



# DETERMINATION

*Fair Work Act 2009*  
s 285—Annual wage review

## **Annual Wage Review 2022–23** (C2023/1)

### **NURSES AND MIDWIVES (VICTORIA) STATE REFERENCE PUBLIC SECTOR AWARD 2015** [MA000125]

Health and welfare services

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

SYDNEY, 20 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:

1. By deleting the table appearing in clause 14.9(a)(i) and inserting the following:

	<b>\$ per week</b>	<b>% of standard rate</b>
In their second year	11.04	1.09
In their third year	38.51	3.802
In their fourth year	70.60	6.969

2. By deleting the table appearing in clause 14.9(a)(ii) and inserting the following:

	<b>\$ per week</b>	<b>% of standard rate</b>
In their first year	107.40	10.602
In their second year	138.88	13.71
In their third year	169.11	16.694
In their fourth year	199.19	19.663

3. By deleting the amounts “\$1.00” and “\$12.50” appearing in clause 14.9(b) and inserting “\$1.05” and “\$13.22” respectively.

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

	<b>Minimum weekly rate \$</b>
<b>Registered Nurse/Midwife Grade 2:</b>	
Year 1 (Graduate Year and standard rate for shift allowances)	1070.70
Year 2	1112.30
Year 3 (standard rate for other allowances)	1153.70
Year 4	1195.50
Year 5	1237.00
Year 6	1278.60
Year 7	1320.00
Year 8	1352.40
Year 9	1385.20
Year 10	1417.30
<b>Clinical Nurse/Midwife Specialist</b>	1458.90
<b>Registered Nurse Grade 3A:</b>	
Year 1	1476.30
Year 2	1490.90
<b>Registered Nurse/Midwife Grade 3B:</b>	
Year 1	1514.30
Year 2	1535.20
<b>Associate Nurse Unit Manager (ANUM)</b>	
Year 1	1543.40
Year 2	1577.20
<b>Registered Nurse/Midwife Grade 4A:</b>	
Year 1	1616.20
Year 2	1648.60
<b>Registered Nurse/Midwife Grade 4B:</b>	
Year 1	1687.30
Year 2	1721.50

	<b>Minimum weekly rate \$</b>
<b>Nurse/Midwife Unit Manager (NUM)</b>	
Year 1	1806.20
Year 2	1850.70
Year 3	1894.30
<b>Registered Nurse/Midwife Grade 5:</b>	
13-50 beds	1721.30
51-200 beds	1755.70
201-400 beds	1825.00
401-600 beds	1894.50
601 and over beds	1964.10
<b>Nurse/Midwife Practitioner</b>	
Year 1	1894.50
Year 2	1964.10
<b>Registered Nurse/Midwife Grade 6:</b>	
51-100 beds	1755.70
101-200 beds	1825.00
201-300 beds	1894.50
301-400 beds	1964.10
401- 500 beds	2056.70
501-700 beds	2144.90
701 and over beds	2260.90
<b>Registered Nurse/Midwife Grade 7:</b>	
less than 13 beds	1755.70
13-24 beds	1825.00
25-50 beds	1894.50
51-100 beds	1964.10
101-200 beds	2056.70
201-300 beds	2144.90
301-400 beds	2260.90
401-500 beds	2376.50
501-600 beds	2492.30

	<b>Minimum weekly rate \$</b>
601-700 beds	2631.20
701 and over beds	2777.30

5. By deleting the table appearing in clause A.2 and inserting the following:

	<b>Minimum weekly rate \$</b>
<b>Trainee Enrolled Nurse</b>	
Year 1	867.90
Year 2	910.90
<b>Enrolled Nurse Level 1</b>	
Level 1.1	1013.00
Level 1.2	1034.10
Level 1.3	1055.20
EN Level 1.4	1076.40
EN Level 1.5	1118.30
EN Level 1.6	1153.50
<b>Enrolled Nurse Level 2</b>	
Level 2.1	1089.20
Level 2.2	1114.10
Level 2.3	1139.00
Level 2.4	1163.70
Level 2.5	1188.30
Level 2.6	1200.80
Level 2.7	1213.00
<b>Enrolled Nurse Level 3</b>	
Level 3.1	1274.80

	<b>Minimum weekly rate \$</b>
Level 3.2	1321.20
Level 3.3	1343.10

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

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