



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2022–23
(C2023/1)

NURSES AWARD 2020
[MA000034]

Health and welfare services

JUSTICE HATCHER, PRESIDENT
VICE PRESIDENT CATANZARITI
VICE PRESIDENT ASBURY
DEPUTY PRESIDENT HAMPTON
MS LABINE-ROMAIN
PROFESSOR BAIRD
MR CULLY

SYDNEY, XX JUNE 2023

Annual Wage Review 2022–23.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2022–23 on 2 June 2023 [[2023] FWCFB 3500], the above award is varied as follows:

- By deleting the table appearing in clause 15.1(a) and inserting the following:

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

2. By deleting the table appearing in clause 15.1(b)(i) and inserting the following:

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

3. By deleting the table appearing in clause 15.1(b)(ii) and inserting the following:

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

4. By deleting the table appearing in clause 15.1(c)(i) and inserting the following:

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

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
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

5. By deleting the table appearing in clause 15.1(c)(ii) and inserting the following:

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

6. By deleting the table appearing in clause 15.1(d) and inserting the following:

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

7. By deleting the table appearing in clause 15.1(e) and inserting the following:

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

8. By deleting the table appearing in clause 15.2(a) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
1st year	1074.30	28.27
2nd year	1091.10	28.71
3rd year and thereafter	1108.60	29.17
Experienced (the holder of a relevant certificate III qualification)	1144.20	30.11

9. By deleting the table appearing in clause 15.2(b)(i) and inserting the following:

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

10. By deleting the table appearing in clause 15.2(b)(ii) and inserting the following:

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

11. By deleting the table appearing in clause 15.2(c)(i) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Registered nurse—level 1		
Pay point 1	1246.80	32.81
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
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

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Grade 6	2767.60	72.83

12. By deleting the table appearing in clause 15.2(c)(ii) and inserting the following:

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

13. By deleting the table appearing in clause 15.2(d) and inserting the following:

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

14. 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	25.48
Saturday	38.38
Sunday, public holiday or non-rostered day	44.77

15. By deleting the table appearing in clause B.1.1(a) 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	24.58	27.65	28.27	36.87	43.02	49.16
2nd year	24.97	28.09	28.72	37.46	43.70	49.94
3rd year and thereafter	25.37	28.54	29.18	38.06	44.40	50.74
Experienced (the holder of a relevant certificate III qualification)	26.18	29.45	30.11	39.27	45.82	52.36

16. By deleting the table appearing in clause B.1.1(b) 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	36.87	49.16	49.16	61.45
2nd year	37.46	49.94	49.94	62.43
3rd year and thereafter	38.06	50.74	50.74	63.43
Experienced (the holder of a relevant certificate III qualification)	39.27	52.36	52.36	65.45

17. By deleting the table appearing in clause B.1.1(c) 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	30.73	33.80	34.41	46.10	53.78	61.46
2nd year	31.21	34.33	34.96	46.82	54.62	62.42
3rd year and thereafter	31.71	34.88	35.52	47.57	55.49	63.42
Experienced (the holder of a relevant certificate III qualification)	32.73	36.00	36.65	49.10	57.28	65.46

18. By deleting the table appearing in clause B.1.2(a) 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	22.84	25.70	26.27	34.26	39.97	45.68
21 years and over	23.97	26.97	27.57	35.96	41.95	47.94
Enrolled nurse						
Pay point 1	26.67	30.00	30.67	40.01	46.67	53.34
Pay point 2	27.02	30.40	31.07	40.53	47.29	54.04
Pay point 3	27.38	30.80	31.49	41.07	47.92	54.76
Pay point 4	27.78	31.25	31.95	41.67	48.62	55.56
Pay point 5	28.06	31.57	32.27	42.09	49.11	56.12

19. By deleting the table appearing in clause B.1.2(b) 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	34.26	45.68	45.68	57.10
21 years and over	35.96	47.94	47.94	59.93
Enrolled nurse				
Pay point 1	40.01	53.34	53.34	66.68
Pay point 2	40.53	54.04	54.04	67.55
Pay point 3	41.07	54.76	54.76	68.45
Pay point 4	41.67	55.56	55.56	69.45
Pay point 5	42.09	56.12	56.12	70.15

20. By deleting the table appearing in clause B.1.2(c) 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	28.55	31.41	31.98	42.83	49.96	57.10
21 years and over	29.96	32.96	33.56	44.94	52.43	59.92
Enrolled nurse						
Pay point 1	33.34	36.67	37.34	50.01	58.35	66.68
Pay point 2	33.78	37.15	37.83	50.67	59.12	67.56
Pay point 3	34.23	37.65	38.33	51.35	59.90	68.46
Pay point 4	34.73	38.20	38.89	52.10	60.78	69.46
Pay point 5	35.08	38.58	39.28	52.62	61.39	70.16

21. By deleting the table appearing in clause B.1.3(a) 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	28.53	32.10	32.81	42.80	49.93	57.06
Pay point 2	29.12	32.76	33.49	43.68	50.96	58.24
Pay point 3	29.83	33.56	34.30	44.75	52.20	59.66
Pay point 4	30.62	34.45	35.21	45.93	53.59	61.24
Pay point 5	31.56	35.51	36.29	47.34	55.23	63.12
Pay point 6	32.48	36.54	37.35	48.72	56.84	64.96
Pay point 7	33.42	37.60	38.43	50.13	58.49	66.84
Pay point 8 and thereafter	34.28	38.57	39.42	51.42	59.99	68.56
Registered nurse— level 2						
Pay point 1	35.19	39.59	40.47	52.79	61.58	70.38
Pay point 2	35.76	40.23	41.12	53.64	62.58	71.52
Pay point 3	36.38	40.93	41.84	54.57	63.67	72.76
Pay point 4 and thereafter	36.97	41.59	42.52	55.46	64.70	73.94
Registered nurse— level 3						
Pay point 1	38.16	42.93	43.88	57.24	66.78	76.32
Pay point 2	38.86	43.72	44.69	58.29	68.01	77.72
Pay point 3	39.53	44.47	45.46	59.30	69.18	79.06
Pay point 4 and thereafter	40.24	45.27	46.28	60.36	70.42	80.48
Registered nurse— level 4¹						
Grade 1	43.56	—	—	65.34	76.23	87.12
Grade 2	46.68	—	—	70.02	81.69	93.36

	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	49.40	–	–	74.10	86.45	98.80
Registered nurse— level 5¹						
Grade 1	43.95	–	–	65.93	76.91	87.90
Grade 2	46.28	–	–	69.42	80.99	92.56
Grade 3	49.40	–	–	74.10	86.45	98.80
Grade 4	52.48	–	–	78.72	91.84	104.96
Grade 5	57.88	–	–	86.82	101.29	115.76
Grade 6	63.33	–	–	95.00	110.83	126.66
Minimum entry rates						
4 year degree	29.79	33.51	34.26	44.69	52.13	59.58
Masters degree	30.82	34.67	35.44	46.23	53.94	61.64

22. By deleting the table appearing in clause B.1.3(b) 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	42.80	57.06	57.06	71.33
Pay point 2	43.68	58.24	58.24	72.80
Pay point 3	44.75	59.66	59.66	74.58
Pay point 4	45.93	61.24	61.24	76.55
Pay point 5	47.34	63.12	63.12	78.90
Pay point 6	48.72	64.96	64.96	81.20
Pay point 7	50.13	66.84	66.84	83.55

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Pay point 8 and thereafter	51.42	68.56	68.56	85.70
Registered nurse— level 2				
Pay point 1	52.79	70.38	70.38	87.98
Pay point 2	53.64	71.52	71.52	89.40
Pay point 3	54.57	72.76	72.76	90.95
Pay point 4 and thereafter	55.46	73.94	73.94	92.43
Registered nurse— level 3				
Pay point 1	57.24	76.32	76.32	95.40
Pay point 2	58.29	77.72	77.72	97.15
Pay point 3	59.30	79.06	79.06	98.83
Pay point 4 and thereafter	60.36	80.48	80.48	100.60
Registered nurse— level 4¹	—	—	—	—
Registered nurse— level 5¹	—	—	—	—
Minimum entry rates				
4 year degree	44.69	59.58	59.58	74.48
Masters degree	46.23	61.64	61.64	77.05

23. By deleting the table appearing in clause B.1.3(c) 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	35.66	39.23	39.94	53.49	62.41	71.32
Pay point 2	36.40	40.04	40.77	54.60	63.70	72.80
Pay point 3	37.29	41.02	41.76	55.94	65.26	74.58
Pay point 4	38.28	42.10	42.87	57.42	66.99	76.56
Pay point 5	39.45	43.40	44.18	59.18	69.04	78.90
Pay point 6	40.60	44.66	45.47	60.90	71.05	81.20
Pay point 7	41.78	45.95	46.79	62.67	73.12	83.56
Pay point 8 and thereafter	42.85	47.14	47.99	64.28	74.99	85.70
Registered nurse— level 2						
Pay point 1	43.99	48.39	49.27	65.99	76.98	87.98
Pay point 2	44.70	49.17	50.06	67.05	78.23	89.40
Pay point 3	45.48	50.02	50.93	68.22	79.59	90.96
Pay point 4 and thereafter	46.21	50.83	51.76	69.32	80.87	92.42
Registered nurse— level 3						
Pay point 1	47.70	52.47	53.42	71.55	83.48	95.40
Pay point 2	48.58	53.43	54.40	72.87	85.02	97.16
Pay point 3	49.41	54.35	55.34	74.12	86.47	98.82
Pay point 4 and thereafter	50.30	55.33	56.34	75.45	88.03	100.60
Registered nurse— level 4²						
Grade 1	54.45	—	—	81.68	95.29	108.90
Grade 2	58.35	—	—	87.53	102.11	116.70

Grade 3	61.75	–	–	92.63	108.06	123.50
Registered nurse— level 5²						
Grade 1	54.94	–	–	82.41	96.15	109.88
Grade 2	57.85	–	–	86.78	101.24	115.70
Grade 3	61.75	–	–	92.63	108.06	123.50
Grade 4	65.60	–	–	98.40	114.80	131.20
Grade 5	72.35	–	–	108.53	126.61	144.70
Grade 6	79.16	–	–	118.74	138.53	158.32
Minimum entry rates						
4 year degree	37.24	40.96	41.71	55.86	65.17	74.48
Masters degree	38.53	42.38	43.15	57.80	67.43	77.06

24. By deleting the table appearing in clause B.1.4(a) 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	43.91	49.40	50.50	65.87	76.84	87.82
2nd year	45.22	50.87	52.00	67.83	79.14	90.44

25. By deleting the table appearing in clause B.1.4(b) 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	65.87	87.82	87.82	109.78
2nd year	67.83	90.44	90.44	113.05

26. By deleting the table appearing in clause B.1.4(c) 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	54.89	60.38	61.47	82.34	96.06	109.78
2nd year	56.53	62.18	63.31	84.80	98.93	113.06

27. By deleting the table appearing in clause B.1.5(a) 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	30.62	34.45	35.21	45.93	53.59	61.24
Pay point 2	31.56	35.51	36.29	47.34	55.23	63.12
Pay point 3	32.48	36.54	37.35	48.72	56.84	64.96
Pay point 4	33.42	37.60	38.43	50.13	58.49	66.84
Pay point 5	34.28	38.57	39.42	51.42	59.99	68.56
Occupational health nurse—level 2						
Pay point 1	35.19	39.59	40.47	52.79	61.58	70.38
Pay point 2	35.76	40.23	41.12	53.64	62.58	71.52
Pay point 3	36.38	40.93	41.84	54.57	63.67	72.76
Pay point 4	36.97	41.59	42.52	55.46	64.70	73.94
Senior occupational health clinical nurse	36.97	41.59	42.52	55.46	64.70	73.94

	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	38.16	42.93	43.88	57.24	66.78	76.32
Pay point 2	38.86	43.72	44.69	58.29	68.01	77.72
Pay point 3	39.53	44.47	45.46	59.30	69.18	79.06
Pay point 4 and thereafter	40.24	45.27	46.28	60.36	70.42	80.48

28. By deleting the table appearing in clause B.1.5(b) 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	45.93	61.24	61.24	76.55
Pay point 2	47.34	63.12	63.12	78.90
Pay point 3	48.72	64.96	64.96	81.20
Pay point 4	50.13	66.84	66.84	83.55
Pay point 5	51.42	68.56	68.56	85.70
Occupational health nurse—level 2				
Pay point 1	52.79	70.38	70.38	87.98
Pay point 2	53.64	71.52	71.52	89.40
Pay point 3	54.57	72.76	72.76	90.95
Pay point 4	55.46	73.94	73.94	92.43
Senior occupational health clinical nurse	55.46	73.94	73.94	92.43

	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	57.24	76.32	76.32	95.40
Pay point 2	58.29	77.72	77.72	97.15
Pay point 3	59.30	79.06	79.06	98.83
Pay point 4 and thereafter	60.36	80.48	80.48	100.60

29. By deleting the table appearing in clause B.1.5(c) 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	38.28	42.10	42.87	57.42	66.99	76.56
Pay point 2	39.45	43.40	44.18	59.18	69.04	78.90
Pay point 3	40.60	44.66	45.47	60.90	71.05	81.20
Pay point 4	41.78	45.95	46.79	62.67	73.12	83.56
Pay point 5	42.85	47.14	47.99	64.28	74.99	85.70
Occupational health nurse—level 2						
Pay point 1	43.99	48.39	49.27	65.99	76.98	87.98
Pay point 2	44.70	49.17	50.06	67.05	78.23	89.40
Pay point 3	45.48	50.02	50.93	68.22	79.59	90.96
Pay point 4	46.21	50.83	51.76	69.32	80.87	92.42
Senior occupational health clinical nurse	46.21	50.83	51.76	69.32	80.87	92.42

	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 3						
Pay point 1	47.70	52.47	53.42	71.55	83.48	95.40
Pay point 2	48.58	53.43	54.40	72.87	85.02	97.16
Pay point 3	49.41	54.35	55.34	74.12	86.47	98.82
Pay point 4 and thereafter	50.30	55.33	56.34	75.45	88.03	100.60

30. By deleting the table appearing in clause B.2.1(a) 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	28.27	31.8	32.51	42.41	49.47	56.54
2nd year	28.71	32.3	33.02	43.07	50.24	57.42
3rd year and thereafter	29.17	32.82	33.55	43.76	51.05	58.34
Experienced (the holder of a relevant certificate III qualification)	30.11	33.87	34.63	45.17	52.69	60.22

31. By deleting the table appearing in clause B.2.1(b) 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	42.41	56.54	56.54	70.68
2nd year	43.07	57.42	57.42	71.78
3rd year and thereafter	43.76	58.34	58.34	72.93
Experienced (the holder of a relevant certificate III qualification)	45.17	60.22	60.22	75.28

32. By deleting the table appearing in clause B.2.1(c) 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	35.34	38.87	39.58	53.01	61.85	70.68
2nd year	35.89	39.48	40.19	53.84	62.81	71.78
3rd year and thereafter	36.46	40.11	40.84	54.69	63.81	72.92
Experienced (the holder of a relevant certificate III qualification)	37.64	41.4	42.15	56.46	65.87	75.28

33. By deleting the table appearing in clause B.2.2(a) 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	26.27	29.55	30.21	39.41	45.97	52.54
21 years and over	27.57	31.02	31.71	41.36	48.25	55.14
Enrolled nurse						
Pay point 1	30.67	34.5	35.27	46.01	53.67	61.34
Pay point 2	31.08	34.97	35.74	46.62	54.39	62.16
Pay point 3	31.49	35.43	36.21	47.24	55.11	62.98
Pay point 4	31.94	35.93	36.73	47.91	55.9	63.88
Pay point 5	32.26	36.29	37.1	48.39	56.46	64.52

34. By deleting the table appearing in clause B.2.2(b) 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	39.41	52.54	52.54	65.68
21 years and over	41.36	55.14	55.14	68.93
Enrolled nurse				
Pay point 1	46.01	61.34	61.34	76.68
Pay point 2	46.62	62.16	62.16	77.7
Pay point 3	47.24	62.98	62.98	78.73
Pay point 4	47.91	63.88	63.88	79.85
Pay point 5	48.39	64.52	64.52	80.65

35. By deleting the table appearing in clause B.2.2(c) 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	32.84	36.12	36.78	49.26	57.47	65.68
21 years and over	34.46	37.91	38.6	51.69	60.31	68.92
Enrolled nurse						
Pay point 1	38.34	42.17	42.94	57.51	67.1	76.68
Pay point 2	38.85	42.74	43.51	58.28	67.99	77.7
Pay point 3	39.36	43.3	44.09	59.04	68.88	78.72
Pay point 4	39.93	43.92	44.72	59.9	69.88	79.86
Pay point 5	40.33	44.36	45.16	60.5	70.58	80.66

36. By deleting the table appearing in clause B.2.3(a) 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	32.81	36.91	37.73	49.22	57.42	65.62
Pay point 2	33.48	37.67	38.50	50.22	58.59	66.96
Pay point 3	34.31	38.60	39.46	51.47	60.04	68.62
Pay point 4	35.22	39.62	40.50	52.83	61.64	70.44
Pay point 5	36.30	40.84	41.75	54.45	63.53	72.60
Pay point 6	37.35	42.02	42.95	56.03	65.36	74.70
Pay point 7	38.43	43.23	44.19	57.65	67.25	76.86

	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%
	\$	\$	\$	\$	\$	\$
Pay point 8 and thereafter	39.43	44.36	45.34	59.15	69.00	78.86
Registered nurse—level 2						
Pay point 1	40.47	45.53	46.54	60.71	70.82	80.94
Pay point 2	41.12	46.26	47.29	61.68	71.96	82.24
Pay point 3	41.83	47.06	48.10	62.75	73.20	83.66
Pay point 4 and thereafter	42.52	47.84	48.90	63.78	74.41	85.04
Registered nurse—level 3						
Pay point 1	43.89	49.38	50.47	65.84	76.81	87.78
Pay point 2	44.69	50.28	51.39	67.04	78.21	89.38
Pay point 3	45.46	51.14	52.28	68.19	79.56	90.92
Pay point 4 and thereafter	46.28	52.07	53.22	69.42	80.99	92.56
Registered nurse—level 4¹						
Grade 1	50.09	—	—	75.14	87.66	100.18
Grade 2	53.68	—	—	80.52	93.94	107.36
Grade 3	56.81	—	—	85.22	99.42	113.62
Registered nurse—level 5¹						
Grade 1	50.54	—	—	75.81	88.45	101.08
Grade 2	53.23	—	—	79.85	93.15	106.46
Grade 3	56.81	—	—	85.22	99.42	113.62
Grade 4	60.35	—	—	90.53	105.61	120.70
Grade 5	66.56	—	—	99.84	116.48	133.12
Grade 6	72.83	—	—	109.25	127.45	145.66

	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%
	\$	\$	\$	\$	\$	\$
Minimum entry rates						
4 year degree	34.26	38.54	39.4	51.39	59.96	68.52
Masters degree	35.44	39.87	40.76	53.16	62.02	70.88

37. By deleting the table appearing in clause B.2.3(b) 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	49.22	65.62	65.62	82.03
Pay point 2	50.22	66.96	66.96	83.70
Pay point 3	51.47	68.62	68.62	85.78
Pay point 4	52.83	70.44	70.44	88.05
Pay point 5	54.45	72.60	72.60	90.75
Pay point 6	56.03	74.70	74.70	93.38
Pay point 7	57.65	76.86	76.86	96.08
Pay point 8 and thereafter	59.15	78.86	78.86	98.58
Registered nurse— level 2				
Pay point 1	60.71	80.94	80.94	101.18
Pay point 2	61.68	82.24	82.24	102.80
Pay point 3	62.75	83.66	83.66	104.58
Pay point 4 and thereafter	63.78	85.04	85.04	106.30

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Registered nurse— level 3				
Pay point 1	65.84	87.78	87.78	109.73
Pay point 2	67.04	89.38	89.38	111.73
Pay point 3	68.19	90.92	90.92	113.65
Pay point 4 and thereafter	69.42	92.56	92.56	115.70
Registered nurse— level 4¹	—	—	—	—
Registered nurse— level 5¹	—	—	—	—
Minimum entry rates				
4 year degree	51.39	68.52	68.52	85.65
Masters degree	53.16	70.88	70.88	88.60

38. By deleting the table appearing in clause B.2.3(c) 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	41.01	45.11	45.93	61.52	71.77	82.02
Pay point 2	41.85	46.04	46.87	62.78	73.24	83.70
Pay point 3	42.89	47.18	48.03	64.34	75.06	85.78
Pay point 4	44.03	48.43	49.31	66.05	77.05	88.06
Pay point 5	45.38	49.91	50.82	68.07	79.42	90.76
Pay point 6	46.69	51.36	52.29	70.04	81.71	93.38
Pay point 7	48.04	52.84	53.80	72.06	84.07	96.08

Pay point 8 and thereafter	49.29	54.22	55.20	73.94	86.26	98.58
Registered nurse— level 2						
Pay point 1	50.59	55.65	56.66	75.89	88.53	101.18
Pay point 2	51.40	56.54	57.57	77.10	89.95	102.80
Pay point 3	52.29	57.52	58.56	78.44	91.51	104.58
Pay point 4 and thereafter	53.15	58.47	59.53	79.73	93.01	106.30
Registered nurse— level 3						
Pay point 1	54.86	60.35	61.45	82.29	96.01	109.72
Pay point 2	55.86	61.45	62.57	83.79	97.76	111.72
Pay point 3	56.83	62.51	63.64	85.25	99.45	113.66
Pay point 4 and thereafter	57.85	63.64	64.79	86.78	101.24	115.70
Registered nurse— level 4²						
Grade 1	62.61	–	–	93.92	109.57	125.22
Grade 2	67.10	–	–	100.65	117.43	134.20
Grade 3	71.01	–	–	106.52	124.27	142.02
Registered nurse— level 5²						
Grade 1	63.18	–	–	94.77	110.57	126.36
Grade 2	66.54	–	–	99.81	116.45	133.08
Grade 3	71.01	–	–	106.52	124.27	142.02
Grade 4	75.44	–	–	113.16	132.02	150.88
Grade 5	83.20	–	–	124.80	145.60	166.40
Grade 6	91.04	–	–	136.56	159.32	182.08
Minimum entry rates						
4 year degree	42.83	47.11	47.96	64.25	74.95	85.66
Masters degree	44.30	48.73	49.62	66.45	77.53	88.60

39. By deleting the table appearing in clause B.2.4(a) 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	50.50	56.81	58.08	75.75	88.38	101.00
2nd year	52.00	58.50	59.80	78.00	91.00	104.00

40. By deleting the table appearing in clause B.2.4(b) 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	75.75	101.00	101.00	126.25
2nd year	78.00	104.00	104.00	130.00

41. By deleting the table appearing in clause B.2.4(c) 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 rate¹		
	125%	137.5%	140%	150%	175%	200%
1st year	63.13	69.44	70.70	94.70	110.48	126.26
2nd year	65.00	71.50	72.80	97.50	113.75	130.00

42. By deleting the amount “\$1025.20” appearing in clause C.1.1 and inserting “\$1084.10”.

43. 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	25.48	per 24-hour period or part thereof
On-call allowance— between rostered shifts or ordinary hours on— Saturday	17.2(a)(i)	3.54	38.38	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	44.77	per 24-hour period or part thereof

B. This determination comes into operation on 1 July 2023. 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 2023.

PRESIDENT