



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2019–20
(C2020/1)

CHRISTMAS ISLAND ADMINISTRATION ENTERPRISE AWARD
2016
[MA000149]

Christmas Island

JUSTICE ROSS, PRESIDENT
VICE PRESIDENT CATANZARITI
DEPUTY PRESIDENT ASBURY
COMMISSIONER HAMPTON
MR FERGUSON
PROFESSOR WOODEN
MS LABINE-ROMAIN

MELBOURNE, XX JUNE 2020

Annual Wage Review 2019–20.

- A. Further to the decision issued by the majority of the Expert Panel in the Annual Wage Review 2019–20 on 19 June 2020 [[2020] FWCFB 3500], the above award is varied as follows:

1. By deleting the table appearing in clause 10.4 and inserting the following:

Classification	Minimum annual salary	Minimum hourly rate
	\$	\$
Administrative Service Officers (ASO)		
ASO 1	41,640	21.72
ASO 2	45,129	23.54
ASO 3	48,983	25.55
ASO 4	52,127	27.19
ASO 5	56,306	29.37
ASO 6	59,412	30.99
Senior Officers Grade (SOG)		
SOG C	67,538	34.07

Classification	Minimum annual salary	Minimum hourly rate
	\$	\$
SOG B	73,267	36.96
SOG A	84,190	42.47
General Service Officers (GSO)		
GSO 2	39,904	20.13
GSO 3	41,827	21.10
GSO 4	42,858	21.62
GSO 5	44,682	22.54
GSO 6	46,307	23.36
GSO 7	48,686	24.56
GSO 8	51,184	25.82
GSO 9	53,662	27.07
GSO 10	59,589	30.06
Hospital employees		
Director of Nursing (RN 5)	85,617	43.19
Registered Nurses (RN)		
RN1.1	48,488	24.46
RN1.2	50,014	25.23
RN1.3	51,223	25.84
RN1.4	52,373	26.42
RN1.5	53,939	27.21
RN1.6	55,446	27.97
RN1.7	56,952	28.73
RN2.1	58,380	29.45
RN2.2	59,411	29.97
RN2.3	60,382	30.46
RN2.4	61,294	30.92
RN3.1	63,197	31.88
RN3.2	64,347	32.46
RN3.3	65,496	33.04
RN3.4	66,606	33.60
RN3B	68,609	34.61
RN4.1	72,732	36.69
RN4.2	77,192	38.94
RN4.3	81,652	41.19
RN5	85,617	43.19
Enrolled Nurses (EN)		
EN (Level 1)	44,226	22.31
EN (Level 2)	44,959	22.68

Classification	Minimum annual salary	Minimum hourly rate
	\$	\$
EN (Level 3)	45,594	23.00
EN (Level 4)	46,208	23.31
EN (Level 5)	46,823	23.62
Hospital Service Employees (HSE)		
HSE (Level 1)	39,865	20.11
HSE (Level 2)	41,807	21.09
HSE (Level 3)	42,838	21.61
HSE (Level 4)	44,682	22.54
HSE (Level 5)	46,307	23.36
HSE (Level 6)	48,706	24.57
HSE (Level 7)	51,243	25.85
HSE (Level 8)	53,741	27.11
HSE (Level 9)	56,794	28.65
Hospital Technical Employees (HTE)		
HTE (Level 1)	42,898	21.64
HTE (Level 2)	49,776	25.11
HTE (Level 3)	54,613	27.55
HTE (Level 4)	60,759	30.65
HTE (Level 5)	66,864	33.73
HTE (Level 6)	72,316	36.48
Hospital Professional Employees (HPE)		
HPE (Level 1)	47,675	24.05
HPE (Level 2)	59,668	30.10
HPE (Level 3)	72,316	36.48
HPE (Level 4)	79,055	39.88
Hospital Administrative Officers (HAO)		
HAO (Level 1)	41,827	21.10
HAO (Level 2)	45,415	22.91

2. By deleting the amount "\$889.80" appearing in clause 11.10(b) and inserting "\$905.18".
3. By deleting the table appearing in clause B.1 and inserting the following:

	Ordinary hourly rate
	\$
Administrative Service Officers (ASO)	
ASO 1	21.72

	Ordinary hourly rate
ASO 2	23.54
ASO 3	25.55
ASO 4	27.19
ASO 5	29.37
ASO 6	30.99
Senior Officers Grade (SOG)	
SOG C	34.07
SOG B	36.96
SOG A	42.47
General Service Officers (GSO)	
GSO 2	20.13
GSO 3	21.10
GSO 4	21.62
GSO 5	22.54
GSO 6	23.36
GSO 7	24.56
GSO 8	25.82
GSO 9	27.07
GSO 10	30.06
Hospital employees	
Director of Nursing (RN 5)	43.19
Registered Nurses (RN)	
RN1.1	24.46
RN1.2	25.23
RN1.3	25.84
RN1.4	26.42
RN1.5	27.21
RN1.6	27.97
RN1.7	28.73
RN2.1	29.45
RN2.2	29.97
RN2.3	30.46
RN2.4	30.92
RN3.1	31.88
RN3.2	32.46
RN3.3	33.04
RN3.4	33.60
RN3B	34.61

	Ordinary hourly rate
RN4.1	36.69
RN4.2	38.94
RN4.3	41.19
RN5	43.19
Enrolled Nurses (EN)	
EN (Level 1)	22.31
EN (Level 2)	22.68
EN (Level 3)	23.00
EN (Level 4)	23.31
EN (Level 5)	23.62
Hospital Service Employees (HSE)	
HSE (Level 1)	20.11
HSE (Level 2)	21.09
HSE (Level 3)	21.61
HSE (Level 4)	22.54
HSE (Level 5)	23.36
HSE (Level 6)	24.57
HSE (Level 7)	25.85
HSE (Level 8)	27.11
HSE (Level 9)	28.65
Hospital Technical Employees (HTE)	
HTE (Level 1)	21.64
HTE (Level 2)	25.11
HTE (Level 3)	27.55
HTE (Level 4)	30.65
HTE (Level 5)	33.73
HTE (Level 6)	36.48
Hospital Professional Employees (HPE)	
HPE (Level 1)	24.05
HPE (Level 2)	30.10
HPE (Level 3)	36.48
HPE (Level 4)	39.88
Hospital Administrative Officers (HAO)	
HAO (Level 1)	21.10
HAO (Level 2)	22.91

4. By deleting the table appearing in clause B.2 and inserting the following:

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public holiday - within 7:00am - 6:00pm	Public holiday - outside 7:00 am - 6:00 pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
Administrative Service Officers (ASO)					
ASO 1	32.58	43.44	43.44	32.58	43.44
ASO 2	35.31	47.08	47.08	35.31	47.08
ASO 3	38.33	51.10	51.10	38.33	51.10
ASO 4	40.79	54.38	54.38	40.79	54.38
ASO 5	44.06	58.74	58.74	44.06	58.74
ASO 6	46.49	61.98	61.98	46.49	61.98
Senior Officers Grade (SOG)					
SOG C	51.11	68.14	68.14	51.11	68.14
SOG B	55.44	73.92	73.92	55.44	73.92
SOG A	63.71	84.94	84.94	63.71	84.94
General Service Officers (GSO)					
GSO 2	30.20	40.26	40.26	30.20	40.26
GSO 3	31.65	42.20	42.20	31.65	42.20
GSO 4	32.43	43.24	43.24	32.43	43.24
GSO 5	33.81	45.08	45.08	33.81	45.08
GSO 6	35.04	46.72	46.72	35.04	46.72
GSO 7	36.84	49.12	49.12	36.84	49.12
GSO 8	38.73	51.64	51.64	38.73	51.64
GSO 9	40.61	54.14	54.14	40.61	54.14
GSO 10	45.09	60.12	60.12	45.09	60.12
Hospital employees					
Director of Nursing (RN 5)	64.79	86.38	86.38	64.79	86.38
Registered Nurses (RN)					
RN1.1	36.69	48.92	48.92	36.69	48.92
RN1.2	37.85	50.46	50.46	37.85	50.46
RN1.3	38.76	51.68	51.68	38.76	51.68
RN1.4	39.63	52.84	52.84	39.63	52.84
RN1.5	40.82	54.42	54.42	40.82	54.42

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public holiday - within 7:00am - 6:00pm	Public holiday - outside 7:00 am - 6:00 pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
RN1.6	41.96	55.94	55.94	41.96	55.94
RN1.7	43.10	57.46	57.46	43.10	57.46
RN2.1	44.18	58.90	58.90	44.18	58.90
RN2.2	44.96	59.94	59.94	44.96	59.94
RN2.3	45.69	60.92	60.92	45.69	60.92
RN2.4	46.38	61.84	61.84	46.38	61.84
RN3.1	47.82	63.76	63.76	47.82	63.76
RN3.2	48.69	64.92	64.92	48.69	64.92
RN3.3	49.56	66.08	66.08	49.56	66.08
RN3.4	50.40	67.20	67.20	50.40	67.20
RN3B	51.92	69.22	69.22	51.92	69.22
RN4.1	55.04	73.38	73.38	55.04	73.38
RN4.2	58.41	77.88	77.88	58.41	77.88
RN4.3	61.79	82.38	82.38	61.79	82.38
RN5	64.79	86.38	86.38	64.79	86.38
Enrolled Nurses (EN)					
EN (Level 1)	33.47	44.62	44.62	33.47	44.62
EN (Level 2)	34.02	45.36	45.36	34.02	45.36
EN (Level 3)	34.50	46.00	46.00	34.50	46.00
EN (Level 4)	34.97	46.62	46.62	34.97	46.62
EN (Level 5)	35.43	47.24	47.24	35.43	47.24
Hospital Service Employees (HSE)					
HSE (Level 1)	30.17	40.22	40.22	30.17	40.22
HSE (Level 2)	31.64	42.18	42.18	31.64	42.18
HSE (Level 3)	32.42	43.22	43.22	32.42	43.22
HSE (Level 4)	33.81	45.08	45.08	33.81	45.08
HSE (Level 5)	35.04	46.72	46.72	35.04	46.72
HSE (Level 6)	36.86	49.14	49.14	36.86	49.14
HSE (Level 7)	38.78	51.70	51.70	38.78	51.70
HSE (Level 8)	40.67	54.22	54.22	40.67	54.22
HSE (Level 9)	42.98	57.30	57.30	42.98	57.30
Hospital Technical Employees (HTE)					
HTE (Level 1)	32.46	43.28	43.28	32.46	43.28

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public holiday - within 7:00am - 6:00pm	Public holiday - outside 7:00 am - 6:00 pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
HTE (Level 2)	37.67	50.22	50.22	37.67	50.22
HTE (Level 3)	41.33	55.10	55.10	41.33	55.10
HTE (Level 4)	45.98	61.30	61.30	45.98	61.30
HTE (Level 5)	50.60	67.46	67.46	50.60	67.46
HTE (Level 6)	54.72	72.96	72.96	54.72	72.96
Hospital Professional Employees (HPE)					
HPE (Level 1)	36.08	48.10	48.10	36.08	48.10
HPE (Level 2)	45.15	60.20	60.20	45.15	60.20
HPE (Level 3)	54.72	72.96	72.96	54.72	72.96
HPE (Level 4)	59.82	79.76	79.76	59.82	79.76
Hospital Administrative Officers (HAO)					
HAO (Level 1)	31.65	42.20	42.20	31.65	42.20
HAO (Level 2)	34.37	45.82	45.82	34.37	45.82

5. By deleting the table appearing in clause B.3 and inserting the following:

	Day	Night	Saturday	Sunday	Public Holiday
	% of ordinary hourly rate				
	100%	115%	150%	200%	250%
	\$	\$	\$	\$	\$
Administrative Service Officers (ASO)					
ASO 1	21.72	24.98	32.58	43.44	54.30
ASO 2	23.54	27.07	35.31	47.08	58.85
ASO 3	25.55	29.38	38.33	51.10	63.88
ASO 4	27.19	31.27	40.79	54.38	67.98
ASO 5	29.37	33.78	44.06	58.74	73.43
ASO 6	30.99	35.64	46.49	61.98	77.48
Senior Officers Grade (SOG)					
SOG C	34.07	39.18	51.11	68.14	85.18
SOG B	36.96	42.50	55.44	73.92	92.40
SOG A	42.47	48.84	63.71	84.94	106.18
General Service Officers (GSO)					

	Day	Night	Saturday	Sunday	Public Holiday
	% of ordinary hourly rate				
	100%	115%	150%	200%	250%
	\$	\$	\$	\$	\$
GSO 2	20.13	23.15	30.20	40.26	50.33
GSO 3	21.10	24.27	31.65	42.20	52.75
GSO 4	21.62	24.86	32.43	43.24	54.05
GSO 5	22.54	25.92	33.81	45.08	56.35
GSO 6	23.36	26.86	35.04	46.72	58.40
GSO 7	24.56	28.24	36.84	49.12	61.40
GSO 8	25.82	29.69	38.73	51.64	64.55
GSO 9	27.07	31.13	40.61	54.14	67.68
GSO 10	30.06	34.57	45.09	60.12	75.15
Hospital employees					
Director of Nursing (RN 5)	43.19	49.67	64.79	86.38	107.98
Registered Nurses (RN)					
RN1.1	24.46	28.13	36.69	48.92	61.15
RN1.2	25.23	29.01	37.85	50.46	63.08
RN1.3	25.84	29.72	38.76	51.68	64.60
RN1.4	26.42	30.38	39.63	52.84	66.05
RN1.5	27.21	31.29	40.82	54.42	68.03
RN1.6	27.97	32.17	41.96	55.94	69.93
RN1.7	28.73	33.04	43.10	57.46	71.83
RN2.1	29.45	33.87	44.18	58.90	73.63
RN2.2	29.97	34.47	44.96	59.94	74.93
RN2.3	30.46	35.03	45.69	60.92	76.15
RN2.4	30.92	35.56	46.38	61.84	77.30
RN3.1	31.88	36.66	47.82	63.76	79.70
RN3.2	32.46	37.33	48.69	64.92	81.15
RN3.3	33.04	38.00	49.56	66.08	82.60
RN3.4	33.60	38.64	50.40	67.20	84.00
RN3B	34.61	39.80	51.92	69.22	86.53
RN4.1	36.69	42.19	55.04	73.38	91.73
RN4.2	38.94	44.78	58.41	77.88	97.35
RN4.3	41.19	47.37	61.79	82.38	102.98
RN5	43.19	49.67	64.79	86.38	107.98
Enrolled Nurses (EN)					
EN (Level 1)	22.31	25.66	33.47	44.62	55.78
EN (Level 2)	22.68	26.08	34.02	45.36	56.70
EN (Level 3)	23.00	26.45	34.50	46.00	57.50
EN (Level 4)	23.31	26.81	34.97	46.62	58.28

	Day	Night	Saturday	Sunday	Public Holiday
	% of ordinary hourly rate				
	100%	115%	150%	200%	250%
	\$	\$	\$	\$	\$
EN (Level 5)	23.62	27.16	35.43	47.24	59.05
Hospital Service Employees (HSE)					
HSE (Level 1)	20.11	23.13	30.17	40.22	50.28
HSE (Level 2)	21.09	24.25	31.64	42.18	52.73
HSE (Level 3)	21.61	24.85	32.42	43.22	54.03
HSE (Level 4)	22.54	25.92	33.81	45.08	56.35
HSE (Level 5)	23.36	26.86	35.04	46.72	58.40
HSE (Level 6)	24.57	28.26	36.86	49.14	61.43
HSE (Level 7)	25.85	29.73	38.78	51.70	64.63
HSE (Level 8)	27.11	31.18	40.67	54.22	67.78
HSE (Level 9)	28.65	32.95	42.98	57.30	71.63
Hospital Technical Employees (HTE)					
HTE (Level 1)	21.64	24.89	32.46	43.28	54.10
HTE (Level 2)	25.11	28.88	37.67	50.22	62.78
HTE (Level 3)	27.55	31.68	41.33	55.10	68.88
HTE (Level 4)	30.65	35.25	45.98	61.30	76.63
HTE (Level 5)	33.73	38.79	50.60	67.46	84.33
HTE (Level 6)	36.48	41.95	54.72	72.96	91.20
Hospital Professional Employees (HPE)					
HPE (Level 1)	24.05	27.66	36.08	48.10	60.13
HPE (Level 2)	30.10	34.62	45.15	60.20	75.25
HPE (Level 3)	36.48	41.95	54.72	72.96	91.20
HPE (Level 4)	39.88	45.86	59.82	79.76	99.70
Hospital Administrative Officers (HAO)					
HAO (Level 1)	21.10	24.27	31.65	42.20	52.75
HAO (Level 2)	22.91	26.35	34.37	45.82	57.28

6. By deleting the table appearing in clause B.4 and inserting the following:

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public Holiday - within 7:00am - 6:00pm	Public Holiday - outside 7:00am - 6:00pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
Administrative Service Officers (ASO)					
ASO 1	32.58	43.44	43.44	32.58	43.44
ASO 2	35.31	47.08	47.08	35.31	47.08
ASO 3	38.33	51.10	51.10	38.33	51.10
ASO 4	40.79	54.38	54.38	40.79	54.38
ASO 5	44.06	58.74	58.74	44.06	58.74
ASO 6	46.49	61.98	61.98	46.49	61.98
Senior Officers Grade (SOG)					
SOG C	51.11	68.14	68.14	51.11	68.14
SOG B	55.44	73.92	73.92	55.44	73.92
SOG A	63.71	84.94	84.94	63.71	84.94
General Service Officers (GSO)					
GSO 2	30.20	40.26	40.26	30.20	40.26
GSO 3	31.65	42.20	42.20	31.65	42.20
GSO 4	32.43	43.24	43.24	32.43	43.24
GSO 5	33.81	45.08	45.08	33.81	45.08
GSO 6	35.04	46.72	46.72	35.04	46.72
GSO 7	36.84	49.12	49.12	36.84	49.12
GSO 8	38.73	51.64	51.64	38.73	51.64
GSO 9	40.61	54.14	54.14	40.61	54.14
GSO 10	45.09	60.12	60.12	45.09	60.12
Hospital employees					
Director of Nursing (RN 5)	64.79	86.38	86.38	64.79	86.38
Registered Nurses (RN)					
RN1.1	36.69	48.92	48.92	36.69	48.92
RN1.2	37.85	50.46	50.46	37.85	50.46
RN1.3	38.76	51.68	51.68	38.76	51.68
RN1.4	39.63	52.84	52.84	39.63	52.84
RN1.5	40.82	54.42	54.42	40.82	54.42
RN1.6	41.96	55.94	55.94	41.96	55.94
RN1.7	43.10	57.46	57.46	43.10	57.46
RN2.1	44.18	58.90	58.90	44.18	58.90
RN2.2	44.96	59.94	59.94	44.96	59.94

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public Holiday - within 7:00am - 6:00pm	Public Holiday - outside 7:00am - 6:00pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
RN2.3	45.69	60.92	60.92	45.69	60.92
RN2.4	46.38	61.84	61.84	46.38	61.84
RN3.1	47.82	63.76	63.76	47.82	63.76
RN3.2	48.69	64.92	64.92	48.69	64.92
RN3.3	49.56	66.08	66.08	49.56	66.08
RN3.4	50.40	67.20	67.20	50.40	67.20
RN3B	51.92	69.22	69.22	51.92	69.22
RN4.1	55.04	73.38	73.38	55.04	73.38
RN4.2	58.41	77.88	77.88	58.41	77.88
RN4.3	61.79	82.38	82.38	61.79	82.38
RN5	64.79	86.38	86.38	64.79	86.38
Enrolled Nurses (EN)					
EN (Level 1)	33.47	44.62	44.62	33.47	44.62
EN (Level 2)	34.02	45.36	45.36	34.02	45.36
EN (Level 3)	34.50	46.00	46.00	34.50	46.00
EN (Level 4)	34.97	46.62	46.62	34.97	46.62
EN (Level 5)	35.43	47.24	47.24	35.43	47.24
Hospital Service Employees (HSE)					
HSE (Level 1)	30.17	40.22	40.22	30.17	40.22
HSE (Level 2)	31.64	42.18	42.18	31.64	42.18
HSE (Level 3)	32.42	43.22	43.22	32.42	43.22
HSE (Level 4)	33.81	45.08	45.08	33.81	45.08
HSE (Level 5)	35.04	46.72	46.72	35.04	46.72
HSE (Level 6)	36.86	49.14	49.14	36.86	49.14
HSE (Level 7)	38.78	51.70	51.70	38.78	51.70
HSE (Level 8)	40.67	54.22	54.22	40.67	54.22
HSE (Level 9)	42.98	57.30	57.30	42.98	57.30
Hospital Technical Employees (HTE)					
HTE (Level 1)	32.46	43.28	43.28	32.46	43.28
HTE (Level 2)	37.67	50.22	50.22	37.67	50.22
HTE (Level 3)	41.33	55.10	55.10	41.33	55.10
HTE (Level 4)	45.98	61.30	61.30	45.98	61.30
HTE (Level 5)	50.60	67.46	67.46	50.60	67.46

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public Holiday - within 7:00am - 6:00pm	Public Holiday - outside 7:00am - 6:00pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
HTE (Level 6)	54.72	72.96	72.96	54.72	72.96
Hospital Professional Employees (HPE)					
HPE (Level 1)	36.08	48.10	48.10	36.08	48.10
HPE (Level 2)	45.15	60.20	60.20	45.15	60.20
HPE (Level 3)	54.72	72.96	72.96	54.72	72.96
HPE (Level 4)	59.82	79.76	79.76	59.82	79.76
Hospital Administrative Officers (HAO)					
HAO (Level 1)	31.65	42.20	42.20	31.65	42.20
HAO (Level 2)	34.37	45.82	45.82	34.37	45.82

7. By deleting the table appearing in clause B.5 and inserting the following:

	% of ordinary hourly rate
	125%
	\$
Administrative Service Officers (ASO)	
ASO 1	27.15
ASO 2	29.43
ASO 3	31.94
ASO 4	33.99
ASO 5	36.71
ASO 6	38.74
Senior Officers Grade (SOG)	
SOG C	42.59
SOG B	46.20
SOG A	53.09
General Service Officers (GSO)	
GSO 2	25.16
GSO 3	26.38
GSO 4	27.03
GSO 5	28.18
GSO 6	29.20

	% of ordinary hourly rate
	125%
	\$
GSO 7	30.70
GSO 8	32.28
GSO 9	33.84
GSO 10	37.58
Hospital employees	
Director of Nursing (RN 5)	53.99
Registered Nurses (RN)	
RN1.1	30.58
RN1.2	31.54
RN1.3	32.30
RN1.4	33.03
RN1.5	34.01
RN1.6	34.96
RN1.7	35.91
RN2.1	36.81
RN2.2	37.46
RN2.3	38.08
RN2.4	38.65
RN3.1	39.85
RN3.2	40.58
RN3.3	41.30
RN3.4	42.00
RN3B	43.26
RN4.1	45.86
RN4.2	48.68
RN4.3	51.49
RN5	53.99
Enrolled Nurses (EN)	
EN (Level 1)	27.89
EN (Level 2)	28.35
EN (Level 3)	28.75
EN (Level 4)	29.14
EN (Level 5)	29.53
Hospital Service Employees (HSE)	
HSE (Level 1)	25.14
HSE (Level 2)	26.36
HSE (Level 3)	27.01

	% of ordinary hourly rate
	125%
	\$
HSE (Level 4)	28.18
HSE (Level 5)	29.20
HSE (Level 6)	30.71
HSE (Level 7)	32.31
HSE (Level 8)	33.89
HSE (Level 9)	35.81
Hospital Technical Employees (HTE)	
HTE (Level 1)	27.05
HTE (Level 2)	31.39
HTE (Level 3)	34.44
HTE (Level 4)	38.31
HTE (Level 5)	42.16
HTE (Level 6)	45.60
Hospital Professional Employees (HPE)	
HPE (Level 1)	30.06
HPE (Level 2)	37.63
HPE (Level 3)	45.60
HPE (Level 4)	49.85
Hospital Administrative Officers (HAO)	
HAO (Level 1)	26.38
HAO (Level 2)	28.64

8. By deleting the table appearing in clause B.6 and inserting the following:

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public Holiday - within 7:00am - 6:00pm	Public Holiday - outside 7:00am - 6:00pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
Administrative Service Officers (ASO)					
ASO 1	32.58	43.44	43.44	32.58	43.44
ASO 2	35.31	47.08	47.08	35.31	47.08
ASO 3	38.33	51.10	51.10	38.33	51.10

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public Holiday - within 7:00am - 6:00pm	Public Holiday - outside 7:00am - 6:00pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
ASO 4	40.79	54.38	54.38	40.79	54.38
ASO 5	44.06	58.74	58.74	44.06	58.74
ASO 6	46.49	61.98	61.98	46.49	61.98
Senior Officers Grade (SOG)					
SOG C	51.11	68.14	68.14	51.11	68.14
SOG B	55.44	73.92	73.92	55.44	73.92
SOG A	63.71	84.94	84.94	63.71	84.94
General Service Officers (GSO)					
GSO 2	30.20	40.26	40.26	30.20	40.26
GSO 3	31.65	42.20	42.20	31.65	42.20
GSO 4	32.43	43.24	43.24	32.43	43.24
GSO 5	33.81	45.08	45.08	33.81	45.08
GSO 6	35.04	46.72	46.72	35.04	46.72
GSO 7	36.84	49.12	49.12	36.84	49.12
GSO 8	38.73	51.64	51.64	38.73	51.64
GSO 9	40.61	54.14	54.14	40.61	54.14
GSO 10	45.09	60.12	60.12	45.09	60.12
Hospital employees					
Director of Nursing (RN 5)	64.79	86.38	86.38	64.79	86.38
Registered Nurses (RN)					
RN1.1	36.69	48.92	48.92	36.69	48.92
RN1.2	37.85	50.46	50.46	37.85	50.46
RN1.3	38.76	51.68	51.68	38.76	51.68
RN1.4	39.63	52.84	52.84	39.63	52.84
RN1.5	40.82	54.42	54.42	40.82	54.42
RN1.6	41.96	55.94	55.94	41.96	55.94
RN1.7	43.10	57.46	57.46	43.10	57.46
RN2.1	44.18	58.90	58.90	44.18	58.90
RN2.2	44.96	59.94	59.94	44.96	59.94
RN2.3	45.69	60.92	60.92	45.69	60.92
RN2.4	46.38	61.84	61.84	46.38	61.84

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public Holiday - within 7:00am - 6:00pm	Public Holiday - outside 7:00am - 6:00pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
RN3.1	47.82	63.76	63.76	47.82	63.76
RN3.2	48.69	64.92	64.92	48.69	64.92
RN3.3	49.56	66.08	66.08	49.56	66.08
RN3.4	50.40	67.20	67.20	50.40	67.20
RN3B	51.92	69.22	69.22	51.92	69.22
RN4.1	55.04	73.38	73.38	55.04	73.38
RN4.2	58.41	77.88	77.88	58.41	77.88
RN4.3	61.79	82.38	82.38	61.79	82.38
RN5	64.79	86.38	86.38	64.79	86.38
Enrolled Nurses (EN)					
EN (Level 1)	33.47	44.62	44.62	33.47	44.62
EN (Level 2)	34.02	45.36	45.36	34.02	45.36
EN (Level 3)	34.50	46.00	46.00	34.50	46.00
EN (Level 4)	34.97	46.62	46.62	34.97	46.62
EN (Level 5)	35.43	47.24	47.24	35.43	47.24
Hospital Service Employees (HSE)					
HSE (Level 1)	30.17	40.22	40.22	30.17	40.22
HSE (Level 2)	31.64	42.18	42.18	31.64	42.18
HSE (Level 3)	32.42	43.22	43.22	32.42	43.22
HSE (Level 4)	33.81	45.08	45.08	33.81	45.08
HSE (Level 5)	35.04	46.72	46.72	35.04	46.72
HSE (Level 6)	36.86	49.14	49.14	36.86	49.14
HSE (Level 7)	38.78	51.70	51.70	38.78	51.70
HSE (Level 8)	40.67	54.22	54.22	40.67	54.22
HSE (Level 9)	42.98	57.30	57.30	42.98	57.30
Hospital Technical Employees (HTE)					
HTE (Level 1)	32.46	43.28	43.28	32.46	43.28
HTE (Level 2)	37.67	50.22	50.22	37.67	50.22
HTE (Level 3)	41.33	55.10	55.10	41.33	55.10
HTE (Level 4)	45.98	61.30	61.30	45.98	61.30

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public Holiday - within 7:00am - 6:00pm	Public Holiday - outside 7:00am - 6:00pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
HTE (Level 5)	50.60	67.46	67.46	50.60	67.46
HTE (Level 6)	54.72	72.96	72.96	54.72	72.96
Hospital Professional Employees (HPE)					
HPE (Level 1)	36.08	48.10	48.10	36.08	48.10
HPE (Level 2)	45.15	60.20	60.20	45.15	60.20
HPE (Level 3)	54.72	72.96	72.96	54.72	72.96
HPE (Level 4)	59.82	79.76	79.76	59.82	79.76
Hospital Administrative Officers (HAO)					
HAO (Level 1)	31.65	42.20	42.20	31.65	42.20
HAO (Level 2)	34.37	45.82	45.82	34.37	45.82

9. By deleting the table appearing in clause B.7 and inserting the following:

	Day	Night	Saturday	Sunday	Public Holiday
	% of ordinary hourly rate				
	125%	140%	175%	225%	275%
	\$	\$	\$	\$	\$
Administrative Service Officers (ASO)					
ASO 1	27.15	30.41	38.01	48.87	59.73
ASO 2	29.43	32.96	41.20	52.97	64.74
ASO 3	31.94	35.77	44.71	57.49	70.26
ASO 4	33.99	38.07	47.58	61.18	74.77
ASO 5	36.71	41.12	51.40	66.08	80.77
ASO 6	38.74	43.39	54.23	69.73	85.22
Senior Officers Grade (SOG)					
SOG C	42.59	47.70	59.62	76.66	93.69
SOG B	46.20	51.74	64.68	83.16	101.64
SOG A	53.09	59.46	74.32	95.56	116.79
General Service Officers (GSO)					
GSO 2	25.16	28.18	35.23	45.29	55.36
GSO 3	26.38	29.54	36.93	47.48	58.03

	Day	Night	Saturday	Sunday	Public Holiday
	% of ordinary hourly rate				
	125%	140%	175%	225%	275%
	\$	\$	\$	\$	\$
GSO 4	27.03	30.27	37.84	48.65	59.46
GSO 5	28.18	31.56	39.45	50.72	61.99
GSO 6	29.20	32.70	40.88	52.56	64.24
GSO 7	30.70	34.38	42.98	55.26	67.54
GSO 8	32.28	36.15	45.19	58.10	71.01
GSO 9	33.84	37.90	47.37	60.91	74.44
GSO 10	37.58	42.08	52.61	67.64	82.67
Hospital employees					
Director of Nursing (RN 5)	53.99	60.47	75.58	97.18	118.77
Registered Nurses (RN)					
RN1.1	30.58	34.24	42.81	55.04	67.27
RN1.2	31.54	35.32	44.15	56.77	69.38
RN1.3	32.30	36.18	45.22	58.14	71.06
RN1.4	33.03	36.99	46.24	59.45	72.66
RN1.5	34.01	38.09	47.62	61.22	74.83
RN1.6	34.96	39.16	48.95	62.93	76.92
RN1.7	35.91	40.22	50.28	64.64	79.01
RN2.1	36.81	41.23	51.54	66.26	80.99
RN2.2	37.46	41.96	52.45	67.43	82.42
RN2.3	38.08	42.64	53.31	68.54	83.77
RN2.4	38.65	43.29	54.11	69.57	85.03
RN3.1	39.85	44.63	55.79	71.73	87.67
RN3.2	40.58	45.44	56.81	73.04	89.27
RN3.3	41.30	46.26	57.82	74.34	90.86
RN3.4	42.00	47.04	58.80	75.60	92.40
RN3B	43.26	48.45	60.57	77.87	95.18
RN4.1	45.86	51.37	64.21	82.55	100.90
RN4.2	48.68	54.52	68.15	87.62	107.09
RN4.3	51.49	57.67	72.08	92.68	113.27
RN5	53.99	60.47	75.58	97.18	118.77
Enrolled Nurses (EN)					
EN (Level 1)	27.89	31.23	39.04	50.20	61.35
EN (Level 2)	28.35	31.75	39.69	51.03	62.37
EN (Level 3)	28.75	32.20	40.25	51.75	63.25
EN (Level 4)	29.14	32.63	40.79	52.45	64.10
EN (Level 5)	29.53	33.07	41.34	53.15	64.96

	Day	Night	Saturday	Sunday	Public Holiday
	% of ordinary hourly rate				
	125%	140%	175%	225%	275%
	\$	\$	\$	\$	\$
Hospital Service Employees (HSE)					
HSE (Level 1)	25.14	28.15	35.19	45.25	55.30
HSE (Level 2)	26.36	29.53	36.91	47.45	58.00
HSE (Level 3)	27.01	30.25	37.82	48.62	59.43
HSE (Level 4)	28.18	31.56	39.45	50.72	61.99
HSE (Level 5)	29.20	32.70	40.88	52.56	64.24
HSE (Level 6)	30.71	34.40	43.00	55.28	67.57
HSE (Level 7)	32.31	36.19	45.24	58.16	71.09
HSE (Level 8)	33.89	37.95	47.44	61.00	74.55
HSE (Level 9)	35.81	40.11	50.14	64.46	78.79
Hospital Technical Employees (HTE)					
HTE (Level 1)	27.05	30.30	37.87	48.69	59.51
HTE (Level 2)	31.39	35.15	43.94	56.50	69.05
HTE (Level 3)	34.44	38.57	48.21	61.99	75.76
HTE (Level 4)	38.31	42.91	53.64	68.96	84.29
HTE (Level 5)	42.16	47.22	59.03	75.89	92.76
HTE (Level 6)	45.60	51.07	63.84	82.08	100.32
Hospital Professional Employees (HPE)					
HPE (Level 1)	30.06	33.67	42.09	54.11	66.14
HPE (Level 2)	37.63	42.14	52.68	67.73	82.78
HPE (Level 3)	45.60	51.07	63.84	82.08	100.32
HPE (Level 4)	49.85	55.83	69.79	89.73	109.67
Hospital Administrative Officers (HAO)					
HAO (Level 1)	26.38	29.54	36.93	47.48	58.03
HAO (Level 2)	28.64	32.07	40.09	51.55	63.00

10. By deleting the table appearing in clause B.8 and inserting the following:

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public Holiday - within 7:00am - 6:00pm	Public Holiday - outside 7:00am - 6:00pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
Administrative Service Officers (ASO)					
ASO 1	32.58	43.44	43.44	32.58	43.44
ASO 2	35.31	47.08	47.08	35.31	47.08
ASO 3	38.33	51.10	51.10	38.33	51.10
ASO 4	40.79	54.38	54.38	40.79	54.38
ASO 5	44.06	58.74	58.74	44.06	58.74
ASO 6	46.49	61.98	61.98	46.49	61.98
Senior Officers Grade (SOG)					
SOG C	51.11	68.14	68.14	51.11	68.14
SOG B	55.44	73.92	73.92	55.44	73.92
SOG A	63.71	84.94	84.94	63.71	84.94
General Service Officers (GSO)					
GSO 2	30.20	40.26	40.26	30.20	40.26
GSO 3	31.65	42.20	42.20	31.65	42.20
GSO 4	32.43	43.24	43.24	32.43	43.24
GSO 5	33.81	45.08	45.08	33.81	45.08
GSO 6	35.04	46.72	46.72	35.04	46.72
GSO 7	36.84	49.12	49.12	36.84	49.12
GSO 8	38.73	51.64	51.64	38.73	51.64
GSO 9	40.61	54.14	54.14	40.61	54.14
GSO 10	45.09	60.12	60.12	45.09	60.12
Hospital employees					
Director of Nursing (RN 5)	64.79	86.38	86.38	64.79	86.38
Registered Nurses (RN)					
RN1.1	36.69	48.92	48.92	36.69	48.92
RN1.2	37.85	50.46	50.46	37.85	50.46
RN1.3	38.76	51.68	51.68	38.76	51.68
RN1.4	39.63	52.84	52.84	39.63	52.84
RN1.5	40.82	54.42	54.42	40.82	54.42
RN1.6	41.96	55.94	55.94	41.96	55.94
RN1.7	43.10	57.46	57.46	43.10	57.46
RN2.1	44.18	58.90	58.90	44.18	58.90
RN2.2	44.96	59.94	59.94	44.96	59.94

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public Holiday - within 7:00am - 6:00pm	Public Holiday - outside 7:00am - 6:00pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
RN2.3	45.69	60.92	60.92	45.69	60.92
RN2.4	46.38	61.84	61.84	46.38	61.84
RN3.1	47.82	63.76	63.76	47.82	63.76
RN3.2	48.69	64.92	64.92	48.69	64.92
RN3.3	49.56	66.08	66.08	49.56	66.08
RN3.4	50.40	67.20	67.20	50.40	67.20
RN3B	51.92	69.22	69.22	51.92	69.22
RN4.1	55.04	73.38	73.38	55.04	73.38
RN4.2	58.41	77.88	77.88	58.41	77.88
RN4.3	61.79	82.38	82.38	61.79	82.38
RN5	64.79	86.38	86.38	64.79	86.38
Enrolled Nurses (EN)					
EN (Level 1)	33.47	44.62	44.62	33.47	44.62
EN (Level 2)	34.02	45.36	45.36	34.02	45.36
EN (Level 3)	34.50	46.00	46.00	34.50	46.00
EN (Level 4)	34.97	46.62	46.62	34.97	46.62
EN (Level 5)	35.43	47.24	47.24	35.43	47.24
Hospital Service Employees (HSE)					
HSE (Level 1)	30.17	40.22	40.22	30.17	40.22
HSE (Level 2)	31.64	42.18	42.18	31.64	42.18
HSE (Level 3)	32.42	43.22	43.22	32.42	43.22
HSE (Level 4)	33.81	45.08	45.08	33.81	45.08
HSE (Level 5)	35.04	46.72	46.72	35.04	46.72
HSE (Level 6)	36.86	49.14	49.14	36.86	49.14
HSE (Level 7)	38.78	51.70	51.70	38.78	51.70
HSE (Level 8)	40.67	54.22	54.22	40.67	54.22
HSE (Level 9)	42.98	57.30	57.30	42.98	57.30
Hospital Technical Employees (HTE)					
HTE (Level 1)	32.46	43.28	43.28	32.46	43.28
HTE (Level 2)	37.67	50.22	50.22	37.67	50.22
HTE (Level 3)	41.33	55.10	55.10	41.33	55.10
HTE (Level 4)	45.98	61.30	61.30	45.98	61.30
HTE (Level 5)	50.60	67.46	67.46	50.60	67.46

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public Holiday - within 7:00am - 6:00pm	Public Holiday - outside 7:00am - 6:00pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
HTE (Level 6)	54.72	72.96	72.96	54.72	72.96
Hospital Professional Employees (HPE)					
HPE (Level 1)	36.08	48.10	48.10	36.08	48.10
HPE (Level 2)	45.15	60.20	60.20	45.15	60.20
HPE (Level 3)	54.72	72.96	72.96	54.72	72.96
HPE (Level 4)	59.82	79.76	79.76	59.82	79.76
Hospital Administrative Officers (HAO)					
HAO (Level 1)	31.65	42.20	42.20	31.65	42.20
HAO (Level 2)	34.37	45.82	45.82	34.37	45.82

11. By deleting the amount “\$23.14” appearing in clause C.1 and inserting “\$23.54”.

12. By deleting the table appearing in clause C.1 and inserting the following:

Allowance	Payable	\$	% of standard rate
Interpreting allowance	annual	905.18	3845.3

13. By deleting clause E.5.1 and inserting the following:

E.5.1 Minimum wages for traineeships

(a) Wage Level A

Subject to clause E.5.2 and E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time or part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level A by clause E.7 are:

	Highest year of schooling completed					
	Year 10		Year 11		Year 12	
	Full-time weekly	Part- time hourly	Full-time weekly	Part- time hourly	Full-time weekly	Part- time hourly
	\$	\$	\$	\$	\$	\$
School leaver	338.60	11.14	372.90	12.28	444.20	14.62
Plus 1 year out of school	372.90	12.28	444.20	14.62	517.00	17.02

	Highest year of schooling completed					
	Year 10		Year 11		Year 12	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$	\$	\$
Plus 2 years out of school	444.20	14.62	517.00	17.02	601.60	19.79
Plus 3 years out of school	517.00	17.02	601.60	19.79	688.80	22.65
Plus 4 years out of school	601.60	19.79	688.80	22.65		
Plus 5 or more years out of school	688.80	22.65				

(b) Wage Level B

Subject to clause E.5.2 and E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time or part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level B by clause E.7 are:

	Highest year of schooling completed					
	Year 10		Year 11		Year 12	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$	\$	\$
School leaver	338.60	11.14	372.90	12.28	432.20	14.23
Plus 1 year out of school	372.90	12.28	432.20	14.23	497.20	16.36
Plus 2 years out of school	432.20	14.23	497.20	16.36	583.10	19.20
Plus 3 years out of school	497.20	16.36	583.10	19.20	665.10	21.90
Plus 4 years out of school	583.10	19.20	665.10	21.90		
Plus 5 or more years out of school	665.10	21.90				

(c) Wage Level C

Subject to clause E.5.2 and E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time or part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level C by clause E.7 are:

	Highest year of schooling completed					
	Year 10		Year 11		Year 12	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$	\$	\$
School leaver	338.60	11.14	372.90	12.28	432.20	14.23
Plus 1 year out of school	372.90	12.28	432.20	14.23	486.60	16.01
Plus 2 years out of school	432.20	14.23	486.60	16.01	543.70	17.88
Plus 3 years out of school	486.60	16.01	543.70	17.88	605.60	19.92
Plus 4 years out of school	543.70	17.88	605.60	19.92		
Plus 5 or more years out of school	605.60	19.92				

(d) AQF Certificate Level IV traineeships

- (i) Subject to clause E.5.2 and E.5.3 of this schedule, the minimum wages for a trainee undertaking a traineeship are the minimum wages for the relevant Level III traineeship with the addition of 3.8% to those minimum wages.
- (ii) Subject to clause E.5.2 and E.5.3 of this schedule, the minimum wages for an adult trainee undertaking an AQF Certificate Level IV traineeship are as follows, provided that the relevant wage level is that for the relevant AQF Certificate Level III traineeship:

Wage level	First year of traineeship		Second and subsequent years of traineeship	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$
	Wage Level A	715.50	23.52	743.20
Wage Level B	690.30	22.68	716.70	23.56
Wage Level C	628.20	20.67	651.90	21.45

(e) School-based traineeships

Subject to clauses E.5.2 and E.5.3 of this schedule, the minimum hourly wages for a trainee undertaking a school-based Wage Levels A or B traineeship are as follows when the trainee works ordinary hours:

Year of schooling	
Year 11 or lower	Year 12
per hour	per hour
\$	\$
11.14	12.28

B. This determination comes into operation on 1 July 2020. In accordance with s.286(5) of the *Fair Work Act 2009* this determination does not take effect in relation to a particular employee until the start of the employee's first full pay period that starts on or after 1 July 2020.

PRESIDENT