



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2021–22
(C2022/1)

NURSES AWARD 2020
[MA000034]

Health and welfare services

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

MELBOURNE, XX JUNE 2022

Annual Wage Review 2021–22.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2021–22 on 15 June 2022 [[2022] FWCFB 3500], the above award is varied as follows:

- By deleting the table appearing in clause 15.2 and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
1st year	883.40	23.25
2nd year	897.20	23.61
3rd year and thereafter	911.60	23.99
Experienced (the holder of a relevant certificate III qualification)	940.90	24.76

2. By deleting the table appearing in clause 15.3(a) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Less than 21 years of age	820.70	21.60
21 years of age and over	861.40	22.67

3. By deleting the table appearing in clause 15.3(b) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Pay point 1	958.30	25.22
Pay point 2	971.00	25.55
Pay point 3	983.90	25.89
Pay point 4	998.10	26.27
Pay point 5	1008.10	26.53

4. By deleting the table appearing in clause 15.4(a) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Registered nurse—level 1		
Pay point 1	1025.20	26.98
Pay point 2	1046.20	27.53
Pay point 3	1071.90	28.21
Pay point 4	1100.40	28.96
Pay point 5	1134.20	29.85
Pay point 6	1167.00	30.71
Pay point 7	1200.80	31.60
Pay point 8 and thereafter	1232.00	32.42

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Registered nurse—level 2		
Pay point 1	1264.70	33.28
Pay point 2	1284.80	33.81
Pay point 3	1307.10	34.40
Pay point 4 and thereafter	1328.50	34.96
Registered nurse—level 3		
Pay point 1	1371.30	36.09
Pay point 2	1396.50	36.75
Pay point 3	1420.60	37.38
Pay point 4 and thereafter	1446.10	38.06
Registered nurse—level 4		
Grade 1	1565.10	41.19
Grade 2	1677.30	44.14
Grade 3	1775.10	46.71
Registered nurse—level 5		
Grade 1	1579.40	41.56
Grade 2	1663.20	43.77
Grade 3	1775.10	46.71
Grade 4	1885.80	49.63
Grade 5	2079.90	54.73
Grade 6	2275.70	59.89

5. By deleting the table appearing in clause 15.4(b) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
4 year degree ¹	1070.50	28.17
Masters degree ¹	1107.40	29.14

6. By deleting the table appearing in clause 15.5 and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
1st year	1578.00	41.53
2nd year	1624.90	42.76

7. By deleting the table appearing in clause 15.6 and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Occupational health nurse—level 1		
Pay point 1	1100.40	28.96
Pay point 2	1134.20	29.85
Pay point 3	1167.00	30.71
Pay point 4	1200.80	31.60
Pay point 5	1232.00	32.42
Occupational health nurse—level 2		
Pay point 1	1264.70	33.28
Pay point 2	1284.80	33.81
Pay point 3	1307.10	34.40
Pay point 4	1328.50	34.96
Senior occupational health clinical nurse	1328.50	34.96
Occupational health nurse—level 3		
Pay point 1	1371.30	36.09
Pay point 2	1396.50	36.75
Pay point 3	1420.60	37.38
Pay point 4 and thereafter	1446.10	38.06

8. By deleting the table appearing in clause 17.2(a)(i) and inserting the following:

Between rostered shifts or ordinary hours on:	\$ per 24-hour period or part thereof
Monday to Friday inclusive	24.09
Saturday	36.29
Sunday, public holiday or non-rostered day	42.34

9. By deleting the table appearing in clause B.1.1 and inserting the following:

	Minimum hourly rate	Monday to Friday		Saturday	Sunday	Public holiday
		Afternoon shift	Night shift			
	% of minimum hourly rate					
	100%	112.5%	115%	150%	175%	200%
	\$	\$	\$	\$	\$	\$
1st year	23.25	26.16	26.74	34.88	40.69	46.50
2nd year	23.61	26.56	27.15	35.42	41.32	47.22
3rd year and thereafter	23.99	26.99	27.59	35.99	41.98	47.98
Experienced (the holder of a relevant certificate III qualification)	24.76	27.86	28.47	37.14	43.33	49.52

10. By deleting the table appearing in clause B.1.2 and inserting the following:

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
1st year	34.88	46.50	46.50	58.13
2nd year	35.42	47.22	47.22	59.03
3rd year and thereafter	35.99	47.98	47.98	59.98
Experienced (the holder of a relevant certificate III qualification)	37.14	49.52	49.52	61.90

11. By deleting the table appearing in clause B.1.3 and inserting the following:

	Casual hourly rate	Monday to Friday		Saturday	Sunday	Public holiday
		Afternoon shift	Night shift			
	% of minimum hourly rate			% of casual hourly rate ¹		
	125%	137.5%	140%	150%	175%	200%
	\$	\$	\$	\$	\$	\$
1st year	29.06	31.97	32.55	43.59	50.86	58.12
2nd year	29.51	32.46	33.05	44.27	51.64	59.02
3rd year and thereafter	29.99	32.99	33.59	44.99	52.48	59.98
Experienced (the holder of a relevant certificate III qualification)	30.95	34.05	34.66	46.43	54.16	61.90

12. By deleting the table appearing in clause B.2.1 and inserting the following:

	Minimum hourly rate	Monday to Friday		Saturday	Sunday	Public holiday
		Afternoon shift	Night shift			
	% of minimum hourly rate					
	100%	112.5%	115%	150%	175%	200%
	\$	\$	\$	\$	\$	\$
Student enrolled nurse						
Less than 21 years	21.60	24.30	24.84	32.40	37.80	43.20
21 years and over	22.67	25.50	26.07	34.01	39.67	45.34
Enrolled nurse						
Pay point 1	25.22	28.37	29.00	37.83	44.14	50.44
Pay point 2	25.55	28.74	29.38	38.33	44.71	51.10
Pay point 3	25.89	29.13	29.77	38.84	45.31	51.78
Pay point 4	26.27	29.55	30.21	39.41	45.97	52.54
Pay point 5	26.53	29.85	30.51	39.80	46.43	53.06

13. By deleting the table appearing in clause B.2.2 and inserting the following:

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Student enrolled nurse				
Less than 21 years	32.40	43.20	43.20	54.00
21 years and over	34.01	45.34	45.34	56.68
Enrolled nurse				
Pay point 1	37.83	50.44	50.44	63.05
Pay point 2	38.33	51.10	51.10	63.88
Pay point 3	38.84	51.78	51.78	64.73
Pay point 4	39.41	52.54	52.54	65.68
Pay point 5	39.80	53.06	53.06	66.33

14. By deleting the table appearing in clause B.2.3 and inserting the following:

	Casual hourly rate	Monday to Friday		Saturday	Sunday	Public holiday
		Afternoon shift	Night shift			
	% of minimum hourly rate			% of casual hourly rate ¹		
	125%	137.5%	140%	150%	175%	200%
	\$	\$	\$	\$	\$	\$
Student enrolled nurse						
Less than 21 years	27.00	29.70	30.24	40.50	47.25	54.00
21 years and over	28.34	31.17	31.74	42.51	49.60	56.68
Enrolled nurse						
Pay point 1	31.53	34.68	35.31	47.30	55.18	63.06
Pay point 2	31.94	35.13	35.77	47.91	55.90	63.88
Pay point 3	32.36	35.60	36.25	48.54	56.63	64.72
Pay point 4	32.84	36.12	36.78	49.26	57.47	65.68
Pay point 5	33.16	36.48	37.14	49.74	58.03	66.32

15. By deleting the table appearing in clause B.3.1 and inserting the following:

	Minimum hourly rate	Monday to Friday		Saturday	Sunday	Public holiday
		Afternoon shift	Night shift			
% of minimum hourly rate						
	100%	112.5%	115%	150%	175%	200%
	\$	\$	\$	\$	\$	\$
Registered nurse— level 1						
Pay point 1	26.98	30.35	31.03	40.47	47.22	53.96
Pay point 2	27.53	30.97	31.66	41.30	48.18	55.06
Pay point 3	28.21	31.74	32.44	42.32	49.37	56.42
Pay point 4	28.96	32.58	33.30	43.44	50.68	57.92
Pay point 5	29.85	33.58	34.33	44.78	52.24	59.70
Pay point 6	30.71	34.55	35.32	46.07	53.74	61.42
Pay point 7	31.60	35.55	36.34	47.40	55.30	63.20
Pay point 8 and thereafter	32.42	36.47	37.28	48.63	56.74	64.84
Registered nurse— level 2						
Pay point 1	33.28	37.44	38.27	49.92	58.24	66.56
Pay point 2	33.81	38.04	38.88	50.72	59.17	67.62
Pay point 3	34.40	38.70	39.56	51.60	60.20	68.80
Pay point 4 and thereafter	34.96	39.33	40.20	52.44	61.18	69.92
Registered nurse— level 3						
Pay point 1	36.09	40.60	41.50	54.14	63.16	72.18
Pay point 2	36.75	41.34	42.26	55.13	64.31	73.50
Pay point 3	37.38	42.05	42.99	56.07	65.42	74.76
Pay point 4 and thereafter	38.06	42.82	43.77	57.09	66.61	76.12
Registered nurse— level 4¹						
Grade 1	41.19	—	—	61.79	72.08	82.38
Grade 2	44.14	—	—	66.21	77.25	88.28

	Minimum hourly rate	Monday to Friday		Saturday	Sunday	Public holiday
		Afternoon shift	Night shift			
% of minimum hourly rate						
	100%	112.5%	115%	150%	175%	200%
	\$	\$	\$	\$	\$	\$
Grade 3	46.71	–	–	70.07	81.74	93.42
Registered nurse— level 5¹						
Grade 1	41.56	–	–	62.34	72.73	83.12
Grade 2	43.77	–	–	65.66	76.60	87.54
Grade 3	46.71	–	–	70.07	81.74	93.42
Grade 4	49.63	–	–	74.45	86.85	99.26
Grade 5	54.73	–	–	82.10	95.78	109.46
Grade 6	59.89	–	–	89.84	104.81	119.78
Minimum entry rates						
4 year degree	28.17	31.69	32.40	42.26	49.30	56.34
Masters degree	29.14	32.78	33.51	43.71	51.00	58.28

16. By deleting the table appearing in clause B.3.2 and inserting the following:

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
% of minimum hourly rate				
	150%	200%	200%	250%
	\$	\$	\$	\$
Registered nurse— level 1				
Pay point 1	40.47	53.96	53.96	67.45
Pay point 2	41.30	55.06	55.06	68.83
Pay point 3	42.32	56.42	56.42	70.53
Pay point 4	43.44	57.92	57.92	72.40
Pay point 5	44.78	59.70	59.70	74.63
Pay point 6	46.07	61.42	61.42	76.78
Pay point 7	47.40	63.20	63.20	79.00
Pay point 8 and	48.63	64.84	64.84	81.05

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
thereafter				
Registered nurse— level 2				
Pay point 1	49.92	66.56	66.56	83.20
Pay point 2	50.72	67.62	67.62	84.53
Pay point 3	51.60	68.80	68.80	86.00
Pay point 4 and thereafter	52.44	69.92	69.92	87.40
Registered nurse— level 3				
Pay point 1	54.14	72.18	72.18	90.23
Pay point 2	55.13	73.50	73.50	91.88
Pay point 3	56.07	74.76	74.76	93.45
Pay point 4 and thereafter	57.09	76.12	76.12	95.15
Registered nurse— level 4¹	—	—	—	—
Registered nurse— level 5¹	—	—	—	—
Minimum entry rates				
4 year degree	42.26	56.34	56.34	70.43
Masters degree	43.71	58.28	58.28	72.85

17. By deleting the table appearing in clause B.3.3 and inserting the following:

	Casual hourly rate	Monday to Friday		Saturday	Sunday	Public holiday
		Afternoon shift	Night shift			
	% of minimum hourly rate			% of casual hourly rate ¹		
	125%	137.5%	140%	150%	175%	200%
	\$	\$	\$	\$	\$	\$
Registered nurse— level 1						
Pay point 1	33.73	37.10	37.77	50.60	59.03	67.46
Pay point 2	34.41	37.85	38.54	51.62	60.22	68.82
Pay point 3	35.26	38.79	39.49	52.89	61.71	70.52
Pay point 4	36.20	39.82	40.54	54.30	63.35	72.40
Pay point 5	37.31	41.04	41.79	55.97	65.29	74.62
Pay point 6	38.39	42.23	42.99	57.59	67.18	76.78
Pay point 7	39.50	43.45	44.24	59.25	69.13	79.00
Pay point 8 and thereafter	40.53	44.58	45.39	60.80	70.93	81.06
Registered nurse— level 2						
Pay point 1	41.60	45.76	46.59	62.40	72.80	83.20
Pay point 2	42.26	46.49	47.33	63.39	73.96	84.52
Pay point 3	43.00	47.30	48.16	64.50	75.25	86.00
Pay point 4 and thereafter	43.70	48.07	48.94	65.55	76.48	87.40
Registered nurse— level 3						
Pay point 1	45.11	49.62	50.53	67.67	78.94	90.22
Pay point 2	45.94	50.53	51.45	68.91	80.40	91.88
Pay point 3	46.73	51.40	52.33	70.10	81.78	93.46
Pay point 4 and thereafter	47.58	52.33	53.28	71.37	83.27	95.16
Registered nurse— level 4²						
Grade 1	51.49	—	—	77.24	90.11	102.98
Grade 2	55.18	—	—	82.77	96.57	110.36

Grade 3	58.39	–	–	87.59	102.18	116.78
Registered nurse— level 5²						
Grade 1	51.95	–	–	77.93	90.91	103.90
Grade 2	54.71	–	–	82.07	95.74	109.42
Grade 3	58.39	–	–	87.59	102.18	116.78
Grade 4	62.04	–	–	93.06	108.57	124.08
Grade 5	68.41	–	–	102.62	119.72	136.82
Grade 6	74.86	–	–	112.29	131.01	149.72
Minimum entry rates						
4 year degree	35.21	38.73	39.44	52.82	61.62	70.42
Masters degree	36.43	40.07	40.80	54.65	63.75	72.86

18. By deleting the table appearing in clause B.4.1 and inserting the following:

	Minimum hourly rate	Monday to Friday		Saturday	Sunday	Public holiday
		Afternoon shift	Night shift			
	% of minimum hourly rate					
	100%	112.5%	115%	150%	175%	200%
	\$	\$	\$	\$	\$	\$
1st year	41.53	46.72	47.76	62.30	72.68	83.06
2nd year	42.76	48.11	49.17	64.14	74.83	85.52

19. By deleting the table appearing in clause B.4.2 and inserting the following:

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
1st year	62.30	83.06	83.06	103.83
2nd year	64.14	85.52	85.52	106.90

20. By deleting the table appearing in clause B.4.3 and inserting the following:

	Casual hourly rate	Monday to Friday		Saturday	Sunday	Public holiday
		Afternoon shift	Night shift			
	% of minimum hourly rate			% of casual hourly rate ¹		
	125%	137.5%	140%	150%	175%	200%
1st year	51.91	57.10	58.14	77.87	90.84	103.82
2nd year	53.45	58.80	59.86	80.18	93.54	106.90

21. By deleting the table appearing in clause B.5.1 and inserting the following:

	Minimum hourly rate	Monday to Friday		Saturday	Sunday	Public holiday
		Afternoon shift	Night shift			
	% of minimum hourly rate					
	100%	112.5%	115%	150%	175%	200%
	\$	\$	\$	\$	\$	\$
Occupational health nurse—level 1						
Pay point 1	28.96	32.58	33.30	43.44	50.68	57.92
Pay point 2	29.85	33.58	34.33	44.78	52.24	59.70
Pay point 3	30.71	34.55	35.32	46.07	53.74	61.42
Pay point 4	31.60	35.55	36.34	47.40	55.30	63.20
Pay point 5	32.42	36.47	37.28	48.63	56.74	64.84
Occupational health nurse—level 2						
Pay point 1	33.28	37.44	38.27	49.92	58.24	66.56
Pay point 2	33.81	38.04	38.88	50.72	59.17	67.62
Pay point 3	34.40	38.70	39.56	51.60	60.20	68.80
Pay point 4	34.96	39.33	40.20	52.44	61.18	69.92
Senior occupational health clinical nurse	34.96	39.33	40.20	52.44	61.18	69.92

	Minimum hourly rate	Monday to Friday		Saturday	Sunday	Public holiday
		Afternoon shift	Night shift			
% of minimum hourly rate						
	100%	112.5%	115%	150%	175%	200%
	\$	\$	\$	\$	\$	\$
Occupational health nurse—level 3						
Pay point 1	36.09	40.60	41.50	54.14	63.16	72.18
Pay point 2	36.75	41.34	42.26	55.13	64.31	73.50
Pay point 3	37.38	42.05	42.99	56.07	65.42	74.76
Pay point 4 and thereafter	38.06	42.82	43.77	57.09	66.61	76.12

22. By deleting the table appearing in clause B.5.2 and inserting the following:

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
% of minimum hourly rate				
	150%	200%	200%	250%
	\$	\$	\$	\$
Occupational health nurse—level 1				
Pay point 1	43.44	57.92	57.92	72.40
Pay point 2	44.78	59.70	59.70	74.63
Pay point 3	46.07	61.42	61.42	76.78
Pay point 4	47.40	63.20	63.20	79.00
Pay point 5	48.63	64.84	64.84	81.05
Occupational health nurse—level 2				
Pay point 1	49.92	66.56	66.56	83.20
Pay point 2	50.72	67.62	67.62	84.53
Pay point 3	51.60	68.80	68.80	86.00
Pay point 4	52.44	69.92	69.92	87.40
Senior occupational health clinical nurse	52.44	69.92	69.92	87.40

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Occupational health nurse—level 3				
Pay point 1	54.14	72.18	72.18	90.23
Pay point 2	55.13	73.50	73.50	91.88
Pay point 3	56.07	74.76	74.76	93.45
Pay point 4 and thereafter	57.09	76.12	76.12	95.15

23. By deleting the table appearing in clause B.5.3 and inserting the following:

	Casual hourly rate	Monday to Friday		Saturday	Sunday	Public holiday
		Afternoon shift	Night shift			
	% of minimum hourly rate			% of casual hourly rate ¹		
	125%	137.5%	140%	150%	175%	200%
	\$	\$	\$	\$	\$	\$
Occupational health nurse—level 1						
Pay point 1	36.20	39.82	40.54	54.30	63.35	72.40
Pay point 2	37.31	41.04	41.79	55.97	65.29	74.62
Pay point 3	38.39	42.23	42.99	57.59	67.18	76.78
Pay point 4	39.50	43.45	44.24	59.25	69.13	79.00
Pay point 5	40.53	44.58	45.39	60.80	70.93	81.06
Occupational health nurse—level 2						
Pay point 1	41.60	45.76	46.59	62.40	72.80	83.20
Pay point 2	42.26	46.49	47.33	63.39	73.96	84.52
Pay point 3	43.00	47.30	48.16	64.50	75.25	86.00
Pay point 4	43.70	48.07	48.94	65.55	76.48	87.40
Senior occupational health clinical nurse	43.70	48.07	48.94	65.55	76.48	87.40

Occupational health nurse—level 3						
Pay point 1	45.11	49.62	50.53	67.67	78.94	90.22
Pay point 2	45.94	50.53	51.45	68.91	80.40	91.88
Pay point 3	46.73	51.40	52.33	70.10	81.78	93.46
Pay point 4 and thereafter	47.58	52.33	53.28	71.37	83.27	95.16

- 24. By deleting the amount “\$980.10” appearing in clause C.1.1 and inserting “\$1025.20”.
- 25. By deleting the table appearing in clause C.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
On-call allowance— between rostered shifts or ordinary hours on— Monday to Friday inclusive	17.2(a)(i)	2.35	24.09	per 24-hour period or part thereof
On-call allowance— between rostered shifts or ordinary hours on— Saturday	17.2(a)(i)	3.54	36.29	per 24-hour period or part thereof
On-call allowance— between rostered shifts or ordinary hours on— Sunday, public holiday or non-rostered day	17.2(a)(i)	4.13	42.34	per 24-hour period or part thereof

B. This determination comes into operation on 1 July 2022. 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 2022.

PRESIDENT