7th year+	46.18	n/a

*****_This is a retained minimum rate of pay that applies to existing employees to ensure their minimum rate of pay is not reduced as a result of the new classification structure._

Employees Classified at Levels 3 and 4 on 30 September 2026:

Previous classification	Translated classification	Minimum Base Hourly Rate (Full-Time & Part-Time) 1 October 2026	Retained Minimum Base Rate (Full-Time & Part-Time) 1 October 2026
Health Professional employee	**Health Professional employee**	**$**	**$**
Level 3 if the employee performs the following role(s) and duties: (a) A **Senior clinician** — works directly with patients in a clinical area of their profession that requires specialist knowledge or depth of experience and/or provides clinical guidance and direction to less experienced employees as needed. Such an employee may have obtained a postgraduate qualification and/or perform advanced practice work and/or have completed training which may involve credentialing relevant to their profession; **or** (b) A **Specialist** — performing duties within or across one or more of areas of expertise. These areas may include research or quality assurance and control; **or** (c) A **Supervisor** — required to provide supervision on a day-to-day basis to other health professionals, other employees (such as allied health assistants), and/or students; **or** (d) An **Educator** — accountable for the assessment, planning, implementation and evaluation of education and staff development programs. and has **less than 5 years'** experience performing these role(s) and duties.	**Level 2.1**	51.19	52.19*

******This is a retained minimum rate of pay that applies to existing employees to ensure their minimum rate of pay is not reduced as a result of the new classification structure.*

Previous classification	Translated classification	Minimum Base Hourly Rate (Full-Time & Part-Time) 1 October 2026	Retained Minimum Base Rate (Full-Time & Part-Time) 1 October 2026
Health Professional employee	**Health Professional employee**	**$**	**$**
Level 3 if the employee performs the following role(s) and duties: (a) A **Senior clinician** — works directly with patients in a clinical area of their profession that requires specialist knowledge or depth of experience and/or provides clinical guidance and direction to less experienced employees as needed. Such an employee may have obtained a postgraduate qualification and/or perform advanced practice work and/or have completed training which may involve credentialing relevant to their profession; **or** (b) A **Specialist** — performs duties within or across one or more of areas of expertise. These areas may include research or quality assurance and control; **or** (c) A **Supervisor** — required to provide supervision on a day-to-day basis to other health professionals, other employees (such as allied health assistants), and/or students; **or** (d) An **Educator** — accountable for the assessment, planning, implementation and evaluation of education and staff development programs. and has **5 years or more** experience performing these role(s) and duties.	**Level 2.2**	52.19	52.19*

**This is a retained minimum rate of pay that applies to existing employees to ensure their minimum rate of pay is not reduced as a result of the new classification structure.*

Previous classification	Translated classification	Minimum Base Hourly Rate (Full-Time & Part-Time) 1 October 2026	Retained Minimum Base Rate (Full-Time & Part-Time) 1 October 2026
Health Professional employee	**Health Professional employee**	**$**	**$**
Level 3 if the employee performs the following role(s) and duties: (a) An **Advanced Clinician** — a specialist in (a) clinical area(s) of their profession and has extensive levels of specialist knowledge and/or is a lead clinician/clinical lead who has extensive levels of knowledge across their profession; **or** (b) A **Senior Specialist** — holds accountability for educational, research and/or quality assurance and control. Such an employee may have responsibility for leading a team; or (c) A **Section Manager** — has responsibility for managing the activities of, and providing leadership, coordination and support to a specified group or team in an area, section or part of a department or service of the employer and may be accountable for ensuring budgets are met and/or the expenditure of set resources.	**Level 3**	52.19	52.19*
Level 4	**Level 4**	65.77	71.19*

***This is a retained minimum rate of pay that applies to existing employees to ensure their minimum rate of pay is not reduced as a result of the new classification structure.*