



DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2018–19 (C2019/1)

NURSES AND MIDWIVES (VICTORIA) STATE REFERENCE PUBLIC SECTOR AWARD 2015 [MA000125]

Health and welfare services

JUSTICE ROSS, PRESIDENT
VICE PRESIDENT HATCHER
DEPUTY PRESIDENT ASBURY
COMMISSIONER HAMPTON
PROFESSOR RICHARDSON
MR GIBBS
MR APTED

SYDNEY, 20 JUNE 2019

Annual Wage Review 2018–19.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2018–19 on 30 May 2019 [[\[2019\] FWCFB 3500](#)], the above award is varied as follows:

1. By deleting the table appearing in clause 14.8(a)(i) and inserting the following:

	\$ per week
In their second year	9.57
In their third year	33.38
In their fourth year	61.19

2. By deleting the table appearing in clause 14.8(a)(ii) and inserting the following:

	\$ per week
In their first year	93.08
In their second year	120.37
In their third year	146.57
In their fourth year	172.64

3. By deleting the amounts “\$0.89” and “\$11.13” appearing in clause 14.8(b) and inserting “\$0.92” and “\$11.46” respectively.

4. By deleting the table appearing in clause A.1 and inserting the following:

	Minimum weekly rate \$
Registered Nurse/Midwife Grade 2:	
Year 1 (Graduate Year and standard rate for shift allowances)	928.20
Year 2	964.10
Year 3 (standard rate for other allowances)	1,000.10
Year 4	1,036.30
Year 5	1,072.20
Year 6	1,108.30
Year 7	1,144.20
Year 8	1,172.40
Year 9	1,200.80
Year 10	1,228.50
Clinical Nurse/Midwife Specialist	1,264.60
Registered Nurse Grade 3A:	
Year 1	1,279.60
Year 2	1,292.30
Registered Nurse/Midwife Grade 3B:	
Year 1	1,312.60
Year 2	1,330.70
Associate Nurse Unit Manager (ANUM)	
Year 1	1,337.90
Year 2	1,367.10
Registered Nurse/Midwife Grade 4A:	
Year 1	1,401.00
Year 2	1,429.00
Registered Nurse/Midwife Grade 4B:	
Year 1	1,462.60
Year 2	1,492.20
Nurse/Midwife Unit Manager (NUM)	
Year 1	1,565.70
Year 2	1,604.20
Year 3	1,642.00

	Minimum weekly rate \$
Registered Nurse/Midwife Grade 5:	
13-50 beds	1,492.00
51-200 beds	1,521.90
201-400 beds	1,582.00
401-600 beds	1,642.20
601 and over beds	1,702.50
Nurse/Midwife Practitioner	
Year 1	1,642.20
Year 2	1,702.50
Registered Nurse/Midwife Grade 6:	
51-100 beds	1,521.90
101-200 beds	1,582.00
201-300 beds	1,642.20
301-400 beds	1,702.50
401- 500 beds	1,782.80
501-700 beds	1,859.30
701 and over beds	1,959.80
Registered Nurse/Midwife Grade 7:	
less than 13 beds	1,521.90
13-24 beds	1,582.00
25-50 beds	1,642.20
51-100 beds	1,702.50
101-200 beds	1,782.80
201-300 beds	1,859.30
301-400 beds	1,959.80
401-500 beds	2,060.00
501-600 beds	2,160.40
601-700 beds	2,280.80
701 and over beds	2,407.50

5. By deleting the table appearing in clause A.2 and inserting the following:

	Minimum weekly rate \$
Trainee Enrolled Nurse	
Year 1	748.60
Year 2	787.60

	Minimum weekly rate \$
Enrolled Nurse Level 1	
Level 1.1	878.10
Level 1.2	896.40
Level 1.3	914.60
EN Level 1.4	933.10
EN Level 1.5	969.30
EN Level 1.6	999.90
Enrolled Nurse Level 2	
Level 2.1	944.20
Level 2.2	965.70
Level 2.3	987.30
Level 2.4	1,008.60
Level 2.5	1,030.10
Level 2.6	1,040.90
Level 2.7	1,051.50
Enrolled Nurse Level 3	
Level 3.1	1,105.10
Level 3.2	1,145.40
Level 3.3	1,164.20

B. This determination comes into operation from 1 July 2019. In accordance with s.166(5) of the *Fair Work Act 2009* this determination does not take effect until the start of the first full pay period that starts on or after 1 July 2019.

PRESIDENT

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