



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2022–23
(C2023/1)

CHRISTMAS ISLAND ADMINISTRATION ENTERPRISE AWARD
2016
[MA000149]

Christmas Island

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 10.4 and inserting the following:

Classification	Minimum annual salary	Minimum hourly rate
	\$	\$
Administrative Service Officers (ASO)		
ASO 1	47,257	24.65
ASO 2	51,168	26.69
ASO 3	55,520	28.96
ASO 4	59,105	30.83
ASO 5	63,821	33.29
ASO 6	67,349	35.13
Senior Officers Grade (SOG)		

Classification	Minimum annual salary	Minimum hourly rate
	\$	\$
SOG C	76,578	38.63
SOG B	83,060	41.90
SOG A	95,449	48.15
General Service Officers (GSO)		
GSO 2	45,455	22.93
GSO 3	47,536	23.98
GSO 4	48,646	24.54
GSO 5	50,649	25.55
GSO 6	52,492	26.48
GSO 7	55,188	27.84
GSO 8	58,043	29.28
GSO 9	60,858	30.70
GSO 10	67,558	34.08
Hospital employees		
Director of Nursing (RN 5)	97,075	48.97
Registered Nurses (RN)		
RN1.1	54,970	27.73
RN1.2	56,715	28.61
RN1.3	58,082	29.30
RN1.4	59,391	29.96
RN1.5	61,155	30.85
RN1.6	62,860	31.71
RN1.7	64,565	32.57
RN2.1	66,210	33.40
RN2.2	67,360	33.98
RN2.3	68,470	34.54
RN2.4	69,501	35.06
RN3.1	71,661	36.15
RN3.2	72,950	36.80
RN3.3	74,278	37.47
RN3.4	75,507	38.09

Classification	Minimum annual salary	Minimum hourly rate
	\$	\$
RN3B	77,787	39.24
RN4.1	82,465	41.60
RN4.2	87,520	44.15
RN4.3	92,575	46.70
RN5	97,075	48.97
Enrolled Nurses (EN)		
EN (Level 1)	50,153	25.30
EN (Level 2)	50,986	25.72
EN (Level 3)	51,699	26.08
EN (Level 4)	52,393	26.43
EN (Level 5)	53,087	26.78
Hospital Service Employees (HSE)		
HSE (Level 1)	45,415	22.91
HSE (Level 2)	47,517	23.97
HSE (Level 3)	48,627	24.53
HSE (Level 4)	50,649	25.55
HSE (Level 5)	52,492	26.48
HSE (Level 6)	55,208	27.85
HSE (Level 7)	58,102	29.31
HSE (Level 8)	60,937	30.74
HSE (Level 9)	64,406	32.49
Hospital Technical Employees (HTE)		
HTE (Level 1)	48,706	24.57
HTE (Level 2)	56,437	28.47
HTE (Level 3)	61,928	31.24
HTE (Level 4)	68,906	34.76
HTE (Level 5)	75,804	38.24
HTE (Level 6)	81,989	41.36
Hospital Professional Employees (HPE)		
HPE (Level 1)	54,038	27.26
HPE (Level 2)	67,657	34.13

Classification	Minimum annual salary	Minimum hourly rate
	\$	\$
HPE (Level 3)	81,989	41.36
HPE (Level 4)	89,641	45.22
Hospital Administrative Officers (HAO)		
HAO (Level 1)	47,536	23.98
HAO (Level 2)	51,481	25.97

2. By deleting the amount “\$970.55” appearing in clause 11.10(b) and inserting “\$1026.31”.

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

	Ordinary hourly rate
	\$
Administrative Service Officers (ASO)	
ASO 1	24.65
ASO 2	26.69
ASO 3	28.96
ASO 4	30.83
ASO 5	33.29
ASO 6	35.13
Senior Officers Grade (SOG)	
SOG C	38.63
SOG B	41.90
SOG A	48.15
General Service Officers (GSO)	
GSO 2	22.93
GSO 3	23.98
GSO 4	24.54
GSO 5	25.55
GSO 6	26.48
GSO 7	27.84

	Ordinary hourly rate
	\$
GSO 8	29.28
GSO 9	30.70
GSO 10	34.08
Hospital employees	
Director of Nursing (RN 5)	48.97
Registered Nurses (RN)	
RN1.1	27.73
RN1.2	28.61
RN1.3	29.30
RN1.4	29.96
RN1.5	30.85
RN1.6	31.71
RN1.7	32.57
RN2.1	33.40
RN2.2	33.98
RN2.3	34.54
RN2.4	35.06
RN3.1	36.15
RN3.2	36.80
RN3.3	37.47
RN3.4	38.09
RN3B	39.24
RN4.1	41.60
RN4.2	44.15
RN4.3	46.70
RN5	48.97
Enrolled Nurses (EN)	
EN (Level 1)	25.30
EN (Level 2)	25.72
EN (Level 3)	26.08
EN (Level 4)	26.43

	Ordinary hourly rate
	\$
EN (Level 5)	26.78
Hospital Service Employees (HSE)	
HSE (Level 1)	22.91
HSE (Level 2)	23.97
HSE (Level 3)	24.53
HSE (Level 4)	25.55
HSE (Level 5)	26.48
HSE (Level 6)	27.85
HSE (Level 7)	29.31
HSE (Level 8)	30.74
HSE (Level 9)	32.49
Hospital Technical Employees (HTE)	
HTE (Level 1)	24.57
HTE (Level 2)	28.47
HTE (Level 3)	31.24
HTE (Level 4)	34.76
HTE (Level 5)	38.24
HTE (Level 6)	41.36
Hospital Professional Employees (HPE)	
HPE (Level 1)	27.26
HPE (Level 2)	34.13
HPE (Level 3)	41.36
HPE (Level 4)	45.22
Hospital Administrative Officers (HAO)	
HAO (Level 1)	23.98
HAO (Level 2)	25.97

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

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public holiday - within 7:00am - 6:00pm	Public holiday - outside 7:00 am - 6:00 pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
Administrative Service Officers (ASO)					
ASO 1	36.98	49.30	49.30	36.98	49.30
ASO 2	40.04	53.38	53.38	40.04	53.38
ASO 3	43.44	57.92	57.92	43.44	57.92
ASO 4	46.25	61.66	61.66	46.25	61.66
ASO 5	49.94	66.58	66.58	49.94	66.58
ASO 6	52.70	70.26	70.26	52.70	70.26
Senior Officers Grade (SOG)					
SOG C	57.95	77.26	77.26	57.95	77.26
SOG B	62.85	83.80	83.80	62.85	83.80
SOG A	72.23	96.30	96.30	72.23	96.30
General Service Officers (GSO)					
GSO 2	34.40	45.86	45.86	34.40	45.86
GSO 3	35.97	47.96	47.96	35.97	47.96
GSO 4	36.81	49.08	49.08	36.81	49.08
GSO 5	38.33	51.10	51.10	38.33	51.10
GSO 6	39.72	52.96	52.96	39.72	52.96
GSO 7	41.76	55.68	55.68	41.76	55.68
GSO 8	43.92	58.56	58.56	43.92	58.56
GSO 9	46.05	61.40	61.40	46.05	61.40
GSO 10	51.12	68.16	68.16	51.12	68.16
Hospital employees					
Director of Nursing (RN 5)	73.46	97.94	97.94	73.46	97.94

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public holiday - within 7:00am - 6:00pm	Public holiday - outside 7:00 am - 6:00 pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
Registered Nurses (RN)					
RN1.1	41.60	55.46	55.46	41.60	55.46
RN1.2	42.92	57.22	57.22	42.92	57.22
RN1.3	43.95	58.60	58.60	43.95	58.60
RN1.4	44.94	59.92	59.92	44.94	59.92
RN1.5	46.28	61.70	61.70	46.28	61.70
RN1.6	47.57	63.42	63.42	47.57	63.42
RN1.7	48.86	65.14	65.14	48.86	65.14
RN2.1	50.10	66.80	66.80	50.10	66.80
RN2.2	50.97	67.96	67.96	50.97	67.96
RN2.3	51.81	69.08	69.08	51.81	69.08
RN2.4	52.59	70.12	70.12	52.59	70.12
RN3.1	54.23	72.30	72.30	54.23	72.30
RN3.2	55.20	73.60	73.60	55.20	73.60
RN3.3	56.21	74.94	74.94	56.21	74.94
RN3.4	57.14	76.18	76.18	57.14	76.18
RN3B	58.86	78.48	78.48	58.86	78.48
RN4.1	62.40	83.20	83.20	62.40	83.20
RN4.2	66.23	88.30	88.30	66.23	88.30
RN4.3	70.05	93.40	93.40	70.05	93.40
RN5	73.46	97.94	97.94	73.46	97.94
Enrolled Nurses (EN)					
EN (Level 1)	37.95	50.60	50.60	37.95	50.60
EN (Level 2)	38.58	51.44	51.44	38.58	51.44
EN (Level 3)	39.12	52.16	52.16	39.12	52.16
EN (Level 4)	39.65	52.86	52.86	39.65	52.86
EN (Level 5)	40.17	53.56	53.56	40.17	53.56

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public holiday - within 7:00am - 6:00pm	Public holiday - outside 7:00 am - 6:00 pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
Hospital Service Employees (HSE)					
HSE (Level 1)	34.37	45.82	45.82	34.37	45.82
HSE (Level 2)	35.96	47.94	47.94	35.96	47.94
HSE (Level 3)	36.80	49.06	49.06	36.80	49.06
HSE (Level 4)	38.33	51.10	51.10	38.33	51.10
HSE (Level 5)	39.72	52.96	52.96	39.72	52.96
HSE (Level 6)	41.78	55.70	55.70	41.78	55.70
HSE (Level 7)	43.97	58.62	58.62	43.97	58.62
HSE (Level 8)	46.11	61.48	61.48	46.11	61.48
HSE (Level 9)	48.74	64.98	64.98	48.74	64.98
Hospital Technical Employees (HTE)					
HTE (Level 1)	36.86	49.14	49.14	36.86	49.14
HTE (Level 2)	42.71	56.94	56.94	42.71	56.94
HTE (Level 3)	46.86	62.48	62.48	46.86	62.48
HTE (Level 4)	52.14	69.52	69.52	52.14	69.52
HTE (Level 5)	57.36	76.48	76.48	57.36	76.48
HTE (Level 6)	62.04	82.72	82.72	62.04	82.72
Hospital Professional Employees (HPE)					
HPE (Level 1)	40.89	54.52	54.52	40.89	54.52
HPE (Level 2)	51.20	68.26	68.26	51.20	68.26
HPE (Level 3)	62.04	82.72	82.72	62.04	82.72
HPE (Level 4)	67.83	90.44	90.44	67.83	90.44
Hospital Administrative Officers (HAO)					
HAO (Level 1)	35.97	47.96	47.96	35.97	47.96
HAO (Level 2)	38.96	51.94	51.94	38.96	51.94

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

	Day	Night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate				
	100%	115%	150%	200%	250%
	\$	\$	\$	\$	\$
Administrative Service Officers (ASO)					
ASO 1	24.65	28.35	36.98	49.30	61.63
ASO 2	26.69	30.69	40.04	53.38	66.73
ASO 3	28.96	33.30	43.44	57.92	72.40
ASO 4	30.83	35.45	46.25	61.66	77.08
ASO 5	33.29	38.28	49.94	66.58	83.23
ASO 6	35.13	40.40	52.70	70.26	87.83
Senior Officers Grade (SOG)					
SOG C	38.63	44.42	57.95	77.26	96.58
SOG B	41.90	48.19	62.85	83.80	104.75
SOG A	48.15	55.37	72.23	96.30	120.38
General Service Officers (GSO)					
GSO 2	22.93	26.37	34.40	45.86	57.33
GSO 3	23.98	27.58	35.97	47.96	59.95
GSO 4	24.54	28.22	36.81	49.08	61.35
GSO 5	25.55	29.38	38.33	51.10	63.88
GSO 6	26.48	30.45	39.72	52.96	66.20
GSO 7	27.84	32.02	41.76	55.68	69.60
GSO 8	29.28	33.67	43.92	58.56	73.20
GSO 9	30.70	35.31	46.05	61.40	76.75
GSO 10	34.08	39.19	51.12	68.16	85.20
Hospital employees					
Director of Nursing (RN 5)	48.97	56.32	73.46	97.94	122.43
Registered Nurses (RN)					
RN1.1	27.73	31.89	41.60	55.46	69.33
RN1.2	28.61	32.90	42.92	57.22	71.53
RN1.3	29.30	33.70	43.95	58.60	73.25

	Day	Night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate				
	100%	115%	150%	200%	250%
	\$	\$	\$	\$	\$
RN1.4	29.96	34.45	44.94	59.92	74.90
RN1.5	30.85	35.48	46.28	61.70	77.13
RN1.6	31.71	36.47	47.57	63.42	79.28
RN1.7	32.57	37.46	48.86	65.14	81.43
RN2.1	33.40	38.41	50.10	66.80	83.50
RN2.2	33.98	39.08	50.97	67.96	84.95
RN2.3	34.54	39.72	51.81	69.08	86.35
RN2.4	35.06	40.32	52.59	70.12	87.65
RN3.1	36.15	41.57	54.23	72.30	90.38
RN3.2	36.80	42.32	55.20	73.60	92.00
RN3.3	37.47	43.09	56.21	74.94	93.68
RN3.4	38.09	43.80	57.14	76.18	95.23
RN3B	39.24	45.13	58.86	78.48	98.10
RN4.1	41.60	47.84	62.40	83.20	104.00
RN4.2	44.15	50.77	66.23	88.30	110.38
RN4.3	46.70	53.71	70.05	93.40	116.75
RN5	48.97	56.32	73.46	97.94	122.43
Enrolled Nurses (EN)					
EN (Level 1)	25.30	29.10	37.95	50.60	63.25
EN (Level 2)	25.72	29.58	38.58	51.44	64.30
EN (Level 3)	26.08	29.99	39.12	52.16	65.20
EN (Level 4)	26.43	30.39	39.65	52.86	66.08
EN (Level 5)	26.78	30.80	40.17	53.56	66.95
Hospital Service Employees (HSE)					
HSE (Level 1)	22.91	26.35	34.37	45.82	57.28
HSE (Level 2)	23.97	27.57	35.96	47.94	59.93
HSE (Level 3)	24.53	28.21	36.80	49.06	61.33
HSE (Level 4)	25.55	29.38	38.33	51.10	63.88
HSE (Level 5)	26.48	30.45	39.72	52.96	66.20

	Day	Night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate				
	100%	115%	150%	200%	250%
	\$	\$	\$	\$	\$
HSE (Level 6)	27.85	32.03	41.78	55.70	69.63
HSE (Level 7)	29.31	33.71	43.97	58.62	73.28
HSE (Level 8)	30.74	35.35	46.11	61.48	76.85
HSE (Level 9)	32.49	37.36	48.74	64.98	81.23
Hospital Technical Employees (HTE)					
HTE (Level 1)	24.57	28.26	36.86	49.14	61.43
HTE (Level 2)	28.47	32.74	42.71	56.94	71.18
HTE (Level 3)	31.24	35.93	46.86	62.48	78.10
HTE (Level 4)	34.76	39.97	52.14	69.52	86.90
HTE (Level 5)	38.24	43.98	57.36	76.48	95.60
HTE (Level 6)	41.36	47.56	62.04	82.72	103.40
Hospital Professional Employees (HPE)					
HPE (Level 1)	27.26	31.35	40.89	54.52	68.15
HPE (Level 2)	34.13	39.25	51.20	68.26	85.33
HPE (Level 3)	41.36	47.56	62.04	82.72	103.40
HPE (Level 4)	45.22	52.00	67.83	90.44	113.05
Hospital Administrative Officers (HAO)					
HAO (Level 1)	23.98	27.58	35.97	47.96	59.95
HAO (Level 2)	25.97	29.87	38.96	51.94	64.93

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

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public holiday - within 7:00am - 6:00pm	Public holiday - outside 7:00am - 6:00pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
Administrative Service Officers (ASO)					
ASO 1	36.98	49.30	49.30	36.98	49.30
ASO 2	40.04	53.38	53.38	40.04	53.38
ASO 3	43.44	57.92	57.92	43.44	57.92
ASO 4	46.25	61.66	61.66	46.25	61.66
ASO 5	49.94	66.58	66.58	49.94	66.58
ASO 6	52.70	70.26	70.26	52.70	70.26
Senior Officers Grade (SOG)					
SOG C	57.95	77.26	77.26	57.95	77.26
SOG B	62.85	83.80	83.80	62.85	83.80
SOG A	72.23	96.30	96.30	72.23	96.30
General Service Officers (GSO)					
GSO 2	34.40	45.86	45.86	34.40	45.86
GSO 3	35.97	47.96	47.96	35.97	47.96
GSO 4	36.81	49.08	49.08	36.81	49.08
GSO 5	38.33	51.10	51.10	38.33	51.10
GSO 6	39.72	52.96	52.96	39.72	52.96
GSO 7	41.76	55.68	55.68	41.76	55.68
GSO 8	43.92	58.56	58.56	43.92	58.56
GSO 9	46.05	61.40	61.40	46.05	61.40
GSO 10	51.12	68.16	68.16	51.12	68.16
Hospital employees					
Director of Nursing (RN 5)	73.46	97.94	97.94	73.46	97.94
Registered Nurses (RN)					
RN1.1	41.60	55.46	55.46	41.60	55.46

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public holiday - within 7:00am - 6:00pm	Public holiday - outside 7:00am - 6:00pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
RN1.2	42.92	57.22	57.22	42.92	57.22
RN1.3	43.95	58.60	58.60	43.95	58.60
RN1.4	44.94	59.92	59.92	44.94	59.92
RN1.5	46.28	61.70	61.70	46.28	61.70
RN1.6	47.57	63.42	63.42	47.57	63.42
RN1.7	48.86	65.14	65.14	48.86	65.14
RN2.1	50.10	66.80	66.80	50.10	66.80
RN2.2	50.97	67.96	67.96	50.97	67.96
RN2.3	51.81	69.08	69.08	51.81	69.08
RN2.4	52.59	70.12	70.12	52.59	70.12
RN3.1	54.23	72.30	72.30	54.23	72.30
RN3.2	55.20	73.60	73.60	55.20	73.60
RN3.3	56.21	74.94	74.94	56.21	74.94
RN3.4	57.14	76.18	76.18	57.14	76.18
RN3B	58.86	78.48	78.48	58.86	78.48
RN4.1	62.40	83.20	83.20	62.40	83.20
RN4.2	66.23	88.30	88.30	66.23	88.30
RN4.3	70.05	93.40	93.40	70.05	93.40
RN5	73.46	97.94	97.94	73.46	97.94
Enrolled Nurses (EN)					
EN (Level 1)	37.95	50.60	50.60	37.95	50.60
EN (Level 2)	38.58	51.44	51.44	38.58	51.44
EN (Level 3)	39.12	52.16	52.16	39.12	52.16
EN (Level 4)	39.65	52.86	52.86	39.65	52.86
EN (Level 5)	40.17	53.56	53.56	40.17	53.56
Hospital Service Employees (HSE)					
HSE (Level 1)	34.37	45.82	45.82	34.37	45.82

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public holiday - within 7:00am - 6:00pm	Public holiday - outside 7:00am - 6:00pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
HSE (Level 2)	35.96	47.94	47.94	35.96	47.94
HSE (Level 3)	36.80	49.06	49.06	36.80	49.06
HSE (Level 4)	38.33	51.10	51.10	38.33	51.10
HSE (Level 5)	39.72	52.96	52.96	39.72	52.96
HSE (Level 6)	41.78	55.70	55.70	41.78	55.70
HSE (Level 7)	43.97	58.62	58.62	43.97	58.62
HSE (Level 8)	46.11	61.48	61.48	46.11	61.48
HSE (Level 9)	48.74	64.98	64.98	48.74	64.98
Hospital Technical Employees (HTE)					
HTE (Level 1)	36.86	49.14	49.14	36.86	49.14
HTE (Level 2)	42.71	56.94	56.94	42.71	56.94
HTE (Level 3)	46.86	62.48	62.48	46.86	62.48
HTE (Level 4)	52.14	69.52	69.52	52.14	69.52
HTE (Level 5)	57.36	76.48	76.48	57.36	76.48
HTE (Level 6)	62.04	82.72	82.72	62.04	82.72
Hospital Professional Employees (HPE)					
HPE (Level 1)	40.89	54.52	54.52	40.89	54.52
HPE (Level 2)	51.20	68.26	68.26	51.20	68.26
HPE (Level 3)	62.04	82.72	82.72	62.04	82.72
HPE (Level 4)	67.83	90.44	90.44	67.83	90.44
Hospital Administrative Officers (HAO)					
HAO (Level 1)	35.97	47.96	47.96	35.97	47.96
HAO (Level 2)	38.96	51.94	51.94	38.96	51.94

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

	% of ordinary hourly rate
	125%
	\$
Administrative Service Officers (ASO)	
ASO 1	30.81
ASO 2	33.36
ASO 3	36.20
ASO 4	38.54
ASO 5	41.61
ASO 6	43.91
Senior Officers Grade (SOG)	
SOG C	48.29
SOG B	52.38
SOG A	60.19
General Service Officers (GSO)	
GSO 2	28.66
GSO 3	29.98
GSO 4	30.68
GSO 5	31.94
GSO 6	33.10
GSO 7	34.80
GSO 8	36.60
GSO 9	38.38
GSO 10	42.60
Hospital employees	
Director of Nursing (RN 5)	61.21
Registered Nurses (RN)	
RN1.1	34.66
RN1.2	35.76
RN1.3	36.63
RN1.4	37.45

	% of ordinary hourly rate
	125%
	\$
RN1.5	38.56
RN1.6	39.64
RN1.7	40.71
RN2.1	41.75
RN2.2	42.48
RN2.3	43.18
RN2.4	43.83
RN3.1	45.19
RN3.2	46.00
RN3.3	46.84
RN3.4	47.61
RN3B	49.05
RN4.1	52.00
RN4.2	55.19
RN4.3	58.38
RN5	61.21
Enrolled Nurses (EN)	
EN (Level 1)	31.63
EN (Level 2)	32.15
EN (Level 3)	32.60
EN (Level 4)	33.04
EN (Level 5)	33.48
Hospital Service Employees (HSE)	
HSE (Level 1)	28.64
HSE (Level 2)	29.96
HSE (Level 3)	30.66
HSE (Level 4)	31.94
HSE (Level 5)	33.10
HSE (Level 6)	34.81
HSE (Level 7)	36.64

	% of ordinary hourly rate
	125%
	\$
HSE (Level 8)	38.43
HSE (Level 9)	40.61
Hospital Technical Employees (HTE)	
HTE (Level 1)	30.71
HTE (Level 2)	35.59
HTE (Level 3)	39.05
HTE (Level 4)	43.45
HTE (Level 5)	47.80
HTE (Level 6)	51.70
Hospital Professional Employees (HPE)	
HPE (Level 1)	34.08
HPE (Level 2)	42.66
HPE (Level 3)	51.70
HPE (Level 4)	56.53
Hospital Administrative Officers (HAO)	
HAO (Level 1)	29.98
HAO (Level 2)	32.46

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

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public holiday - within 7:00am - 6:00pm	Public holiday - outside 7:00am - 6:00pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
Administrative Service Officers (ASO)					
ASO 1	36.98	49.30	49.30	36.98	49.30
ASO 2	40.04	53.38	53.38	40.04	53.38

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public holiday - within 7:00am - 6:00pm	Public holiday - outside 7:00am - 6:00pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
ASO 3	43.44	57.92	57.92	43.44	57.92
ASO 4	46.25	61.66	61.66	46.25	61.66
ASO 5	49.94	66.58	66.58	49.94	66.58
ASO 6	52.70	70.26	70.26	52.70	70.26
Senior Officers Grade (SOG)					
SOG C	57.95	77.26	77.26	57.95	77.26
SOG B	62.85	83.80	83.80	62.85	83.80
SOG A	72.23	96.30	96.30	72.23	96.30
General Service Officers (GSO)					
GSO 2	34.40	45.86	45.86	34.40	45.86
GSO 3	35.97	47.96	47.96	35.97	47.96
GSO 4	36.81	49.08	49.08	36.81	49.08
GSO 5	38.33	51.10	51.10	38.33	51.10
GSO 6	39.72	52.96	52.96	39.72	52.96
GSO 7	41.76	55.68	55.68	41.76	55.68
GSO 8	43.92	58.56	58.56	43.92	58.56
GSO 9	46.05	61.40	61.40	46.05	61.40
GSO 10	51.12	68.16	68.16	51.12	68.16
Hospital employees					
Director of Nursing (RN 5)	73.46	97.94	97.94	73.46	97.94
Registered Nurses (RN)					
RN1.1	41.60	55.46	55.46	41.60	55.46
RN1.2	42.92	57.22	57.22	42.92	57.22
RN1.3	43.95	58.60	58.60	43.95	58.60
RN1.4	44.94	59.92	59.92	44.94	59.92
RN1.5	46.28	61.70	61.70	46.28	61.70
RN1.6	47.57	63.42	63.42	47.57	63.42

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public holiday - within 7:00am - 6:00pm	Public holiday - outside 7:00am - 6:00pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
RN1.7	48.86	65.14	65.14	48.86	65.14
RN2.1	50.10	66.80	66.80	50.10	66.80
RN2.2	50.97	67.96	67.96	50.97	67.96
RN2.3	51.81	69.08	69.08	51.81	69.08
RN2.4	52.59	70.12	70.12	52.59	70.12
RN3.1	54.23	72.30	72.30	54.23	72.30
RN3.2	55.20	73.60	73.60	55.20	73.60
RN3.3	56.21	74.94	74.94	56.21	74.94
RN3.4	57.14	76.18	76.18	57.14	76.18
RN3B	58.86	78.48	78.48	58.86	78.48
RN4.1	62.40	83.20	83.20	62.40	83.20
RN4.2	66.23	88.30	88.30	66.23	88.30
RN4.3	70.05	93.40	93.40	70.05	93.40
RN5	73.46	97.94	97.94	73.46	97.94
Enrolled Nurses (EN)					
EN (Level 1)	37.95	50.60	50.60	37.95	50.60
EN (Level 2)	38.58	51.44	51.44	38.58	51.44
EN (Level 3)	39.12	52.16	52.16	39.12	52.16
EN (Level 4)	39.65	52.86	52.86	39.65	52.86
EN (Level 5)	40.17	53.56	53.56	40.17	53.56
Hospital Service Employees (HSE)					
HSE (Level 1)	34.37	45.82	45.82	34.37	45.82
HSE (Level 2)	35.96	47.94	47.94	35.96	47.94
HSE (Level 3)	36.80	49.06	49.06	36.80	49.06
HSE (Level 4)	38.33	51.10	51.10	38.33	51.10
HSE (Level 5)	39.72	52.96	52.96	39.72	52.96
HSE (Level 6)	41.78	55.70	55.70	41.78	55.70

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public holiday - within 7:00am - 6:00pm	Public holiday - outside 7:00am - 6:00pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
HSE (Level 7)	43.97	58.62	58.62	43.97	58.62
HSE (Level 8)	46.11	61.48	61.48	46.11	61.48
HSE (Level 9)	48.74	64.98	64.98	48.74	64.98
Hospital Technical Employees (HTE)					
HTE (Level 1)	36.86	49.14	49.14	36.86	49.14
HTE (Level 2)	42.71	56.94	56.94	42.71	56.94
HTE (Level 3)	46.86	62.48	62.48	46.86	62.48
HTE (Level 4)	52.14	69.52	69.52	52.14	69.52
HTE (Level 5)	57.36	76.48	76.48	57.36	76.48
HTE (Level 6)	62.04	82.72	82.72	62.04	82.72
Hospital Professional Employees (HPE)					
HPE (Level 1)	40.89	54.52	54.52	40.89	54.52
HPE (Level 2)	51.20	68.26	68.26	51.20	68.26
HPE (Level 3)	62.04	82.72	82.72	62.04	82.72
HPE (Level 4)	67.83	90.44	90.44	67.83	90.44
Hospital Administrative Officers (HAO)					
HAO (Level 1)	35.97	47.96	47.96	35.97	47.96
HAO (Level 2)	38.96	51.94	51.94	38.96	51.94

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

	Day	Night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate				
	125%	140%	175%	225%	275%
	\$	\$	\$	\$	\$
Administrative Service Officers (ASO)					

	Day	Night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate				
	125%	140%	175%	225%	275%
	\$	\$	\$	\$	\$
ASO 1	30.81	34.51	43.14	55.46	67.79
ASO 2	33.36	37.37	46.71	60.05	73.40
ASO 3	36.20	40.54	50.68	65.16	79.64
ASO 4	38.54	43.16	53.95	69.37	84.78
ASO 5	41.61	46.61	58.26	74.90	91.55
ASO 6	43.91	49.18	61.48	79.04	96.61
Senior Officers Grade (SOG)					
SOG C	48.29	54.08	67.60	86.92	106.23
SOG B	52.38	58.66	73.33	94.28	115.23
SOG A	60.19	67.41	84.26	108.34	132.41
General Service Officers (GSO)					
GSO 2	28.66	32.10	40.13	51.59	63.06
GSO 3	29.98	33.57	41.97	53.96	65.95
GSO 4	30.68	34.36	42.95	55.22	67.49
GSO 5	31.94	35.77	44.71	57.49	70.26
GSO 6	33.10	37.07	46.34	59.58	72.82
GSO 7	34.80	38.98	48.72	62.64	76.56
GSO 8	36.60	40.99	51.24	65.88	80.52
GSO 9	38.38	42.98	53.73	69.08	84.43
GSO 10	42.60	47.71	59.64	76.68	93.72
Hospital employees					
Director of Nursing (RN 5)	61.21	68.56	85.70	110.18	134.67
Registered Nurses (RN)					
RN1.1	34.66	38.82	48.53	62.39	76.26
RN1.2	35.76	40.05	50.07	64.37	78.68
RN1.3	36.63	41.02	51.28	65.93	80.58
RN1.4	37.45	41.94	52.43	67.41	82.39
RN1.5	38.56	43.19	53.99	69.41	84.84
RN1.6	39.64	44.39	55.49	71.35	87.20

	Day	Night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate				
	125%	140%	175%	225%	275%
	\$	\$	\$	\$	\$
RN1.7	40.71	45.60	57.00	73.28	89.57
RN2.1	41.75	46.76	58.45	75.15	91.85
RN2.2	42.48	47.57	59.47	76.46	93.45
RN2.3	43.18	48.36	60.45	77.72	94.99
RN2.4	43.83	49.08	61.36	78.89	96.42
RN3.1	45.19	50.61	63.26	81.34	99.41
RN3.2	46.00	51.52	64.40	82.80	101.20
RN3.3	46.84	52.46	65.57	84.31	103.04
RN3.4	47.61	53.33	66.66	85.70	104.75
RN3B	49.05	54.94	68.67	88.29	107.91
RN4.1	52.00	58.24	72.80	93.60	114.40
RN4.2	55.19	61.81	77.26	99.34	121.41
RN4.3	58.38	65.38	81.73	105.08	128.43
RN5	61.21	68.56	85.70	110.18	134.67
Enrolled Nurses (EN)					
EN (Level 1)	31.63	35.42	44.28	56.93	69.58
EN (Level 2)	32.15	36.01	45.01	57.87	70.73
EN (Level 3)	32.60	36.51	45.64	58.68	71.72
EN (Level 4)	33.04	37.00	46.25	59.47	72.68
EN (Level 5)	33.48	37.49	46.87	60.26	73.65
Hospital Service Employees (HSE)					
HSE (Level 1)	28.64	32.07	40.09	51.55	63.00
HSE (Level 2)	29.96	33.56	41.95	53.93	65.92
HSE (Level 3)	30.66	34.34	42.93	55.19	67.46
HSE (Level 4)	31.94	35.77	44.71	57.49	70.26
HSE (Level 5)	33.10	37.07	46.34	59.58	72.82
HSE (Level 6)	34.81	38.99	48.74	62.66	76.59
HSE (Level 7)	36.64	41.03	51.29	65.95	80.60
HSE (Level 8)	38.43	43.04	53.80	69.17	84.54

	Day	Night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate				
	125%	140%	175%	225%	275%
	\$	\$	\$	\$	\$
HSE (Level 9)	40.61	45.49	56.86	73.10	89.35
Hospital Technical Employees (HTE)					
HTE (Level 1)	30.71	34.40	43.00	55.28	67.57
HTE (Level 2)	35.59	39.86	49.82	64.06	78.29
HTE (Level 3)	39.05	43.74	54.67	70.29	85.91
HTE (Level 4)	43.45	48.66	60.83	78.21	95.59
HTE (Level 5)	47.80	53.54	66.92	86.04	105.16
HTE (Level 6)	51.70	57.90	72.38	93.06	113.74
Hospital Professional Employees (HPE)					
HPE (Level 1)	34.08	38.16	47.71	61.34	74.97
HPE (Level 2)	42.66	47.78	59.73	76.79	93.86
HPE (Level 3)	51.70	57.90	72.38	93.06	113.74
HPE (Level 4)	56.53	63.31	79.14	101.75	124.36
Hospital Administrative Officers (HAO)					
HAO (Level 1)	29.98	33.57	41.97	53.96	65.95
HAO (Level 2)	32.46	36.36	45.45	58.43	71.42

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

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public holiday - within 7:00am - 6:00pm	Public holiday - outside 7:00am - 6:00pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
Administrative Service Officers (ASO)					
ASO 1	36.98	49.30	49.30	36.98	49.30
ASO 2	40.04	53.38	53.38	40.04	53.38

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public holiday - within 7:00am - 6:00pm	Public holiday - outside 7:00am - 6:00pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
ASO 3	43.44	57.92	57.92	43.44	57.92
ASO 4	46.25	61.66	61.66	46.25	61.66
ASO 5	49.94	66.58	66.58	49.94	66.58
ASO 6	52.70	70.26	70.26	52.70	70.26
Senior Officers Grade (SOG)					
SOG C	57.95	77.26	77.26	57.95	77.26
SOG B	62.85	83.80	83.80	62.85	83.80
SOG A	72.23	96.30	96.30	72.23	96.30
General Service Officers (GSO)					
GSO 2	34.40	45.86	45.86	34.40	45.86
GSO 3	35.97	47.96	47.96	35.97	47.96
GSO 4	36.81	49.08	49.08	36.81	49.08
GSO 5	38.33	51.10	51.10	38.33	51.10
GSO 6	39.72	52.96	52.96	39.72	52.96
GSO 7	41.76	55.68	55.68	41.76	55.68
GSO 8	43.92	58.56	58.56	43.92	58.56
GSO 9	46.05	61.40	61.40	46.05	61.40
GSO 10	51.12	68.16	68.16	51.12	68.16
Hospital employees					
Director of Nursing (RN 5)	73.46	97.94	97.94	73.46	97.94
Registered Nurses (RN)					
RN1.1	41.60	55.46	55.46	41.60	55.46
RN1.2	42.92	57.22	57.22	42.92	57.22
RN1.3	43.95	58.60	58.60	43.95	58.60
RN1.4	44.94	59.92	59.92	44.94	59.92
RN1.5	46.28	61.70	61.70	46.28	61.70
RN1.6	47.57	63.42	63.42	47.57	63.42

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public holiday - within 7:00am - 6:00pm	Public holiday - outside 7:00am - 6:00pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
RN1.7	48.86	65.14	65.14	48.86	65.14
RN2.1	50.10	66.80	66.80	50.10	66.80
RN2.2	50.97	67.96	67.96	50.97	67.96
RN2.3	51.81	69.08	69.08	51.81	69.08
RN2.4	52.59	70.12	70.12	52.59	70.12
RN3.1	54.23	72.30	72.30	54.23	72.30
RN3.2	55.20	73.60	73.60	55.20	73.60
RN3.3	56.21	74.94	74.94	56.21	74.94
RN3.4	57.14	76.18	76.18	57.14	76.18
RN3B	58.86	78.48	78.48	58.86	78.48
RN4.1	62.40	83.20	83.20	62.40	83.20
RN4.2	66.23	88.30	88.30	66.23	88.30
RN4.3	70.05	93.40	93.40	70.05	93.40
RN5	73.46	97.94	97.94	73.46	97.94
Enrolled Nurses (EN)					
EN (Level 1)	37.95	50.60	50.60	37.95	50.60
EN (Level 2)	38.58	51.44	51.44	38.58	51.44
EN (Level 3)	39.12	52.16	52.16	39.12	52.16
EN (Level 4)	39.65	52.86	52.86	39.65	52.86
EN (Level 5)	40.17	53.56	53.56	40.17	53.56
Hospital Service Employees (HSE)					
HSE (Level 1)	34.37	45.82	45.82	34.37	45.82
HSE (Level 2)	35.96	47.94	47.94	35.96	47.94
HSE (Level 3)	36.80	49.06	49.06	36.80	49.06
HSE (Level 4)	38.33	51.10	51.10	38.33	51.10
HSE (Level 5)	39.72	52.96	52.96	39.72	52.96
HSE (Level 6)	41.78	55.70	55.70	41.78	55.70

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public holiday - within 7:00am - 6:00pm	Public holiday - outside 7:00am - 6:00pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
HSE (Level 7)	43.97	58.62	58.62	43.97	58.62
HSE (Level 8)	46.11	61.48	61.48	46.11	61.48
HSE (Level 9)	48.74	64.98	64.98	48.74	64.98
Hospital Technical Employees (HTE)					
HTE (Level 1)	36.86	49.14	49.14	36.86	49.14
HTE (Level 2)	42.71	56.94	56.94	42.71	56.94
HTE (Level 3)	46.86	62.48	62.48	46.86	62.48
HTE (Level 4)	52.14	69.52	69.52	52.14	69.52
HTE (Level 5)	57.36	76.48	76.48	57.36	76.48
HTE (Level 6)	62.04	82.72	82.72	62.04	82.72
Hospital Professional Employees (HPE)					
HPE (Level 1)	40.89	54.52	54.52	40.89	54.52
HPE (Level 2)	51.20	68.26	68.26	51.20	68.26
HPE (Level 3)	62.04	82.72	82.72	62.04	82.72
HPE (Level 4)	67.83	90.44	90.44	67.83	90.44
Hospital Administrative Officers (HAO)					
HAO (Level 1)	35.97	47.96	47.96	35.97	47.96
HAO (Level 2)	38.96	51.94	51.94	38.96	51.94

11. By deleting the amount “\$25.24” appearing in clause C.1.1 and inserting “\$26.69”.

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

Allowance	Payable	\$	% of standard rate
Interpreting allowance	Per annum	1026.31	3845.3

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

E.5.1 Minimum wages for traineeships**(a) Wage Level A**

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

	Highest year of schooling completed					
	Year 10		Year 11		Year 12	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$	\$	\$
School leaver	384.30	12.64	423.10	13.92	503.30	16.55
Plus 1 year out of school	423.10	13.92	503.30	16.55	585.70	19.27
Plus 2 years out of school	503.30	16.55	585.70	19.27	681.60	22.42
Plus 3 years out of school	585.70	19.27	681.60	22.42	780.40	25.68
Plus 4 years out of school	681.60	22.42	780.40	25.68		
Plus 5 or more years out of school	780.40	25.68				

(b) Wage Level B

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

	Highest year of schooling completed					
	Year 10		Year 11		Year 12	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$	\$	\$
School leaver	384.30	12.64	423.10	13.92	490.50	16.14
Plus 1 year out of school	423.10	13.92	490.50	16.14	564.20	18.56
Plus 2 years out of school	490.50	16.14	564.20	18.56	661.80	21.77
Plus 3 years out of school	564.20	18.56	661.80	21.77	754.70	24.83
Plus 4 years out of school	661.80	21.77	754.70	24.83		

	Highest year of schooling completed					
	Year 10		Year 11		Year 12	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$	\$	\$
Plus 5 or more years out of school	754.70	24.83				

(c) Wage Level C

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

	Highest year of schooling completed					
	Year 10		Year 11		Year 12	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$	\$	\$
School leaver	384.30	12.64	423.10	13.92	490.50	16.14
Plus 1 year out of school	423.10	13.92	490.50	16.14	554.70	18.24
Plus 2 years out of school	490.50	16.14	554.70	18.24	619.70	20.39
Plus 3 years out of school	554.70	18.24	619.70	20.39	690.20	22.70
Plus 4 years out of school	619.70	20.39	690.20	22.70		
Plus 5 or more years out of school	690.20	22.70				

(d) AQF Certificate Level IV traineeships

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

as follows, provided that the relevant wage level is that for the relevant AQF Certificate Level III traineeship:

Wage level	First year of traineeship		Second and subsequent years of traineeship	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$
Wage Level A	810.00	26.65	840.80	27.65
Wage Level B	783.40	25.77	813.20	26.75
Wage Level C	716.50	23.57	743.60	24.46

(e) School-based traineeships

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

Year of schooling	
Year 11 or lower	Year 12
per hour	per hour
\$	\$
12.64	13.92

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