



DIRECTIONS

Fair Work Act 2009

s.158—Application to vary or revoke a modern award

Application by the Australian Nursing and Midwifery Federation (AM2024/11)

NURSES AWARD 2020 [MA000034]

JUSTICE HATCHER, PRESIDENT

SYDNEY, 4 DECEMBER 2025

Application to vary the Nurses Award 2020 – work value case – application to increase the minimum rates for all classifications.

On the basis of the parties' indication at the directions hearing held on Wednesday, 19 November 2025 that limited issues remain in dispute, the following directions are made:

1. The Expert Panel for pay equity in the Care and Community Sector that will determine this application is reconstituted. The Expert Panel will now comprise Vice President Asbury, Dr Risse and myself.
2. The Australian Nursing and Midwifery Federation is to file:
 - a. an outline of submissions; and
 - b. any witness statements or other evidence upon which it wishes to rely in support of its proposed variations to the *Nurses Award 2020*

by 4:00 pm (AEDT) on Friday, 20 March 2026.

3. Any other interested party is to file:
 - a. an outline of submissions in response to the material filed pursuant to item 1 of these directions; and
 - b. any witness statements or other evidence upon which it wishes to rely in response to the proposed variations

by 4:00 pm (AEST) on Wednesday, 27 May 2026.

4. The application is listed for a programming conference by video link using Microsoft Teams at **10:00 am (AEST) on Monday, 1 June 2026**. A notice of listing is issued with these directions.
5. The application will be listed for hearing in Melbourne on **10–12 and 15–16 June 2026**, commencing at 10:00 am (AEST) each day. A further notice of listing for those dates is issued with these directions.

6. Liberty to apply is granted.



PRESIDENT

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