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Subject: AM2020/99, AM2021/63 & AM2021/65: Work value case – Aged care industry

Dear Associate

As foreshadowed yesterday afternoon, please find attached amended comparison with State public sector nursing rates.

We also refer to Annexure KW 1 to the amended statement of Kristen Wischer dated 9 May 2022 (exhibit no. ANMF 24) and note that the ANMF was granted leave to file the most recent edition of that document. Please find attached Nurses & Midwives' Paycheck dated August 2023 by way of filing.

Regards

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We acknowledge the Traditional Owners and Custodians of the Wurundjeri people of the Kulin Nation where this email comes from, and all Traditional Owners of Country, as we pay our respect to their Elders past and present.

Gordon Legal's team will be on leave over the holiday period from **Monday, 25 December 2023** and will return on **Monday, 8 January 2024**. We wish you all the very best for the festive season and look forward to continuing to assist you in the New Year.



Australian
Nursing &
Midwifery
Federation

NURSES & MIDWIVES' PAYCHECK

A six-monthly publication providing a comprehensive
analysis of wages for nurses and midwives

August 2023 - January 2024
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Disclaimer:

Please note that the information provided in this publication is a general overview of the industrial relations system only and does not seek to provide industrial advice. Readers are urged to obtain independent advice.

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INTRODUCTION

Nurses' wages in Australia are set out predominately in the growing number of nursing industrial agreements reached between the Australian Nursing and Midwifery Federation¹ and employers. The overall growth in agreements since 1996 reflects a move from a centralised industrial relations system to one which is decentralised and where agreements have progressively replaced awards as the principle vehicle for wage movements. Changes to the federal industrial relations laws proclaimed on 27 March 2006² further decentralised the system and significantly reduced the role of awards in providing a safety net of wages and conditions of employment. However, new laws proclaimed during 2008 and 2009³ re-established the role of awards in providing a safety net for all new agreements.

The Nurses Award 2010 commenced on 1 January 2010, and together with the National Employment Standard forms the safety net of wages and conditions for all nurses employed in the national system except for nurses employed in primary and secondary schools. Further information about the Nurses Award 2010, (now the Nurses Award 2020) can be found at pages 14 to 18.

Nursing employment conditions are in the main regulated by federal laws with the major exception being nurses employed in the public sectors in New South Wales, South Australia, Western Australia, Tasmania and Queensland, and some nurses employed in the private sector in Western Australia which are regulated by the relevant State industrial bodies.

Under the current industrial system it is expected that collective agreements will continue to be the primary mechanism for determining wages and conditions for nurses in both the public and private sectors and there will be a significant expansion of agreements to cover other areas of nursing employment. Ready access to reliable and accurate wages information is increasingly difficult in this environment.

Nurses and Midwives' Paycheck, a six-monthly publication of nurses' wage rates, seeks to provide an analysis of nursing wage movements across a selection of key classification levels in the public hospital, private hospital and residential aged care sectors.

¹ The Australian Nursing & Midwifery Federation is made up of the following state and territory branches: ANMF ACT, ANMF QLD (QNMU), ANMF NSW (NSWNMA), ANMF WA, ANMF VIC, ANMF SA, ANMF NT and ANMF TAS. Branch contact details can be found at page 51.

² The Workplace Relations Amendment (Work Choices) Act 2005 and the Workplace Relations Regulations 2006.

³ The Workplace Relations Amendment (Transition to Forward with Fairness) Act 2008; Fair Work Act 2009; Fair Work (Transitional Provisions and Consequential Amendments) Act 2009.

A SNAPSHOT OF NURSING IN AUSTRALIA

Who are nurses?*

Nurses form the largest health profession, providing health care to people across their lifespan. They work independently or as collaborative members of a health care team in settings which include hospitals, rural and remote nursing posts, Indigenous communities, schools, prisons, residential aged care facilities, the armed forces, universities, TAFE colleges, mental health facilities, statutory authorities, general practices, businesses, professional organisations and people's homes.

Nurses provide professional and holistic care, working to promote good health, prevent illness, and provide care for the ill, disabled and dying. Nurses also work in non-clinical roles to educate undergraduate and newly graduated nurses, conduct research into nursing and health related issues and participate in developing health policy and systems of health care management. Nursing is a regulated profession. By law, before nurses may practice, they must be registered or enrolled by the Nursing and Midwifery Board of Australia (NMBA).

The Nursing Profession in Australia

Australia has two levels of regulated nurse -registered nurses and enrolled nurses. Registered nurses working at an advanced level and holding a recognised post-graduate qualification may be eligible to seek endorsement as a nurse practitioner.

The four titles protected by legislation are: 'registered nurse', 'enrolled nurse', 'registered midwife' and 'nurse practitioner'. These titles may only be used when permitted by the NMBA. Another group of health care worker, assistants in nursing (AINs), also deliver aspects of nursing care. Assistants in nursing do not yet have consistent educational preparation or competency standards as they are not regulated by the NMBA. The ANMF supports the regulation of AINs. There are over 100,000 AINs in Australia, who are mostly employed in aged care.

Nursing Education

Registered nurses must complete a three year bachelor degree at university before they are eligible to be registered with the NMBA. They undertake a period of post-registration graduate support in a health or aged care setting. Usually this transition period is 12 months. They may also undertake post-graduate study to specialise in one of many clinical practice areas.

Enrolled nurses are educated in the vocational education and training (VET) sector for one year to eighteen months to Diploma level, before being eligible to apply to the NMBA for registration as an enrolled nurse. They may also undertake additional study to work at a more advanced level. The Diploma qualification enables enrolled nurses to administer some medicines to patients.

* Unless stated, all references to nurses and nursing in this publication encompass the work of midwives and midwifery services.

A SNAPSHOT OF NURSING CAREERS, QUALIFICATIONS AND EXPERIENCE

Assisting in Nursing (AIN)	No national standard formal qualification mandated. Varies from minimal educational preparation to traineeships in aged care through to Certificate III in aged care in the vocational education and training (VET) sector	Do not have a scope of practice. Variety of personal care activities, with the supervision of a registered nurse	Aged and disability care and some areas of the acute health sector
Enrolled Nurse (EN)	Diploma qualification in the VET sector	Variety of clinical activities around direct patient care, with the supervision of a registered nurse	All areas of health and aged care
Advanced Practice Enrolled Nurse	Diploma qualification in the VET sector + post enrolment education and experience in the role	Broader variety of clinical activities around direct patient care, requiring less supervision by a registered nurse	All areas of health and aged care
Registered Nurse (RN)	Bachelor of Nursing qualification in the university sector	Wide variety of clinical activities around direct patient care including patient assessment, care planning, coordination of care and medicines management	All areas of health and aged care
Advanced Practice Registered Nurse	Bachelor of Nursing + postgraduate qualification in a specialist area of clinical practice	Wide variety of activities in a general or specialist areas of nursing practice which may include direct patient care, day to day clinical and staff management and clinical education of nursing colleagues	All areas of health and aged care
Registered Midwife (RM)	Bachelor of Nursing with postgraduate midwifery qualification OR Bachelor of Midwifery (direct entry) in the university sector	Pregnancy, labour, birth and post natal care for women and their babies	Health care facilities, general practice and community health settings and in private practice
Nurse Practitioner (NP)	Bachelor of Nursing + Masters qualification in specialist area of clinical practice + endorsement from Nursing and Midwifery Board of Australia to practice as a NP	Nurse Practitioner is the most advanced clinical nursing role. Each NP's scope of practice is determined by the context in which they are endorsed to practice and may involve referral of patients to other health professionals, prescribing medicines and ordering diagnostic investigations	All areas of health and aged care

DEMOGRAPHICS ON THE EMPLOYMENT OF NURSES AND MIDWIVES

The following data is based on the National Health Workforce Dataset (NHWDS) 2022 published by the Australian Government Department of Health.⁴

According to the NHWDS, in 2022 there were a total of 448,129 nurses registered in Australia. 439,534 nurses were registered to practice and of these, 374,981 (85.3%) were registered nurses, midwives and dual registrants and 64,553 (14.7%) were enrolled nurses.⁵

Not all nurse and midwife registrants are in the nursing workforce. In 2022 there were a total of 408,812 nurses and midwives in the workforce. This number includes those employed; those on extended leave; those employed outside the profession and looking for work in nursing or midwifery and those not employed and looking for work in nursing or midwifery.

91% of registered nurses and midwives are in the nursing workforce. Of these, 91% were employed in nursing; 6% were on extended leave and 2.8% were looking for work in nursing. Of those nurses not in the nursing workforce, 24% were not employed and not looking for nursing work; 26% were working elsewhere and not looking for work in nursing; 20% were employed overseas in nursing and not looking for work in Australia; 14% were employed overseas in nursing and looking for work in Australia and 16% were retired.⁶

Table 1: Registered nurse, midwife and enrolled nurse workforce Australia 1993-2022

YEAR	RN/Midwife	EN
1993	175 392	57 211
1994	184 761	57 466
1995	178 996	52 167
1996	180 454	50 065
1997	183 060	48 832
1999	186 294	47 688
2001	189 674	46 888
2003	196 091	49 440
2004	202,994	50,598
2005	206,873	48,083
2007	223,313	53,984
2008	230,192	52,895
2009	236,305	54,941
2011	247,502	55,508
2012	255,549	55,627
2013	262,730	55,258
2014	268,242	55,469
2015	275,235	55,780
2016	283,784	56,473
2017	288,782	56,838
2018	302,606	58,683
2019	314,473	59,041
2020	324,980	59,796
2021	337,620	61,429
2022	348,306	60,506

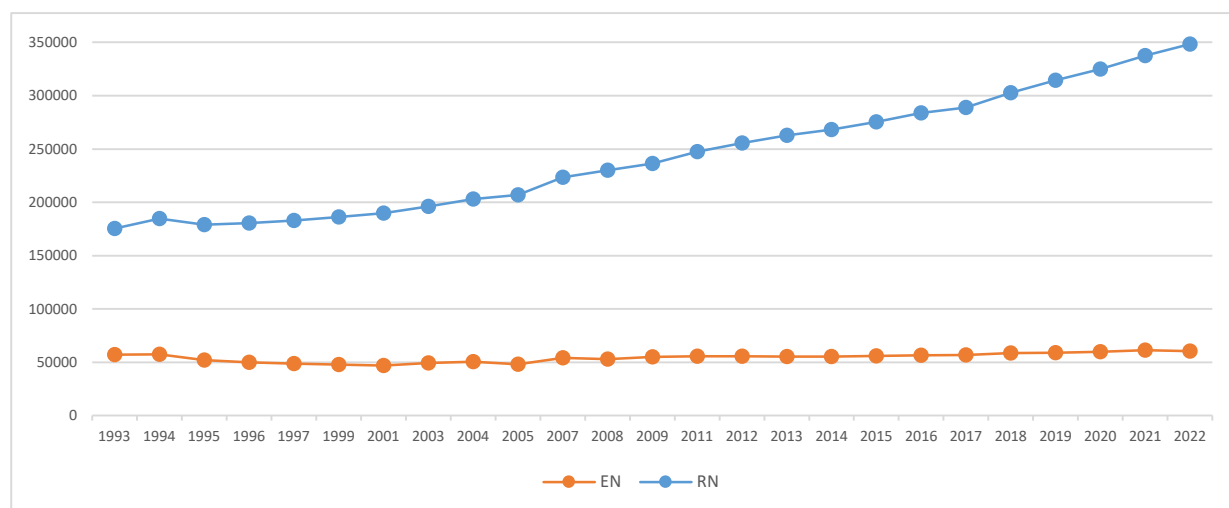
Source: AIHW Nursing Labour Force 1997, 1998, 2001, 2003, 2005, 2006, 2008-2016, NHWDS 2017-2022

⁴ <http://data.hwa.gov.au/> (The Health Department took over this function from the AIHW in 2016)

⁵ NHWDS Ibid

⁶ For purpose of Table 1, the 2016 to 2018 figures for RNs include nurses with the dual registrations of RN & EN, RN & midwife, EN & midwife, RN, EN & midwife. The number for EN is those registered as EN only.

Figure 1
Registered nurse, midwifery and enrolled nurse workforce Australia 1993-2022



Source: AIHW Nursing Labour Force 1997, 1998, 2001, 2003 and AIHW Nursing and Midwifery Labour Force 2005, 2006, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, NHWDS 2017-2023

Table 2
Nursing and Midwifery Workforce 1993-2022

Year	1993	1994	1995	1996	1997	1999	2001	2003	2004	2005
In workforce	232,603	242,225	231,163	230,519	231,892	233,982	236,562	245,531	253,592	254,956
Not in Workforce	38,117	26,745	27,996	25,085	23,659	22,956	23,513	27,846	29,110	30,663
% of RNs & ENs not in workforce	14.1	9.9	10.8	9.8	9.3	8.9	9.0	10.2	10.3	10.7
Year	2007	2008	2009	2011	2012	2013	2014	2015	2016	2017
In Workforce	277,297	283,087	291,246	303,010	311,176	317,988	323,711	331,015	340,257	345,620
Not in Workforce	28,538	29,649	29,735	23,659	22,902	26,202	29,127	28,993	29,683	25,288
% of RNs & ENs not in workforce	9.3	9.5	9.3	7.2	6.9	7.6	8.3	8.05	8.02	6.9
Year	2018	2019	2020	2021	2022					
In Workforce	361,289	373,514	384,776	399,049	408,812					
Not in Workforce	30,749	31,381	33,573	27,285	30,722					
% of RNs & ENs not in workforce	8	7.9	8.1	6.4	7.0%					

The 2022 data shows that the largest proportion of nurses and midwives were employed in clinical practice (91%). Of these, 15.7% were employed in the clinical practice areas of medical and surgical nursing; 15.2% were employed in aged care; 13% in critical care and emergency; 8.9% in operating theatres; 7.4% in mental health; 3.6% in primary care and 6% in community nursing.

Overall, 29,025 nurses in the labour force were authorised as midwives. Of these, 6,411 were registered midwives only. A total of 25,557 midwives were employed and working in midwifery.

Approximately 59.3% of employed nurses and midwives work in public and private acute hospitals; 11.5% in residential health care facilities; 8.5% in community health care services; 3.7% in GP practice and the rest in other nursing areas including government departments, schools, universities, industry, defence force facilities, correctional services and private practice.

About 85% of all employed nurses work in major cities; 12.1% in regional centres; 18% in large, medium and small rural towns and 2% in remote and very remote communities.

The Aged Care Workforce report 2020 estimates there were 144,291 unlicensed nursing assistants (NA) and personal care workers (PCW) employed in the residential aged care sector to assist nurses in the provision of nursing care. Almost all, (96%) were in part time positions. NAs and PCWs made up 69% of the direct workforce in residential aged care.⁷

Average hours worked by all nurses and midwives was 34.6 hours per week, slightly more than previous years. Average hours worked by RNs was 34.26 hours per week. For Enrolled nurses average hours worked were 32.63 per week and for midwives, average hours were 21.49 hours per week.

In 2022, the average age for all nurses and midwives was 42.63; for registered nurses 42.47; midwives 46.20 and for enrolled nurses it was 43.86 years. Forty-four percent of the nursing workforce is aged 45 years and over with 22.3% aged 55 years and over.

These figures have implications for nursing education and for workforce planning as almost 50% of nurses will be contemplating retirement within the next 10-15 years and it is likely they will be those with the most experience and with specialist qualifications and expertise.

There has been little change over time in the number of males employed in nursing and midwifery, with males comprising 11.88% of the employed nursing and midwifery workforce in 2022 (compared to 8.4% in 2001).

Patient separations in acute public hospitals have remained relatively stable. The latest figures show that there were 39.75 patient separations per full time equivalent nurse in 2020-2021.⁸ This is marginally less than the previous year which was 40.45 separations per full time equivalent nurse.

⁷ 2020 Aged Care Census Report, Australian Government Department of Health
<https://www.health.gov.au/resources/publications/2020-aged-care-workforce-census>

⁸ Admitted Patient Care 2020-21 – Australian Hospital Statistics
<https://www.aihw.gov.au/reports-data/myhospitals/sectors/admitted-patients>
Hospital Resources 2020-21 – Australian Hospital Statistics
<https://www.aihw.gov.au/reports-data/myhospitals/themes/hospital-workforce>

Note separation data is available for 2021-2022 but FTE nursing numbers for the corresponding year is not published yet.

In 2022, half (49.1%) of all employed nurses and midwives worked less than 35 hours per week. Approximately 59% of enrolled nurses worked less than 35 hours per week compared with 47% of registered nurses (registered nurse only division). For those with registered nurse and midwife registration 52.5% work less than 35 hours per week and for those registered as midwife only, 62.2% work less than 35 hours per week.

The number of students commencing undergraduate nursing and midwifery courses leading to initial registration as a registered nurse or midwife decreased from 27,169 in 2020 to 25,809 in 2021, primarily due to a decrease in the number of international students due to restrictions on international travel during the Covid-19 pandemic.

Table 3
Number of commencements for initial registration as a nurse, by citizenship, 2012-2021

A general nursing course required for initial registration

State/Territory/citizenship/ detailed field of education	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
TOTAL	17,862	18,989	20,266	22,049	23,645	24,362	26,645	26,493	27,169	25,809
Australian citizen	14,141	15,108	16,174	17,617	18,874	19,071	20,222	19,197	19,949	20,494
New Zealand citizen	164	200	196	214	266	275	271	284	298	300
Permanent resident	922	867	959	984	980	1,106	1,201	1,290	1,149	977
Temporary entry permit	2,357	2,576	2,717	3,023	3,343	3,770	4,758	5,543	5,608	3,897
Other overseas	115	93	93	76	74	7	0	13	6	62
Permanent humanitarian visa	163	145	127	135	108	133	193	166	159	79

Source: Customised data request, Higher Education Data, Australian Department of Education and Training.

The demand for undergraduate nursing or midwifery courses remains strong. Data for 2020 and 2021 shows applications for nursing and midwifery courses far exceed available places. Table 4 below highlights the gap between the number of applicants and offers of university places in nursing or midwifery courses.

Table 4
Undergraduate applications, offers and acceptances 2020-2021

	Applications		Offers		Acceptances	
	2020	2021	2020	2021	2020	2021
060300 Nursing - Special course = Nursing Registration)	12,263	13,775	9,055	9,418	6,621	6,501
060301 General Nursing - (Special course = Nursing Registration)	18,213	25,348	13,910	17,968	10,652	14,758
060303 Midwifery - Special course = Nursing Registration)	3,187	4,147	1,466	1,558	1,162	1,220
0603xx Nursing - Residual	2,827	645	2,335	592	1,868	506
Total	36,490	43,915	26,766	29,536	20,303	22,985

Source: Customised request, Undergraduate Applications Offers and Acceptances Publications, Australian Government Department of Education and Training

Notes:

1. Data covers Undergraduate Commonwealth Supported Places for first semesters only.
2. In 2020, Queensland application and offer numbers were relatively fewer mainly due to the 'half year cohort effect' in Queensland. In 2021 the reverse of the cohort effect was experienced resulting in an increase in applications.
3. Acceptances includes only applicants who formally notified the TAC, or their university (if they applied directly), that they accepted an offer.

The total number of students completing nursing or midwifery courses in 2021 increased by 9.4% from the previous year, with 17,769 completions.

The breakdown of graduates by citizenship in Table 5 shows domestic graduates made up 72% of completions with graduates on temporary entry permits comprising 14%.

Table 5

Number of completions for initial registration as a nurse, by citizenship, 2012-2021

A general nursing course required for initial registration

State/Territory/ citizenship/detailed field of education	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
TOTAL	10,635	11,084	11,640	12,041	13,443	14,010	15,270	17,178	16,547	17,769
Australian citizen	8,063	8,481	8,991	9,254	10,399	10,849	11,717	12,806	12,196	12,792
New Zealand citizen	67	77	93	105	121	119	177	152	167	171
Permanent resident	342	431	467	410	465	512	566	653	561	664
Temporary entry permit	2,048	1,967	1,922	2,141	2,324	2,399	2,741	3,485	3,538	4,032
Other overseas	71	68	87	81	78	62	17	7	< 5	< 5
Permanent humanitarian visa	44	60	80	50	56	69	52	75	82	107

Source: Customised data request, Higher Education Data, Australian Department of Education and Training

Employment opportunities for new graduates have improved in recent years, particularly with the on-going impact of the Covid-19 pandemic. The ANMF continues to monitor the situation.

NURSES AWARD 2020

The Nurses Award 2020 commenced operation on 9 September 2021. It replaced the Nurses Award 2010 following completion of the 4 yearly review of modern awards. It applies to nurses working under the national industrial relations system who aren't already covered by an enterprise agreement. The Award sets minimum wage rates, types of employment, hours of work, overtime and penalty rates, allowances, leave procedures, consultation and dispute resolution and other conditions of employment.

Scope of the Nurses Award 2020

The Nurses Award 2020 applies to registered nurses, (including Division 1 nurses), enrolled nurses (including Division 2 nurses) and nursing assistants. The nursing assistant is someone who reports to a registered or enrolled nurse and whose employment is solely to assist a nurse in the provision of nursing care or nursing services.

The Nurses Award 2020 covers most private sector nurses working in aged care facilities, private hospitals, and private sector specialist services such as medical practices.

Please note: the Nurses Award 2020 does not cover nurses employed in schools.

A definition of nursing work

The Nurses Award 2020 has a broad interpretation of nursing work. Under the Award, nursing care means:

- giving assistance to a person who, because of disability, is unable to maintain their bodily needs without frequent assistance;
- carrying out tasks that are directly related to the maintenance of a person's bodily needs where that person, because of disability, is unable to carry out those tasks for themselves; and/or
- assisting a registered nurse to carry out the work described.

A full copy of the Nurses Award 2020 is available on the FWC website.

WORK VALUE INCREASE FOR AGED CARE EMPLOYEES

NURSES AWARD 2020

CLASSIFICATION STRUCTURE AND MINIMUM WEEKLY WAGES as at 30 June 2023

Decision: <https://www.fwc.gov.au/documents/decisionssigned/pdf/2023fwcfb45.pdf>

Determination: <https://www.fwc.gov.au/documents/awardsandorders/pdf/pr751294.pdf>

The 2022-2023 Annual Wage Review Decision providing a 5.75% increase to minimum award rates effective 1 July 2023 is included at page 19. For aged care employees this increase is applied to the 15% work value increase.

15.2 Minimum rates for aged care employees

[New 15.2 inserted by PR751294 ppc 30Jun23]

An employer must pay aged care employees, as defined in clause 2—Definitions, the following minimum rates for ordinary hours worked by the employee.

(a) Nursing assistant—aged care employees

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
1st year	1015.90	26.73
2nd year	1031.80	27.15
3rd year and thereafter	1048.30	27.59
Experienced (the holder of a relevant certificate III qualification)	1082.00	28.47

(b) Enrolled Nurses—aged care employees

(i) Student enrolled nurse

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Less than 21 years of age	943.80	24.84
21 years of age and over	990.60	26.07

(ii) Enrolled nurse

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Pay point 1	1102.00	29.00
Pay point 2	1116.70	29.39
Pay point 3	1131.50	29.78
Pay point 4	1147.80	30.21
Pay point 5	1159.30	30.51

(c) Registered nurses—aged care employees

(i) Registered nurse—Levels 1–5

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Registered nurse—level 1		
Pay point 1	1179.00	31.03
Pay point 2	1203.10	31.66
Pay point 3	1232.70	32.44
Pay point 4	1265.50	33.30
Pay point 5	1304.30	34.32
Pay point 6	1342.10	35.32
Pay point 7	1380.90	36.34
Pay point 8 and thereafter	1416.80	37.28

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Registered nurse—level 2		
Pay point 1	1454.40	38.27
Pay point 2	1477.50	38.88
Pay point 3	1503.20	39.56
Pay point 4 and thereafter	1527.80	40.21
Registered nurse—level 3		
Pay point 1	1577.00	41.50
Pay point 2	1606.00	42.26
Pay point 3	1633.70	42.99
Pay point 4 and thereafter	1663.00	43.76
Registered nurse—level 4		
Grade 1	1799.90	47.37
Grade 2	1928.90	50.76
Grade 3	2041.40	53.72
Registered nurse—level 5		
Grade 1	1816.30	47.80
Grade 2	1912.70	50.33
Grade 3	2041.40	53.72
Grade 4	2168.70	57.07
Grade 5	2391.90	62.94
Grade 6	2617.10	68.87

(ii) **Minimum entry rate**

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
4 year degree ¹	1231.10	32.40
Masters degree ¹	1273.50	33.51

(d) **Nurse practitioner—aged care employees**

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
1st year	1814.70	47.76
2nd year	1868.60	49.17

NOTE: See Schedule B—Summary of Hourly Rates of Pay for a summary of hourly rates of pay, including overtime and penalty rates.

¹ Progression from these entry rates will be to level 1—Registered nurse pay point 4 and 5 respectively.

ANNUAL WAGE REVIEW 2022-2023

NURSES AWARD 2020 CLASSIFICATION STRUCTURE AND MINIMUM WEEKLY WAGES as at 1 July 2023

Annual Wage Review decision 2022-23 [2023] FWCFB 3500 effective from the first full pay period on or after 1 July 2023.

15.1 Minimum rates for employees other than aged care employees
[15.1 substituted by PR751294 ppc 30Jun23]

An employer must pay employees, other than aged care employees, the following minimum rates for ordinary hours worked by the employee.

(a) **Nursing assistant—other than aged care employees**

[15.2 varied by PR740715; renamed and renumbered as 15.1(a) by PR751294 ppc 30Jun23; 15.1(a) varied by PR762144 ppc 01Jul23]

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
1st year	934.20	24.58
2nd year	948.80	24.97
3rd year and thereafter	964.00	25.37
Experienced (the holder of a relevant certificate III qualification)	995.00	26.18

(b) **Enrolled nurses—other than aged care employees**

[15.3 renamed and renumbered as 15.1(b) by PR751294 ppc 30Jun23]

(i) **Student enrolled nurse**

[15.3(a) varied by PR740715; renumbered as 15.1(b)(i) by PR751294 ppc 30Jun23; 15.1(b)(i) varied by PR762144 ppc 01Jul23]

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
Less than 21 years of age	867.90	22.84
21 years of age and over	910.90	23.97

(ii) **Enrolled nurse**

[15.3(b) varied by PR740715; renumbered as 15.1(b)(ii) by PR751294 ppc 30Jun23; 15.1(b)(ii) varied by PR762144 ppc 01Jul23]

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Pay point 1	1013.40	26.67
Pay point 2	1026.80	27.02
Pay point 3	1040.50	27.38
Pay point 4	1055.50	27.78
Pay point 5	1066.10	28.06

(c) **Registered nurses - other than aged care employees**

(i) **Registered nurses - Levels 1-5**

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Registered nurse—level 1		
Pay point 1	1084.10	28.53
Pay point 2	1106.40	29.12
Pay point 3	1133.50	29.83
Pay point 4	1163.70	30.62
Pay point 5	1199.40	31.56
Pay point 6	1234.10	32.48
Pay point 7	1269.80	33.42
Pay point 8 and thereafter	1302.80	34.28
Registered nurse—level 2		
Pay point 1	1337.40	35.19
Pay point 2	1358.70	35.76
Pay point 3	1382.30	36.38
Pay point 4 and thereafter	1404.90	36.97
Registered nurse—level 3		
Pay point 1	1450.10	38.16
Pay point 2	1476.80	38.86
Pay point 3	1502.30	39.53
Pay point 4 and thereafter	1529.30	40.24
Registered nurse—level 4		
Grade 1	1655.10	43.56
Grade 2	1773.70	46.68
Grade 3	1877.20	49.40
Registered nurse—level 5		
Grade 1	1670.20	43.95
Grade 2	1758.80	46.28
Grade 3	1877.20	49.40
Grade 4	1994.20	52.48
Grade 5	2199.50	57.88
Grade 6	2406.60	63.33

(ii) **Minimum entry rate**

[15.4(b) varied by PR740715; renumbered as 15.1(c)(ii) by PR751294 ppc 30Jun23; 15.1(c)(ii) varied by PR762144 ppc 01Jul23]

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
4 year degree ¹	1132.10	29.79
Masters degree ¹	1171.10	30.82

¹ Progression from these entry rates will be to level 1—Registered nurse pay point 4 and 5 respectively.

(d) **Nurse practitioner—other than aged care employees**

[15.5 varied by PR740715; renamed and renumbered as 15.1(d) by PR751294 ppc 30Jun23; 15.1(d) varied by PR762144 ppc 01Jul23]

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
1st year	1668.70	43.91
2nd year	1718.30	45.22

(e) **Occupational health nurses**

[15.6 varied by PR740715; renumbered as 15.1(e) by PR751294 ppc 30Jun23; 15.1(e) varied by PR762144 ppc 01Jul23]

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Occupational health nurse—level 1		
Pay point 1	1163.70	30.62
Pay point 2	1199.40	31.56
Pay point 3	1234.10	32.48
Pay point 4	1269.80	33.42
Pay point 5	1302.80	34.28
Occupational health nurse—level 2		
Pay point 1	1337.40	35.19
Pay point 2	1358.70	35.76
Pay point 3	1382.30	36.38
Pay point 4	1404.90	36.97
Senior occupational health clinical nurse	1404.90	36.97
Occupational health nurse—level 3		
Pay point 1	1450.10	38.16
Pay point 2	1476.80	38.86
Pay point 3	1502.30	39.53
Pay point 4 and thereafter	1529.30	40.24

NOTE: See Schedule B—Summary of Hourly Rates of Pay for a summary of hourly rates of pay, including overtime and penalty rates.

15.2 **Minimum rates for aged care employees**

[New 15.2 inserted by PR751294 ppc 30Jun23]

An employer must pay aged care employees, as defined in clause 2—Definitions, the following minimum rates for ordinary hours worked by the employee.

(a) **Nursing assistant—aged care employees**

[15.2(a) varied by PR762144 ppc 01Jul23]

[New 15.2 inserted by PR751294 ppc 30Jun23]

An employer must pay aged care employees, as defined in clause 2—Definitions, the following minimum rates for ordinary hours worked by the employee.

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
1st year	1074.30	28.27
2nd year	1001.10	28.71
3rd year and thereafter	1108.60	29.19
Experienced (the holder of a relevant certificate III qualification)	1144.20	30.11

(b) **Enrolled Nurses—aged care employees**

[15.2(b)(i) varied by PR762144 ppc 01Jul23]

(i) **Student enrolled nurse**

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Less than 21 years of age	998.10	26.27
21 years of age and over	1047.60	27.57

(ii) **Enrolled nurse**

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Pay point 1	1165.40	30.67
Pay point 2	1180.90	31.08
Pay point 3	1196.60	31.49
Pay point 4	1213.80	31.94
Pay point 5	1226.00	32.26

(c) **Registered nurses—aged care employees**

(i) **Registered nurse—Levels 1–5**

[15.2(c)(i) varied by PR762144 ppc 01Jul23]

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Registered nurse—level 1		
Pay point 1	1246.80	33.81
Pay point 2	1272.30	33.48
Pay point 3	1303.60	34.31
Pay point 4	1338.30	35.22
Pay point 5	1379.30	36.30
Pay point 6	1419.30	37.35
Pay point 7	1460.30	38.43
Pay point 8 and thereafter	1498.30	39.43

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Registered nurse—level 2		
Pay point 1	1538.00	40.47
Pay point 2	1562.50	41.12
Pay point 3	1589.60	41.83
Pay point 4 and thereafter	1615.60	42.52
Registered nurse—level 3		
Pay point 1	1667.70	43.89
Pay point 2	1698.30	44.69
Pay point 3	1727.60	45.46
Pay point 4 and thereafter	1758.60	46.28
Registered nurse—level 4		
Grade 1	1903.40	50.09
Grade 2	2039.80	53.68
Grade 3	2158.80	56.81
Registered nurse—level 5		
Grade 1	1920.70	50.54
Grade 2	2022.70	53.23
Grade 3	2158.80	56.81
Grade 4	2293.40	60.35
Grade 5	2529.40	66.56
Grade 6	2767.60	72.83

(ii) **Minimum entry rate**

[15.2(c)(ii) varied by PR762144 ppc 01Jul23]

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
4 year degree ¹	1301.90	34.26
Masters degree ¹	1346.70	35.44

¹ Progression from these entry rates will be to level 1—Registered nurse pay point 4 and 5 respectively.

(d) **Nurse practitioner—aged care employees**

[15.2(d) varied by PR762144 ppc 01Jul23]

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
1st year	1919.00	50.50
2nd year	1976.00	52.00

NOTE: See Schedule B—Summary of Hourly Rates of Pay for a summary of hourly rates of pay, including overtime and penalty rates.

KEY PROVISIONS OF THE NURSES AWARD 2020 [MA 000034]

The Nurses Award 2020 commenced operation 9 September 2021 following completion of the 4 yearly review of the modern award.

Award flexibility

This clause allows certain terms of the award to be varied by written agreement to suit the individual needs of the employer and individual employee. The employee must not be disadvantaged by the application of this clause.

Provisions for full-time, part time and casual employment

Full-time employment is based on a 38-hour week. Part-time employment is less than an average of 38 ordinary hours per week, with reasonably predictable hours of work. Before commencing part-time employment, the employer and employee must agree in writing on the guaranteed minimum number of hours to be worked and the rostering arrangements. Casual employees receive a casual loading of 25%.

Hours of work

The maximum shift length, or hours of work per day, will be ten hours exclusive of meal breaks. The rest breaks between shifts will be at least 8 hours.

Wages

The award provides for minimum wage rates for each classification of employee (Registered Nurses, Enrolled Nurses and Assistants in Nursing). These wage rates will be subject to variation through annual national wage reviews conducted by Fair Work Commission.

Allowances

Provides for a range of allowances, some adjusted on an annual basis.

Overtime

Overtime is paid from Monday to Saturday at time and a half for the first two hours and double time thereafter; on Sunday at double time; and on public holidays at double time and a half. All time worked by part-time employees in excess of the rostered daily ordinary full-time hours is overtime. Where TOIL is accrued, it should be taken at overtime rates.

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Annual leave

Annual leave is five weeks and six weeks for shift workers. A shift worker is defined as a employee who:

- a) is regularly rostered over seven days a week; and
- b) regularly works on weekends.

Public holidays

The work done by an employee during their ordinary shifts on a public holiday including a substituted day is paid at double time of the ordinary rate of pay.

Ceremonial leave

An employee who is legitimately required by Aboriginal tradition to be absent from work for Aboriginal ceremonial purposes is entitled to up to ten working days unpaid leave in any one year, with the approval of the employer.

Consultation and dispute resolution clauses

A clause to manage the consultative and dispute settling processes at the workplace.

National Employment Standards

In addition to the award clauses, each award must now operate with the National Employment Standards. There are 11 National Employment Standards including:

- Maximum ordinary hours of work;
- Request for flexible work arrangements;
- Offers and requests to convert from casual to permanent employment;
- Parental leave and related entitlements;
- Annual leave;
- Personal, carers leave, compassionate leave and family and domestic violence leave;
- Community services leave;
- Long service leave;
- Public holidays;
- Notice of termination and redundancy pay;
- Fair work information statement and Casual Employment Information statement.

A copy of the National Employment Standards is available on:

<https://www.fwc.gov.au/documents/awards/resources/nes.pdf>

THE APPLICATION OF MODERN AWARDS AND ENTERPRISE AGREEMENTS UNDER THE FAIR WORK ACT

Minimum employee entitlements - Awards, the NES and Enterprise agreements

Nurses in the main, are covered by the national workplace relations system regulated by the Fair Work Act 2009 (FWA) with the major exception being nurses employed in the public sector in New South Wales, South Australia, Western Australia, Tasmania and Queensland. (See the State based public sector agreements on pages 22 and 23 for the respective States).

For nurses covered by the national system, the Nurses Award 2020, together with the National Employment Standard (NES), provides the safety net of wages and conditions of employment, except for those employed in primary and secondary schools who are covered by the Educational Services (Schools) General Staff Award 2020.

However, for the vast majority of nurses and midwives, wages and conditions are determined by enterprise agreements negotiated by the ANMF and nursing employers across all areas of the public and private health and aged care sectors. Under the national workplace relations system, where an approved enterprise agreement is in operation, the wages and conditions under the agreement apply in place of the Award.

Agreement making under the Fair Work Act 2009

The Fair Work Act 2009 sets out the rules and requirements for negotiating enterprise agreements, including rights and obligations of the employer, employees and bargaining representatives and the process that must be followed. A bargaining representative is a person or organisation that each party may appoint to represent them during the negotiations. Where employees are members of a union, the union is automatically a bargaining representative regardless of the number of members at a workplace.

An employer must notify employees of their right to be represented by a bargaining representative during the bargaining process by providing a "Notice of Employee Representational Rights" (NERR). Specific rules apply to when the employer provides the notice and the information provided in the NERR. (This requirement does not apply to Greenfields agreements, that is, where it is a new enterprise before any employees are employed).

The Fair Work Act 2009 sets out good faith bargaining requirements that bargaining representatives are required to meet such as attending and participating in meetings at reasonable times; responding to proposals in a timely manner and giving genuine consideration to proposals. It does not however, require parties to reach agreement on terms to be included in the agreement.

The taking of "protected industrial action" in support of bargaining is subject to specific requirements under the FWA. If industrial action by employees is not "protected" employees and their union may be subject to orders from the Fair Work Commission and subsequent fines if the industrial action is continued.

Voting

Employees who will be covered by an enterprise agreement must have the opportunity to vote for or against the proposed agreement. The FWA sets out the requirements in relation to information and access to the documents before voting commences. A vote is successful if the majority of employees who cast a valid vote endorse the agreement.

If employees vote in favour of the enterprise agreement the agreement is “made” and it can be submitted to the FWC for approval.

Better off overall test

Before the FWC approves an agreement the Commission must be satisfied that it meets a number of requirements under the FWA including the Better Off Overall Test (BOOT). For an agreement to pass the BOOT, the FWC must be satisfied that employees will be better off overall if the agreement applied rather than the relevant award.

Generally, an enterprise agreement operates seven days after it is approved by the FWC.

Please note the above information is a brief overview only. For further information please contact your ANMF Branch. (Contact details are at page 51)

PUBLIC SECTOR NURSES' AWARDS/AGREEMENTS

This part of Paycheck provides an overview of the salary increases payable in the public hospital sector in each state and territory. The data also provides information on the tranches of such wage increases.

It should be noted that such agreements often provide a range of additional benefits that may increase a nurse's remuneration.

For further detail on such information, please refer to:

Fair Work Commission
www.fwc.gov.au

Western Australian Industrial Relations Commission
www.wairc.wa.gov.au

South Australian Employment Tribunal
www.saet.sa.gov.au

Queensland Industrial Relations Commission
www.qirc.qld.gov.au

New South Wales Industrial Relations Commission
www.irc.nsw.gov.au

Tasmanian Industrial Relations Commission
www.tic.tas.gov.au

STATE PUBLIC SECTOR NURSES' AWARDS/AGREEMENTS

State	Award / Agreement	Details of Increase	Expiry Date
NSW	Public Health System Nurses' and Midwives (State) Award 2023 IRC 2023/00215171	4% 01.07.2023	30.06.2024
ACT	ACT Public Service Nursing and Midwifery Enterprise Agreement 2020-2022 [AE514640] New agreement pending.	1.35% – 01.06.2020 1.35% 01.12.2020 1.35% 01.06.2021 1.35% 01.12.2021 1.35% 01.06.2022	31.12.2022
QLD	Nurses and Midwives (Queensland Health and Department of Education Certified Agreement (EB11) 2022 [No. CB/2022/133]	4% 01.04.2022 4% 01.04.2023 3% 01.04.2024 (And a Cost of Living Adjustment (COLA) if CPI for relevant agreement year exceeds the wage increase. Payment is subject to a cap of 3%.)	31.03.2025
NT	Northern Territory Public Sector Nurses and Midwives' 2022-2026 Enterprise Agreement [AE520978]	3% 09.08.2022 3% 09.08.2023 3% 09.08.2024 3% 09.08.2025 (Note clause 26 Attraction and Retention Incentive Allowance ranging from \$4000 to \$9000 (over 2 year period) with option to extend.)	09.08.2026

STATE PUBLIC SECTOR NURSES' AWARDS/AGREEMENTS

State	Award / Agreement	Details of Increase	Expiry Date
SA	Nursing/Midwifery (South Australian Public Sector) Enterprise Agreement 2022 [ET-22-05689]	<p style="text-align: center;">3% 01.01.2023 3% 01.01.2024 3% 01.01.2025</p> <p>And one off payments: employees employed at 1/10/22 \$1500 employees employed at 1/10/23 \$1500</p>	31.07.2025
TAS	<p>Nurses and Midwives (Tasmanian State Service) Agreement 2019 [T14763 of 2020]</p> <p>Caseload Midwifery Industrial Agreement 2019 [T14762 of 2020]</p> <p><i>New agreement pending.</i></p>	<p style="text-align: center;">2.3% 1.12.2019 2.3% 1.12.2020 2.35% 1.12.2021 2.35% 1.12.2022</p>	30.06.2023
WA	<p>WA Health System - Australian Nursing Federation - Registered Nurses, Midwives, Enrolled (Mental Health) and Enrolled (Mothercraft) Nurses - Industrial Agreement 2020 [AG 8 of 2021] 2021 WAIRC 00144</p> <p><i>New agreement pending.</i></p>	<p style="text-align: center;">\$1000 12.10.2020 \$1000 12.10.2021</p> <p>Administrative increase of \$60 per week, or 3% per annum, whichever is the greater effective 12.10.22</p>	11.10.2022
VIC	Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2020-2024 [AE514984]	<p style="text-align: center;">1 Dec 2020 3% 1 Dec 2021 3% 1 Dec 2022 3%</p>	31.04.2024

GLOSSARY OF TERMS

AAIN	Advanced Assistant in Nursing
ADON	Assistant Director of Nursing
ADON/ND	Assistant Director of Nursing/Nursing Director
AIN	Assistant in Nursing
AIN/M	Assistant in Nursing/Midwifery
AN	Assistant Nurse
CN	Clinical Nurse
CN/MC	Clinical Nurse/Midwifery Consultant
CN/ME	Clinical Nurse/Midwifery Educator
CN/MS	Clinical Nurse/Midwifery Specialist
COM/FCH	Community/Family Child Health Nurse
DDON	Deputy Director of Nursing
DON	Director of Nursing
E/DDN	Executive/District Director of Nursing
EN	Enrolled Nurse (RN Division 2 in Victoria)
EN ME	Enrolled Nurse with Medication Endorsement
EP	Exemplary Practice (NT)
NA	Nursing Assistant / Nursing Attendant
N	Nurse
N/MUM	Nursing/Midwifery Unit Manager
NO	Nursing Officer
NP	Nurse Practitioner
NS	Nurse Specialist
OHC	Occupational Health Clinical
OHS	Occupational Health and Safety
PP	Paypoint
RE	Re-entry
RN	Registered Nurse (RN Division 1 in Victoria)
RN/M	Registered Nurse/Midwife
RUSON	Person currently enrolled at a University to undertake nursing study, who is registered with AHPRA as a student nurse, and who at commencement, has successfully completed not less than twelve months of the Bachelor of Nursing Degree
SN	Student Nurse
SRN	Senior Registered Nurse
TEN	Trainee Enrolled Nurse

PUBLIC SECTOR NURSES' SALARY DATA

This part of Nurses and Midwives' Paycheck provides nurses' wage rates for each state and territory effective from the dates provided in the table that follows. The salary data provides weekly rates of pay for each classification relevant to the public sector in the particular state or territory.

The rates of pay are derived from the most recent public sector nurses' agreements registered by the Fair Work Commission or relevant state industrial authority.

It should be noted that the rates of pay are minimum weekly rates only and that awards and agreements provide for a range of additional benefits including various allowances and penalty rates that may increase a nurse's remuneration.

The commencement date for the rates of pay between the states or territories may differ. Please refer to the table on pages 22 and 23 for details.

Classifications and definitions may also vary across the states and territories. Further information should be obtained from the relevant award or agreement, a copy of which may be obtained from the following websites:

Fair Work Commission
www.fwc.gov.au

Western Australian Industrial Relations Commission
www.wairc.wa.gov.au

South Australian Employment Tribunal
www.saet.sa.gov.au

Queensland Industrial Relations Commission
www.qirc.qld.gov.au

New South Wales Industrial Relations Commission
www.irc.nsw.gov.au

Tasmanian Industrial Relations Commission
www.tic.tas.gov.au

	NSW	ACT	QLD	NT	SA	TAS	WA	VIC
RN	RN/M	RN/M Level 1	RN/M	Nurse 2	RN Level 1	Grade 3	RN 1	RN/Midwife Grade 2
	1st year 1342.50	Year 1: 1393.57	Gr Band Paypoint	Year 1: 1457.54	1st increment 1352.11	G3 Y1: 1342.9	Level 1: 1396.00	Year 1 RN/MI: 1298.60
	2nd year 1415.30	Year 2: 1447.71	5 N/A Re-entry: 1471.00	Year 2: 1536.00	2nd 1394.47	G3 Y2: 1402.00	Level 2: 1446.40	Year 2 RN/MI: 1371.80
	3rd year 1488.40	Year 3: 1507.30	(NO1) 1: 1539.75	Year 3: 1614.46	3rd 1454.09	G3 Y3: 1461.02	Level 3: 1498.80	Year 3 RN/MI: 1444.90
	4th year 1566.80	Year 4: 1578.14	2: 1612.15	Year 4: 1692.94	4th 1516.32	G3 Y4: 1519.98	Level 4: 1553.30	Year 4 RN/MI: 1523.30
	5th year 1644.60	Year 5: 1649.02	3: 1684.65	Year 5: 1784.38	5th 1579.52	G3 Y5: 1579.02	Level 5: 1610.00	Year 5 RN/MI: 1601.20
	6th year 1655.70	Year 6: 1719.84	4: 1757.05	Year 6: 1853.04	6th 1643.04	G3 Y6: 1638.00	Level 6: 1668.90	Year 6 RN/MI: 1677.00
	7th year 1721.90	Year 7: 1790.67	5: 1829.65	Year 7: 1928.36	7th 1706.63	G3 Y7: 1697.13	Level 7: 1730.20	Year 7 RN/MI: 1762.70
	8th year & thereafter 1884.90	Year 8: 1861.57	6: 1902.40	Year 8: 1947.84	8th 1770.17	G3 Y8: 1716.77	Level 8: 1793.90	Year 8 RN/MI: 1834.20
	CN/MS		7: 1975.00		9th 1844.90	G3 Y9: 1733.88		
	Grade 1 Year 1 & thereafter 1961.50							
	Grade 2 Year 1 2107.10							
	Grade 2 Year 2 & thereafter 2176.60				Clinical Nurse/Midwife2 (Level 2)			CNS/CMS/CNSM
								CAPR1 1908.70
	CN/IC							
	(Appointed prior to 31/12/99)				1st increment 1579.52			
	2412.10				2nd 1643.04			ANUM/AMUM
	(Appointed after 31/12/99)				3rd 1706.63			Year 1 NM1.1 2054.50
	Grade 1 1st Year 2357.90				4th 1770.17			Year 2 NM1.2 2123.70
	Grade 1 2nd Year 2406.10				5th 1844.90			
					6th 1867.48			
	CN/IC Grade 2	RN Level 2	CN/CM	Nurse 3	7th 1910.51	Grade 4	RN 2	NUM/MUM
	Grade 2 1st Year 2453.70	Year 1: 1935.28	Gr Band Paypoint	Year 1: 2008.79	8th 1953.53	G4 Y1: 1736.40	Level 1: 1846.00	Year 1 NM2 2339.30
	Grade 2 2nd Year 2502.60	Year 2: 1973.93	6 N/A 1: 2008.80	Year 2: 2089.21	9th 1996.56	G4 Y2: 1775.75	Level 2: 1880.90	Year 2 NM3 2424.50
	CN/IC Grade 3	Year 3: 2012.49	(NO2) 2: 2056.05	Year 3: 2146.30		G4 Y3: 1815.13	Level 3: 1916.50	Year 3 NM4 2509.80
	Grade 3 1st Year 2598.60	Year 4: 2051.12	3: 2103.35	Year 4: 2167.98		G4 Y4: 1836.10	Level 4: 1952.80	
	Grade 3 2nd Year 2646.90		4: 2151.00			G4 Y5: 1854.38		
			Associate/Advanced Practice role		Associate Nurse/Midwife			Nurse Practitioner
	CN/ME				Unit Manager (Level 2)			Year 1 CAPR7.1 2546.50
	Year 1 2040.90		Gr Band Paypoint	1st increment 1867.48				Year 2 CAPR7.2 2594.90
	Year 2 & thereafter 2107.10		6-7A N/A 1: 2257.95	2nd 1910.51				
			2: 2305.35	3rd 1953.53				
				4th 1996.56				

NSW	ACT	QLD	NT	SA	TAS	WA	VIC
RN							
Nurse/Midwifery Managers							
Grade 1 1st Yr: 2357.90			Exemplary Practice Allowance Category 1		* Existing Level 1 employees as at 24/12/14 will be grandfathered at Level 1 for the life of the agreement		
2nd Yr & thereafter 2406.10		Nursing Director					
Grade 2 1st Yr: 2453.70		DON			Grade 9		RN Grade 6 (old)
2nd Yr & thereafter 2502.60		Gr Band Paypoint	Nurse 1		G9 L1: 3142.69		NM6D/QRED5D 2294.70
Grade 3 1st Yr: 2598.60		13 1 3535.25	6% of Nurse 1 Yr 4 rate		G9 L2: 3314.83		NM6C/QRED5C 2404.00
2nd Yr & thereafter 2646.90			Nurse 2		G9 L3: 3521.81		CAPR5/NM6B/QRED5B 2731.90
Grade 4 1st Yr: 2473.00		Executive DON	6% of Nurse 2 Yr 4				NM6A/QRED5A 3168.90
2nd Yr & thereafter 2791.20		Gr Band Paypoint	Nurse 4 Remote area nurse				
Grade 5 1st Yr: 2886.70		13 2 4298.15	6% of Nurse 2 Yr 4				
2nd Yr & thereafter 2935.60			Category 2				
Grade 6 1st Yr: 3031.80			Nurse 2				
2nd Yr & thereafter 3080.40			13% of the Nurse 2 Yr 4 rate	Qualifications Allowance			RN Grade 7 (old)
Grade 7 1st Yr: 3271.90			Nurse 4	RNs/Midwives			NM7B/8A 2513.30
2nd Yr & thereafter 3320.70			13% of the Nurse 2 Yr 4 rate	Levels 1, 2, 3 and 4 Hospital/Graduate Certificate	Qualifications Allowance		NM7A/8C 2622.60
Grade 8 1st Yr: 3513.30				(3.5% RN/M 1.9)			CAPR6/NM8B/NM9C 2863.00
2nd Yr & thereafter 3561.20				1.1.23 \$3368.47 p.a.			NM9B 3059.60
Grade 9 1st Yr: 3753.50				Graduate Diploma (4.5%)	RNs		NM8A 3433.10
2nd Yr & thereafter 3801.90				1.1.23 \$4330.89 p.a.	Graduate Certificate		NM9A 3806.60
Registered Mothercraft Nurse					Post Graduate Diploma/Degree		
Persons employed after 31 December 1988 are classified as Enrolled Nurses.		Qualifications Entitlements	Qualifications Allowance (per annum paid fortnightly)		Masters/Doctorate		
As at 30 June 2015 all existing Registered Mothercraft Nurses were classified as Registered Mothercraft Nurse 9th Year		For RN Nurse Gr 5 to 7 and DON Gr 10 Band 1 accelerated advancement by one paypoint.	N1 (EN) - Course no less than 6 mths or 120 hrs 4% of N1 max salary point \$3072		Masters/Doctorate 7.5% (of employee's wage rate)	Qualifications Allowance	
9th Year \$1599.70		If at the top paypoint of the classification, after 12 months service at that paypoint: 3.5% of rate of Gr 5 PP7 for Graduate Certificate/ Diploma or equivalent. = \$69.36 per week	N2-8 (RN) Conversion degree or Grad. Certificate 4% of max salary point N2-8 \$4065		NB: Nurse Practitioners not entitled to a post-graduate allowance.	Level 1 (Grad Cert) 3.5% \$63.00 p.w.	
Registered Nurse Pre Registration		For a Masters or PhD degree: if on the top paypoint of that classification, after 12 months service at that paypoint, 5.5% of rate of Gr 5 PP7 = \$109.00 per week	Grad. Diploma 4.5% of max salary point N2 \$4573		ENs	Level 2 (Grad/Dip/Second Degree) 4.5% \$81.00 p.w.	
1157.50			Masters/Doctorate 5.5% of max salary point N2 \$5569		Advanced Diploma 4.0%	Cert IV Training & Assessment \$50.57p.w.	
					Recognised Specialist qualification in a relevant area of Practice	Certificate \$57.80 p.w.	
						Diploma Degree \$93.90 p.w.	
						Masters \$108.40 p.w.	
						Doctorate or PhD \$144.50 p.w.	
						RIPN Allowance \$57.80 p.w.	
						(of base salary for RN Level 1 year 8)	

PUBLIC HOSPITAL AND PRIVATE AGED CARE COMPARATIVE WAGE INFORMATION

This part of Nurses PAYCHECK provides an overview of residential aged care and the employment of nursing staff. It includes data on agreement coverage in the non public residential aged care sector and new average wages data based on an analysis of aged care agreements. It also provides a range of wage information relating to aged care in each state and territory, together with a comparison between public sector rates and aged care collective agreement rates of pay where applicable.

INCREASES TO AGED CARE WORKER WAGES AGED CARE WORK VALUE OUTCOME

On 21 February 2023, the Fair Work Commission (FWC) handed down its decision in relation to implementation of the 15% interim increase to award wages. The decision provides for a 15% increase effective from the first full pay period beginning on or after 30 June 2023.

The increase applies to all direct care workers in aged care:

- AINs, ENs and RNs under the Nurses Award,
- PCWs, recreational and lifestyle officers and the most senior chef/cook at the facility under the Aged Care Award and
- Home care workers under the SCHADS award.

[Decisions & statements for the Work value case | Fair Work Commission \(fwc.gov.au\)](https://www.fwc.gov.au/decisions-statements-for-the-work-value-case)

Government funding and implementation of the wage increase

The Government is funding the outcome of the Aged Care Work Value Case and aged care providers must pass on all the additional funding allocated to wage increases to their workers in the form of an increase in wages. The Government has issued Guidance for aged care providers on the implementation of wage increases arising from the work value decision.

The Tables below set out how much providers who currently pay above minimum award wages should increase wages by for those workers based on their award classification or equivalent Enterprise Agreement classification. The third column of the Tables, “Additional amount payable” show the difference in dollar terms between the current award rate and the new award rate (from the first full pay period on or after 30 June 2023 for each classification. This is the additional amount to be passed on to workers where those workers are already paid above the minimum award rates.

New minimum award rates – residential aged care

Note the hourly rates below for 30 June 2023 do not include the FWC annual wage review decision increasing minimum wage rates in awards by 5.75% effective the first full pay period on or after 1 July 2023. [\[2023\] FWCFB 3501](#)

(The current award minimum rates of pay under the Nurses Award for aged care employees commence at page 22)

[Fair Work Commission Determination – PR751294 – Nurses Award](#)

[Fair Work Commission Determination – PR751293 – Aged Care Award](#)

Classification under the Nurses Award 2020	Hourly award rate (From the first full pay period on or after 1 July 2022)	New hourly award rate (From the first full pay period on or after 30 June 2023)	Additional amount payable from the first full pay period on or after 30 June 2023 (Difference between the 1 July 2022 Award rate and new hourly award rates)
Nursing Assistant/ Assistant in Nursing			
1st year	\$23.25	\$26.73	\$3.48
2nd year	\$23.61	\$27.15	\$3.54
3rd year and thereafter	\$23.99	\$27.59	\$3.60
Experienced (the holder of a relevant certificate III qualification)	\$24.76	\$28.47	\$3.71
Student Enrolled Nurse			
Less than 21 years of age	\$21.60	\$24.84	\$3.24
21 years of age and over	\$22.67	\$26.07	\$3.40
Enrolled Nurses			
Pay point 1	\$25.22	\$29.00	\$3.78
Pay point 2	\$25.55	\$29.39	\$3.84
Pay point 3	\$25.89	\$29.78	\$3.89
Pay point 4	\$26.27	\$30.21	\$3.94
Pay point 5	\$26.53	\$30.51	\$3.98
Registered Nurse – Level 1			
Pay point 1	\$26.98	\$31.03	\$4.05
Pay point 2	\$27.53	\$31.66	\$4.13
Pay point 3	\$28.21	\$32.44	\$4.23
Pay point 4	\$28.96	\$33.30	\$4.34
Pay point 5	\$29.85	\$34.32	\$4.47
Pay point 6	\$30.71	\$35.32	\$4.61
Pay point 7	\$31.60	\$36.34	\$4.74
Pay point 8 and thereafter	\$32.42	\$37.28	\$4.86
Registered Nurse – Level 2			
Pay point 1	\$33.28	\$38.27	\$4.99
Pay point 2	\$33.81	\$38.88	\$5.07
Pay point 3	\$34.40	\$39.56	\$5.16
Pay point 4 and thereafter	\$34.96	\$40.21	\$5.25
Registered Nurse – Level 3			
Pay point 1	\$36.09	\$41.50	\$5.41
Pay point 2	\$36.75	\$42.26	\$5.51
Pay point 3	\$37.38	\$42.99	\$5.61
Pay point 4 and thereafter	\$38.06	\$43.76	\$5.70
Registered Nurse – Level 4			
Grade 1	\$41.19	\$47.37	\$6.18
Grade 2	\$44.14	\$50.76	\$6.62
Grade 3	\$46.71	\$53.72	\$7.01

Classification under the Nurses Award 2020	Hourly award rate (From the first full pay period on or after 1 July 2022)	New hourly award rate (From the first full pay period on or after 30 June 2023)	Additional amount payable from the first full pay period on or after 30 June 2023 (Difference between the 1 July 2022 Award rate and new hourly award rates)
Registered Nurse – Level 5			
Grade 1	\$41.56	\$47.80	\$6.24
Grade 2	\$43.77	\$50.33	\$6.56
Grade 3	\$46.71	\$53.72	\$7.01
Grade 4	\$49.63	\$57.07	\$7.44
Grade 5	\$54.73	\$62.94	\$8.21
Grade 6	\$59.89	\$68.87	\$8.98
Minimum entry rate			
4 year degree	\$28.17	\$32.40	\$4.23
Masters degree	\$29.14	\$33.51	\$4.37
Nurse practitioner			
1st year	\$41.53	\$47.76	\$6.23
2nd year	\$42.76	\$49.17	\$6.41

Classifications under the Aged Care Award 2010

Classification under the Aged Care Award 2010	Hourly award rate (From the first full pay period on or after 1 July 2022)	New hourly award rate (From the first full pay period on or after 30 June 2023)	Additional amount payable from the first full pay period on or after 30 June 2023 (Difference between the 1 July 2022 Award rate and new hourly award rates)
Aged care employee – direct care – level 1	\$22.67	\$26.07	\$3.40
Aged care employee – direct care – level 2	\$23.57	\$27.10	\$3.53
Aged care employee – direct care – level 3	\$24.47	\$28.14	\$3.67
Aged care employee – direct care – level 4	\$24.76	\$28.47	\$3.71
Aged care employee – direct care – level 5	\$25.60	\$29.44	\$3.84
Aged care employee – direct care – level 6	\$26.98	\$31.03	\$4.05
Aged care employee – direct care – level 7	\$27.46	\$31.58	\$4.12

AGED CARE DATA

This section of Paycheck provides information on agreement coverage in the non-public residential aged care sector and an analysis of the wage rates for key nursing classifications based on 661 enterprise agreements operating as at 15 July 2023. The information is updated on a six monthly basis as new agreements are approved by the Fair Work Commission. It includes data at a national level as well as by each State and Territory.

Australia wide, the proportion of facilities covered by awards is 8.9% and the proportion of facilities where the entire nursing workforce is covered by agreements is 86.2%.

Agreements in non-public residential aged care

As at 15 July 2023, we have identified a total of 661 unique agreements operating in the residential aged care sector. The combined total of agreements operating in all States/Territories is 674- thirteen more than the count for Australia as a whole because of nine multistate agreements operating across two states/territories and two agreements operating in three states.

Table 1: Count of current or most recent agreements by State/Territory and nationally

	Count
NSW	199
VIC	199
QLD	71
SA	98
WA	48
TAS	38
NT	4
ACT	15
Australia	661

Agreement coverage and award reliance

Across Australia, 86.2% of all aged care facilities have their entire nursing workforce covered by enterprise agreements (2104 out of 2442 facilities). This coverage rate is calculated by mapping enterprise agreements to the Australian Government Department of Health list of Non-Public Sector Residential Aged Care Services (excluding services associated with public hospitals or publicly funded regional area health services). 84% of these fully covered facilities are covered by a single agreement setting out wages and conditions for all classifications of nursing staff (RN, EN and AIN/ PCW). In 4.8% of facilities, nursing classifications are partially covered by agreements and partially covered by the Nurses Award.

Only 9.0% of facilities are totally award reliant. On a State/Territory basis, the percentage share of facilities that are totally reliant on awards is 5.1% in NSW; 3.5% in VIC; 3.3% in SA; 1.5% in TAS; 7.4% in ACT; 22.1% in QLD and 19.9% in WA. In the Northern Territory, all facilities are fully covered by agreements.

Agreement coverage varies markedly across the State and Territories: The Northern Territory and Victoria record the highest rate of complete coverage. All 12 facilities in the Northern Territory are completely covered by agreements and 573 out of 594 facilities in Victoria (96.5%) are completely covered by enterprise agreements. More than 90% of facilities are fully covered by agreements in NSW and Tasmania. In NSW, 94.7% (792 out of 836) of all facilities are covered completely by agreements. In Tasmania, 94.0% (63 out of 67) are fully covered. In Queensland 77.7% (352 out of 453) are fully covered.

In South Australia, roughly half (49.5%) of all facilities are fully covered by enterprise agreements. In 48.1% of South Australian facilities, AINs/PCWs (and presumably support staff) are not covered by enterprise agreements, while RNs and ENs are covered in 97.6% (208 out of 215) of facilities.

Table 2**Percent share of facilities (services) by status of agreement coverage and state**

Industrial Instrument Coverage	NSW	VIC	QLD	SA	WA	TAS	NT	ACT	AUST
Complete - Single Agreement	92.5%	91.2%	71.5%	17.5%	10.4%	61.2%	91.7%	88.9%	72.8%
Complete - Multiple	2.3%	5.2%	6.2%	32.1%	65.6%	32.8%	8.3%	0.0%	13.4%
Sub Total Complete Coverage	94.7%	96.5%	77.7%	49.5%	75.9%	94.0%	100.0%	88.9%	86.2%
Partial - RNs only	0.0%	0.0%	0.0%	0.0%	1.2%	0.0%	0.0%	0.0%	0.1%
Partial - RNs & ENs	0.0%	0.0%	0.0%	48.1%	0.0%	4.5%	0.0%	0.0%	4.3%
Partial - ENs & AINs/PCWs	0.0%	0.0%	0.0%	0.0%	2.5%	0.0%	0.0%	0.0%	0.2%
Partial - AINs only	0.1%	0.0%	0.2%	0.0%	0.4%	0.0%	0.0%	3.7%	0.2%
Sub Total Partial Coverage	0.1%	0.0%	0.2%	48.1%	4.1%	4.5%	0.0%	3.7%	4.8%
Agreement Coverage (Complete or Partial)	94.9%	96.5%	77.9%	97.6%	80.1%	98.5%	100.0%	92.6%	91.0%
Complete Award Reliance	5.1%	3.5%	22.1%	2.4%	19.9%	1.5%	0.0%	7.4%	9.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Residential aged care enterprise agreements average wage rate data – as at July 2023

The average wage rates are based on a comprehensive mapping of 661 agreements to residential aged care facilities covered by non public sector agreements in Australia. The data comes from the complete set of current and most recently expired agreements. Administrative increases, (where known), have been applied to older agreements and agreements which expired before January 2022 were excluded from the sample used to calculate averages. This data includes administrative adjustments to expired agreements.

Table 3**Average wage data – July 2023**

	NSW	VIC	QLD	SA	WA	TAS	NT	ACT	AUST
AIN/PCW entry	\$23.94	\$25.68	\$25.19	\$24.35	\$25.55	\$24.50	\$24.46	\$25.56	\$25.01
AIN/PCW thereafter	\$25.17	\$26.36	\$25.98	\$24.90	\$25.86	\$25.04	\$24.83	\$25.98	\$25.79
AIN/PCW Cert 3 entry	\$25.38	\$26.82	\$26.26	\$25.37	\$25.99	\$25.53	\$25.17	\$25.73	\$26.13
AIN/PCW Cert 3 thereafter	\$25.51	\$27.51	\$26.95	\$26.40	\$26.35	\$26.22	\$25.91	\$26.01	\$26.68
EN min	\$27.79	\$28.85	\$29.58	\$27.48	\$29.34	\$31.11	\$26.36	\$29.74	\$28.70
EN max	\$31.10	\$32.49	\$31.98	\$31.56	\$31.55	\$33.47	\$31.21	\$33.90	\$32.04
RN level1 entry	\$34.43	\$32.71	\$34.41	\$30.30	\$35.38	\$33.27	\$29.22	\$37.25	\$33.30
RN level 1 thereafter	\$42.78	\$40.78	\$40.63	\$40.78	\$45.38	\$43.33	\$36.36	\$45.66	\$41.69

Comparison with public sector rates of pay

The difference between the average rates of pay nationally between the top rate for an RN Level 1 in the public sector and the top rate for an RN Level 1 in the residential aged care sector is currently 17% or \$266 per week calculated on the base rate.

On a State/Territory basis the difference for an RN Level 1 at the top of the level one classification structure varies from 4% in Western Australia to 23% in Queensland and 41% in Northern Territory.

PUBLIC SECTOR AND PRIVATE RESIDENTIAL AGED CARE WAGES COMPARISON

Classification	NATIONAL		
	Public \$	Aged Care \$	Diff %
AIN/PCW Entry	28.77	25.01	15%
AIN/PCW Top	29.99	25.79	16%
Cert 3 Entry	29.05	26.13	11%
Cert 3 Top	30.80	26.68	15%
EN min	32.48	28.70	13%
EN max	35.99	32.04	12%
RN Level 1 Entry	36.83	33.30	11%
RN Level 1 Top	48.69	41.69	17%

Classification	NSW		
	Public 1/07/2023	Aged Care \$	% Diff
AIN/PCW Entry	25.39	23.94	6%
AIN/PCW Top	27.85	25.17	11%
Cert 3 Entry	25.39	25.38	0.0%
Cert 3 Top	27.85	25.51	9%
EN min	31.84	27.79	15%
EN max	34.60	31.10	11%
RN Level 1 Entry	35.33	34.43	2.6%
RN Level 1 top	49.60	42.78	16%

Classification	VIC		
	Public 1/12/2022 re RN & EN and 01/07/2023 re AIN/PCW equivalent	Aged Care \$	% Diff
AIN/PCW Entry	27.89	25.68	9%
AIN/PCW Top	28.58	26.36	8%
Cert 3 Entry	30.26	26.82	13%
Cert 3 Top	30.95	27.51	13%
EN min	30.16	28.85	5%
EN max	35.65	32.49	10%
RN Level 1 Entry	36.10	32.71	10%
RN Level 1 Top	48.27	40.78	18%

Classification	QLD		
	Public 1/4/2023 \$	Aged Care \$	% Diff
AIN/PCW Entry	32.23	25.19	28%
AIN/PCW Top	32.9	25.98	27%
Cert 3 Entry	32.23	26.26	23%
Cert 3 Top	35.29	26.95	31%
EN min	34.88	29.58	18%
EN max	37.02	31.98	16%
RN Level 1 Entry	40.52	34.41	18%
RN Level 1 Top	49.98	40.63	23%

Classification	SA		
	Public 1/1/2023	Aged Care \$	% Diff
AIN/PCW Entry		24.35	
AIN Top		24.90	
Cert 3 Entry	28.1	25.37	11%
Cert 3 Top	28.93	26.40	10%
EN min	30.43	27.48	11%
EN max	35.58	31.56	13%
35.58	35.58	30.30	17%
RN Level 1 Top	48.55	40.78	19%

Classification	ACT		
	Public 9/6/2022 new agreement pending \$	Aged Care \$	% Diff
AIN/PCW Entry	28.21	25.56	10%
AIN/PCW Top	29.17	25.98	12%
Cert 3 Entry	28.21	25.73	10%
Cert 3 Top	29.17	26.01	12%
EN min	33.26	29.74	12%
EN max	35.54	33.90	5%
RN Level 1 Entry	36.67	37.25	-2%
RN Level 1 Top	48.99	45.66	7%

Classification	NT		
	Public 17/08/2023 \$	Aged Care \$	% Diff
AIN/PCW Entry		24.46	
AIN/PCW Top		24.83	
Cert 3 Entry		25.17	
Cert 3 Top		25.91	
EN min	33.93	26.36	29%
EN max	38.74	31.21	24%
RN Level 1 Entry	38.36	29.22	31%
RN Level 1 Top	51.26	36.36	41%

Classification	WA		
	Public Administrative Increase 12/10/22 \$	Aged Care \$	% Diff
AIN/PCW Entry	* 7/10/2022 30.11	25.55	18%
AIN/PCW Top	31.44	25.86	22%
Cert 3 Entry	30.11	25.99	16%
Cert 3 Top	31.44	26.35	19%
EN min	33.43	29.34	14%
EN max	35.42	31.55	12%
RN Level 1 Entry	36.74	35.38	4%
RN Level 1 Top	47.21	45.38	4%

Classification	TAS		
	Public 1/12/2022 \$	Aged Care \$	% Diff
AIN/PCW Entry		24.50	
AIN/PCW Top		25.04	
Cert 3 Entry	29.08	25.53	14%
Cert 3 Top	31.94	26.22	22%
EN min	31.94	31.11	3%
EN max	35.34	33.47	6%
RN Level 1 Entry	35.34	33.27	6%
RN Level 1 Top	45.63	43.33	5%

* AIN and EN Rates of pay

From WA Health System - United Voice - Enrolled Nurse, Assistants in Nursing, Aboriginal and Ethnic Health Workers Industrial Agreement 2020. (AG7 of 2021)

PRIVATE ACUTE HOSPITALS

This section of Paycheck contains updated information on enterprise agreement data in the Private Acute Hospital sector.

The most recent ABS data reports there are approximately 300 private acute and psychiatric hospitals in Australia providing a total of 31,029 beds. The majority (62%) operate on a 'for profit' basis while a further 28% are religious or charitable 'not for profit' hospitals with the remainder being considered other not for profit hospitals (bush nursing, community and memorial hospitals).²⁴

There are a total of 52,923 registered nurses, enrolled nurses and midwives employed in private hospitals across Australia. The vast majority are registered nurses and midwives who comprise 79% of the nursing workforce in this sector.²⁵

The NHWDS shows there are 40,305 full time equivalent nurses and midwives based on a 38 hour week.

The following table provides average wages data based on 125 enterprise agreements covering 93% of private hospitals across Australia.

Average Wage Data - July 2023

Classification	NSW	VIC	QLD	SA	WA	TAS	NT	ACT	AUST
AIN/PCW min	25.00	25.92	29.82	24.07	28.46	24.98		27.21	26.51
AIN/PCW max	27.44	27.89	32.21	25.67	29.63	26.72		30.43	28.70
EN min	31.54	30.50	34.13	29.22	31.29	32.66	33.44	33.07	31.11
EN max	34.27	35.39	35.98	34.60	33.24	36.26	37.79	36.70	35.08
RN level1 entry	34.80	35.71	40.28	33.25	35.92	35.98	37.79	36.88	35.59
RN level 1 thereafter	48.86	46.89	48.34	45.75	47.65	46.67	50.97	49.83	47.43

Comparison with public sector rates of pay

Classification	NATIONAL		
	Public \$	Private Acute \$	% Diff
AIN/PCW min	28.77	26.51	8.53%
AIN/PCW max	30.80	28.70	7.32%
EN min	32.48	31.11	4.40%
EN max	35.99	35.08	2.59%
RN Level 1 Entry	36.83	35.59	3.48%
RN Level 1 Top	48.69	47.43	2.66%

The difference between the average rates of pay nationally between the top rate for an RN Level 1 in the public sector and the top rate for an RN Level 1 in the private acute sector is less than 2.66% or \$1.26 per hour calculated on the base rate.

²⁴ ABS 4390.0 - Private Hospitals, Australia, 2016-2017. (ABS no longer publish this data)

²⁵ NHWDS 2021

The ANMF

Established in 1924, the Australian Nursing & Midwifery Federation (ANMF) is the only organisation in Australia representing the industrial and professional interests of nurses, midwives and assistants in nursing.

The ANMF has over 320,000 members working across Australia in cities, rural, regional and remote locations and in every area of health, health prevention and aged care. There is a total of 480,547 nurses and midwives in Australia registered with the NMBA²⁶ who contribute directly to all areas of Australia's health and aged care.

All Australians must have access to safe, quality health and aged care. To achieve this, it is important that Australia continues to have a robust, well-educated and highly experienced nursing and midwifery workforce. Ensuring that every nurse, midwife and assistant in nursing receives pay and conditions reflective of their extensive level of skill and education is a priority for the ANMF.

The ANMF campaigns to raise political awareness, and political action if necessary, among its members and the community in the pursuit of improved public policy on health, aged care, education, employment, industrial relations and all areas of social justice.

Australia's health and aged care systems and its nursing and midwifery workforce face many challenges. The ANMF is working with nurses, midwives and assistants in nursing, governments, community and consumer groups, health and aged care providers and other health care professionals to progress solutions and build a sustainable health workforce for the future good health of Australia.

The ANMF Federal Office

The ANMF Federal Office is located in Melbourne. The Federal Office develops policy and represents ANMF members at a national level in the areas of health, aged care, education, the nursing and midwifery workforce, industrial relations and social justice.

Annie Butler, Federal Secretary of the ANMF and Lori-Anne Sharp, Federal Assistant Secretary, co-ordinate the national activities of the Federation. Branch Secretaries manage the activities of the state and territory branches of the ANMF.

The governing bodies of the Union are the Federal Council and Federal Executive. National committees cover industrial and professional issues, work health and safety and aged care.

The ANMF Federal Office publishes two nursing journals:

- The Australian Nursing & Midwifery Journal (ANMJ), published quarterly, consists of clinical articles, a monthly feature and the latest union, nursing and midwifery news
- The Australian Journal of Advanced Nursing (AJAN), published quarterly, is a peer reviewed research journal

²⁶ Number includes non-practising and provisional registrations

Nursing and Midwifery Board <https://www.nursingmidwiferyboard.gov.au/About/Statistics.aspx>

ANMF MEMBERSHIP

ANMF membership is the most effective way for nurses, midwives and carers to ensure that fair working conditions and rates of pay are negotiated for the entire nursing and midwifery workforce. Fair wages and working conditions help to retain nurses, midwives and carers in the workforce, thereby improving Australia's health and aged care system. The ANMF provides a range of services to members through its state and territory branches.

Services include:

- information about wages and conditions of employment
- industrial representation
- professional indemnity insurance
- legal representation
- negotiation of awards and agreements
- resolution of workplace disputes
- information and representation on workplace issues such as occupational health and safety
- education services
- library services

Members can become actively involved in ANMF campaigns and activities through their Branch, the ANMF state and federal websites, and the ANMF publications.



Source: Branch Declared Membership 31 December each year.

Joining the ANMF

Nurses, midwives and carers join the ANMF branch in the state or territory where they work:

- ANMF Australian Capital Territory Branch
- New South Wales Nurses and Midwives' Association (ANMF NSW Branch)
- ANMF Northern Territory Branch
- Queensland Nurses and Midwives' Union (ANMF QNMU Branch)
- ANMF South Australian Branch
- ANMF Tasmanian Branch
- ANMF Victorian Branch
- ANMF Western Australian Branch

The ANMF's international work

The ANMF represents nurses, midwives and assistants in nursing internationally through membership of other national and international nursing organisations and professional associations. The ANMF is a member of the Commonwealth Nurses Federation, the South Pacific Nurses Forum and the International Council of Nurses (ICN).

The ANMF is affiliated to the Australian Council of Trade Unions (ACTU), International Centre for Trade Union Rights and Union Aid Abroad - APHEDA (Australian People for Health, Education and Development Abroad) which is the overseas aid agency of the trade union movement. Further information about the ANMF is available at www.anmf.org.au

USEFUL LINKS:

Nursing

RCNA	Royal College of Nursing Australia
NMBA	Nursing and Midwifery Board of Australia
ANMAC	Australian Nursing and Midwifery Accreditation Council
CNF	Commonwealth Nurses Federation
ICN	International Council of Nurses
GNU	Global Nurses United

Industrial

ACTU	Australian Council of Trade Unions
FWC	Fair Work Commission
FWO	Fair Work Ombudsman

International

ILO	International Labour Organization
ITUC	International Trade Union Confederation
PSI	Public Services International
APHEDA	Australian People for Health, Education and Development Abroad
SPNF	South Pacific Nurses Forum

Other

AIHW	Australian Institute of Health and Welfare
ABS	Australian Bureau of Statistics
AHPRA	Australian Health Practitioner Regulation Agency

ANMF FEDERAL OFFICE

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