

HEW Level	Increment Level	Annual salary as of 01/12/2021	Effective FFPOA	Effective FFPOA	Effective FFPOA	Effective FFPOA
			01/06/2023	01/06/2024	01/06/2025	30/04/2026
			4.0%	3.0%	3.5%	4.0%
HEW 1	1	\$50,824	\$52,857	\$54,443	\$56,348	\$58,602
	2	\$51,821	\$53,894	\$55,511	\$57,454	\$59,752
	3	\$52,822	\$54,935	\$56,583	\$58,563	\$60,906
HEW 2	1	\$54,720	\$56,909	\$58,616	\$60,668	\$63,094
	2	\$55,773	\$58,004	\$59,744	\$61,835	\$64,308
	3	\$56,835	\$59,108	\$60,882	\$63,013	\$65,533
HEW 3	1	\$57,501	\$59,801	\$61,595	\$63,751	\$66,301
	2	\$58,612	\$60,956	\$62,785	\$64,983	\$67,582
	3	\$59,730	\$62,119	\$63,983	\$66,222	\$68,871
	4	\$60,897	\$63,333	\$65,233	\$67,516	\$70,217
	5	\$62,064	\$64,547	\$66,483	\$68,810	\$71,562
	6	\$63,268	\$65,799	\$67,773	\$70,145	\$72,951
HEW 4	1	\$65,842	\$68,476	\$70,530	\$72,998	\$75,918
	2	\$67,129	\$69,814	\$71,909	\$74,425	\$77,402
	3	\$68,633	\$71,378	\$73,520	\$76,093	\$79,137
	4	\$70,301	\$73,113	\$75,306	\$77,942	\$81,060
HEW 5	1	\$71,415	\$74,272	\$76,500	\$79,177	\$82,344
	2	\$72,809	\$75,721	\$77,993	\$80,723	\$83,952
	3	\$74,256	\$77,226	\$79,543	\$82,327	\$85,620
	4	\$75,698	\$78,726	\$81,088	\$83,926	\$87,283
	5	\$77,152	\$80,238	\$82,645	\$85,538	\$88,959
	6	\$78,651	\$81,797	\$84,251	\$87,200	\$90,688
	7	\$80,188	\$83,396	\$85,897	\$88,904	\$92,460
HEW 6	1	\$82,544	\$85,846	\$88,421	\$91,516	\$95,177
	2	\$84,157	\$87,523	\$90,149	\$93,304	\$97,036
	3	\$85,832	\$89,265	\$91,943	\$95,161	\$98,968
	4	\$87,505	\$91,005	\$93,735	\$97,016	\$100,897
	5	\$88,950	\$92,508	\$95,283	\$98,618	\$102,563

HEW Level	Increment Level	Annual salary as of 01/12/2021	Effective FFPPOA 01/06/2023	Effective FFPPOA 01/06/2024	Effective FFPPOA 01/06/2025	Effective FFPPOA 30/04/2026
			4.0%	3.0%	3.5%	4.0%
HEW 7	1	\$90,899	\$94,535	\$97,371	\$100,779	\$104,810
	2	\$92,682	\$96,389	\$99,281	\$102,756	\$106,866
	3	\$94,511	\$98,291	\$101,240	\$104,784	\$108,975
	4	\$96,355	\$100,209	\$103,215	\$106,828	\$111,101
	5	\$98,241	\$102,171	\$105,236	\$108,919	\$113,276
HEW 8	1	\$102,035	\$106,116	\$109,300	\$113,125	\$117,650
	2	\$104,031	\$108,192	\$111,438	\$115,338	\$119,952
	3	\$106,093	\$110,337	\$113,647	\$117,624	\$122,329
	4	\$108,152	\$112,478	\$115,852	\$119,907	\$124,704
	5	\$110,266	\$114,677	\$118,117	\$122,251	\$127,141
	6	\$112,435	\$116,932	\$120,440	\$124,656	\$129,642
	7	\$114,647	\$119,233	\$122,810	\$127,108	\$132,193
HEW 9	1	\$118,730	\$123,479	\$127,184	\$131,635	\$136,900
	2	\$121,068	\$125,911	\$129,688	\$134,227	\$139,596
	3	\$123,459	\$128,397	\$132,249	\$136,878	\$142,353
HEW 10	1	\$127,078	\$132,161	\$136,126	\$140,890	\$146,526

FFPPOA = first full pay period on or after.

### Gippsland Transferred Staff Only

From 10 July 2016 incremental progression order changed so that increment point 1 becomes the bottom of salary range and the highest increment number becomes top of salary range for each classification level. For the avoidance of doubt this will have no impact on, or change to, incremental progression e.g. a Gippsland Transferred Employee on the second lowest salary increment prior to 10 July 2016 such as HEW Level 5 increment 7 changed to HEW Level 5 increment 2 on 10 July 2016.

### HEW steps

Those transferring Professional, and Trades and Services, former Monash employees who transferred to Federation University at HEW levels 3, 5, 7, and 9 only will retain the additional salary steps provided for in the former *Monash University Enterprise Agreement (Academic and Professional Staff) 2009*, and the former *Monash University Enterprise Agreement (Trades and Services Staff – Building and Metal Trades Staff) 2009*. Therefore, the number of salary steps to be retained for the staff who transferred on the above four levels only are as follows:

HEW level 3.1 to 3.7		HEW level 5.1 to 5.8		HEW level 7.1 to 7.6		HEW level 9.1 to 9.4	
HEW level	Previous Gippsland Increment	FedUni Increment	Effective FFPPOA 1/12/2021	Effective FFPPOA 01/06/2023	Effective FFPPOA 01/06/2024	Effective FFPPOA 01/06/2025	Effective FFPPOA 30/04/2026
				4.0%	3.0%	3.5%	4.0%
HEW 3	1	7	\$64,497	\$67,077	\$69,089	\$71,507	\$74,368
HEW 5	1	8	\$81,758	\$85,028	\$87,579	\$90,644	\$94,270
HEW 7	1	6	\$99,523	\$103,504	\$106,609	\$110,340	\$114,754
HEW 9	1	4	\$125,911	\$130,947	\$134,876	\$139,597	\$145,180