



DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2025
(C2025/1)

NURSES AWARD 2020
[MA000034]

Health and welfare services

JUSTICE HATCHER, PRESIDENT
VICE PRESIDENT ASBURY
DEPUTY PRESIDENT MILLHOUSE
DEPUTY PRESIDENT O'NEILL
MS LABINE-ROMAIN
PROFESSOR BAIRD
MR CULLY

SYDNEY, 19 JUNE 2025

Annual Wage Review 2025.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2025 on 3 June 2025 [[\[2025\] FWC 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	1003.10	26.40
2nd year	1018.90	26.81
3rd year and thereafter	1035.20	27.24
Experienced (the holder of a relevant certificate III qualification)	1068.40	28.12

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	931.90	24.52
21 years of age and over	978.20	25.74

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	1088.20	28.64
Pay point 2	1102.60	29.02
Pay point 3	1117.30	29.40
Pay point 4	1133.40	29.83
Pay point 5	1144.80	30.13

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	1164.20	30.64
Pay point 2	1188.10	31.27
Pay point 3	1217.20	32.03
Pay point 4	1249.60	32.88
Pay point 5	1288.00	33.89
Pay point 6	1325.20	34.87
Pay point 7	1363.50	35.88
Pay point 8 and thereafter	1399.00	36.82

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Registered nurse—level 2		
Pay point 1	1436.20	37.79
Pay point 2	1459.00	38.39
Pay point 3	1484.30	39.06
Pay point 4 and thereafter	1508.60	39.70
Registered nurse—level 3		
Pay point 1	1557.20	40.98
Pay point 2	1585.80	41.73
Pay point 3	1613.20	42.45
Pay point 4 and thereafter	1642.10	43.21
Registered nurse—level 4		
Grade 1	1777.30	46.77
Grade 2	1904.60	50.12
Grade 3	2015.80	53.05
Registered nurse—level 5		
Grade 1	1793.40	47.19
Grade 2	1888.70	49.70
Grade 3	2015.80	53.05
Grade 4	2141.40	56.35
Grade 5	2361.90	62.16
Grade 6	2584.20	68.01

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	1215.70	31.99
Masters degree ¹	1257.50	33.09

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	1791.90	47.16
2nd year	1845.10	48.56

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	1249.60	32.88
Pay point 2	1288.00	33.89
Pay point 3	1325.20	34.87
Pay point 4	1363.50	35.88
Pay point 5	1399.00	36.82
Occupational health nurse—level 2		
Pay point 1	1436.20	37.79
Pay point 2	1459.00	38.39
Pay point 3	1484.30	39.06
Pay point 4	1508.60	39.70
Senior occupational health clinical nurse	1508.60	39.70
Occupational health nurse—level 3		
Pay point 1	1557.20	40.98
Pay point 2	1585.80	41.73
Pay point 3	1613.20	42.45
Pay point 4 and thereafter	1642.10	43.21

8. By deleting the table appearing in clause 15.3(a)(i) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Less than 21 years of age	1071.70	28.20
21 years of age and over	1124.90	29.60

9. By deleting the table appearing in clause 15.3(a)(ii) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Enrolled nurse supervising other direct care employees	1347.20	35.45

10. By deleting the table appearing in clause 15.3(b) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Registered nurse—level 1		
First year of employment classified at this level	1392.70	36.65
In excess of 1 year and up to 4 years of employment classified at this level	1460.50	38.43
In excess of 4 years of employment classified at this level	1603.40	42.19
Registered nurse—level 2		
First 3 years of employment classified at this level	1738.90	45.76
In excess of 3 years of employment classified at this level	1807.60	47.57

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Registered nurse—level 3	1892.70	49.81
Registered nurse—level 4	2216.80	58.34
Registered nurse—level 5	2496.50	65.70

11. By deleting the table appearing in clause 15.3(c) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
1st year	2060.70	54.23
2nd year	2121.90	55.84

12. 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	27.36
Saturday	41.21
Sunday, public holiday or non-rostered day	48.08

13. 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	26.40	29.70	30.36	39.60	46.20	52.80
2nd year	26.81	30.16	30.83	40.22	46.92	53.62

	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%
	\$	\$	\$	\$	\$	\$
3rd year and thereafter	27.24	30.65	31.33	40.86	47.67	54.48
Experienced (the holder of a relevant certificate III qualification)	28.12	31.64	32.34	42.18	49.21	56.24

14. 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	39.60	52.80	52.80	66.00
2nd year	40.22	53.62	53.62	67.03
3rd year and thereafter	40.86	54.48	54.48	68.10
Experienced (the holder of a relevant certificate III qualification)	42.18	56.24	56.24	70.30

15. 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	33.00	36.30	36.96	49.50	57.75	66.00
2nd year	33.51	36.86	37.53	50.27	58.64	67.02

3rd year and thereafter	34.05	37.46	38.14	51.08	59.59	68.10
Experienced (the holder of a relevant certificate III qualification)	35.15	38.67	39.37	52.73	61.51	70.30

16. 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	24.52	27.59	28.20	36.78	42.91	49.04
21 years and over	25.74	28.96	29.60	38.61	45.05	51.48
Enrolled nurse						
Pay point 1	28.64	32.22	32.94	42.96	50.12	57.28
Pay point 2	29.02	32.65	33.37	43.53	50.79	58.04
Pay point 3	29.40	33.08	33.81	44.10	51.45	58.80
Pay point 4	29.83	33.56	34.30	44.75	52.20	59.66
Pay point 5	30.13	33.90	34.65	45.20	52.73	60.26

17. 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	36.78	49.04	49.04	61.30
21 years and over	38.61	51.48	51.48	64.35

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Enrolled nurse				
Pay point 1	42.96	57.28	57.28	71.60
Pay point 2	43.53	58.04	58.04	72.55
Pay point 3	44.10	58.80	58.80	73.50
Pay point 4	44.75	59.66	59.66	74.58
Pay point 5	45.20	60.26	60.26	75.33

18. 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	30.65	33.72	34.33	45.98	53.64	61.30
21 years and over	32.18	35.39	36.04	48.27	56.32	64.36
Enrolled nurse						
Pay point 1	35.80	39.38	40.10	53.70	62.65	71.60
Pay point 2	36.28	39.90	40.63	54.42	63.49	72.56
Pay point 3	36.75	40.43	41.16	55.13	64.31	73.50
Pay point 4	37.29	41.02	41.76	55.94	65.26	74.58
Pay point 5	37.66	41.43	42.18	56.49	65.91	75.32

19. 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	30.64	34.47	35.24	45.96	53.62	61.28
Pay point 2	31.27	35.18	35.96	46.91	54.72	62.54
Pay point 3	32.03	36.03	36.83	48.05	56.05	64.06
Pay point 4	32.88	36.99	37.81	49.32	57.54	65.76
Pay point 5	33.89	38.13	38.97	50.84	59.31	67.78
Pay point 6	34.87	39.23	40.10	52.31	61.02	69.74
Pay point 7	35.88	40.37	41.26	53.82	62.79	71.76
Pay point 8 and thereafter	36.82	41.42	42.34	55.23	64.44	73.64
Registered nurse—level 2						
Pay point 1	37.79	42.51	43.46	56.69	66.13	75.58
Pay point 2	38.39	43.19	44.15	57.59	67.18	76.78
Pay point 3	39.06	43.94	44.92	58.59	68.36	78.12
Pay point 4 and thereafter	39.70	44.66	45.66	59.55	69.48	79.40
Registered nurse—level 3						
Pay point 1	40.98	46.10	47.13	61.47	71.72	81.96
Pay point 2	41.73	46.95	47.99	62.60	73.03	83.46
Pay point 3	42.45	47.76	48.82	63.68	74.29	84.90
Pay point 4 and thereafter	43.21	48.61	49.69	64.82	75.62	86.42

	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 4¹						
Grade 1	46.77	—	—	70.16	81.85	93.54
Grade 2	50.12	—	—	75.18	87.71	100.24
Grade 3	53.05	—	—	79.58	92.84	106.10
Registered nurse—level 5¹						
Grade 1	47.19	—	—	70.79	82.58	94.38
Grade 2	49.70	—	—	74.55	86.98	99.40
Grade 3	53.05	—	—	79.58	92.84	106.10
Grade 4	56.35	—	—	84.53	98.61	112.70
Grade 5	62.16	—	—	93.24	108.78	124.32
Grade 6	68.01	—	—	102.02	119.02	136.02
Minimum entry rates						
4 year degree	31.99	35.99	36.79	47.99	55.98	63.98
Masters degree	33.09	37.23	38.05	49.64	57.91	66.18

20. 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	45.96	61.28	61.28	76.60
Pay point 2	46.91	62.54	62.54	78.18
Pay point 3	48.05	64.06	64.06	80.08
Pay point 4	49.32	65.76	65.76	82.20

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Pay point 5	50.84	67.78	67.78	84.73
Pay point 6	52.31	69.74	69.74	87.18
Pay point 7	53.82	71.76	71.76	89.70
Pay point 8 and thereafter	55.23	73.64	73.64	92.05
Registered nurse— level 2				
Pay point 1	56.69	75.58	75.58	94.48
Pay point 2	57.59	76.78	76.78	95.98
Pay point 3	58.59	78.12	78.12	97.65
Pay point 4 and thereafter	59.55	79.40	79.40	99.25
Registered nurse— level 3				
Pay point 1	61.47	81.96	81.96	102.45
Pay point 2	62.60	83.46	83.46	104.33
Pay point 3	63.68	84.90	84.90	106.13
Pay point 4 and thereafter	64.82	86.42	86.42	108.03
Registered nurse— level 4¹	—	—	—	—
Registered nurse— level 5¹	—	—	—	—
Minimum entry rates				
4 year degree	47.99	63.98	63.98	79.98
Masters degree	49.64	66.18	66.18	82.73

21. 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	38.30	42.13	42.90	57.45	67.03	76.60
Pay point 2	39.09	43.00	43.78	58.64	68.41	78.18
Pay point 3	40.04	44.04	44.84	60.06	70.07	80.08
Pay point 4	41.10	45.21	46.03	61.65	71.93	82.20
Pay point 5	42.36	46.60	47.45	63.54	74.13	84.72
Pay point 6	43.59	47.95	48.82	65.39	76.28	87.18
Pay point 7	44.85	49.34	50.23	67.28	78.49	89.70
Pay point 8 and thereafter	46.03	50.63	51.55	69.05	80.55	92.06
Registered nurse— level 2						
Pay point 1	47.24	51.96	52.91	70.86	82.67	94.48
Pay point 2	47.99	52.79	53.75	71.99	83.98	95.98
Pay point 3	48.83	53.71	54.68	73.25	85.45	97.66
Pay point 4 and thereafter	49.63	54.59	55.58	74.45	86.85	99.26
Registered nurse— level 3						
Pay point 1	51.23	56.35	57.37	76.85	89.65	102.46
Pay point 2	52.16	57.38	58.42	78.24	91.28	104.32
Pay point 3	53.06	58.37	59.43	79.59	92.86	106.12
Pay point 4 and thereafter	54.01	59.41	60.49	81.02	94.52	108.02

	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 4²						
Grade 1	58.46	—	—	87.69	102.31	116.92
Grade 2	62.65	—	—	93.98	109.64	125.30
Grade 3	66.31	—	—	99.47	116.04	132.62
Registered nurse—level 5²						
Grade 1	58.99	—	—	88.49	103.23	117.98
Grade 2	62.13	—	—	93.20	108.73	124.26
Grade 3	66.31	—	—	99.47	116.04	132.62
Grade 4	70.44	—	—	105.66	123.27	140.88
Grade 5	77.70	—	—	116.55	135.98	155.40
Grade 6	85.01	—	—	127.52	148.77	170.02
Minimum entry rates						
4 year degree	39.99	43.99	44.79	59.99	69.98	79.98
Masters degree	41.36	45.50	46.33	62.04	72.38	82.72

22. 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	47.16	53.06	54.23	70.74	82.53	94.32
2nd year	48.56	54.63	55.84	72.84	84.98	97.12

23. 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	70.74	94.32	94.32	117.90
2nd year	72.84	97.12	97.12	121.40

24. 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 rate¹		
	125%	137.5%	140%	150%	175%	200%
1st year	58.95	64.85	66.02	88.43	103.16	117.90
2nd year	60.70	66.77	67.98	91.05	106.23	121.40

25. 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	32.88	36.99	37.81	49.32	57.54	65.76
Pay point 2	33.89	38.13	38.97	50.84	59.31	67.78
Pay point 3	34.87	39.23	40.10	52.31	61.02	69.74
Pay point 4	35.88	40.37	41.26	53.82	62.79	71.76
Pay point 5	36.82	41.42	42.34	55.23	64.44	73.64

	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 2						
Pay point 1	37.79	42.51	43.46	56.69	66.13	75.58
Pay point 2	38.39	43.19	44.15	57.59	67.18	76.78
Pay point 3	39.06	43.94	44.92	58.59	68.36	78.12
Pay point 4	39.70	44.66	45.66	59.55	69.48	79.40
Senior occupational health clinical nurse	39.70	44.66	45.66	59.55	69.48	79.40
Occupational health nurse—level 3						
Pay point 1	40.98	46.10	47.13	61.47	71.72	81.96
Pay point 2	41.73	46.95	47.99	62.60	73.03	83.46
Pay point 3	42.45	47.76	48.82	63.68	74.29	84.90
Pay point 4 and thereafter	43.21	48.61	49.69	64.82	75.62	86.42

26. 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	49.32	65.76	65.76	82.20
Pay point 2	50.84	67.78	67.78	84.73
Pay point 3	52.31	69.74	69.74	87.18

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Pay point 4	53.82	71.76	71.76	89.70
Pay point 5	55.23	73.64	73.64	92.05
Occupational health nurse—level 2				
Pay point 1	56.69	75.58	75.58	94.48
Pay point 2	57.59	76.78	76.78	95.98
Pay point 3	58.59	78.12	78.12	97.65
Pay point 4	59.55	79.40	79.40	99.25
Senior occupational health clinical nurse	59.55	79.40	79.40	99.25
Occupational health nurse—level 3				
Pay point 1	61.47	81.96	81.96	102.45
Pay point 2	62.60	83.46	83.46	104.33
Pay point 3	63.68	84.90	84.90	106.13
Pay point 4 and thereafter	64.82	86.42	86.42	108.03

27. 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	41.10	45.21	46.03	61.65	71.93	82.20
Pay point 2	42.36	46.60	47.45	63.54	74.13	84.72
Pay point 3	43.59	47.95	48.82	65.39	76.28	87.18
Pay point 4	44.85	49.34	50.23	67.28	78.49	89.70
Pay point 5	46.03	50.63	51.55	69.05	80.55	92.06
Occupational health nurse—level 2						
Pay point 1	47.24	51.96	52.91	70.86	82.67	94.48
Pay point 2	47.99	52.79	53.75	71.99	83.98	95.98
Pay point 3	48.83	53.71	54.68	73.25	85.45	97.66
Pay point 4	49.63	54.59	55.58	74.45	86.85	99.26
Senior occupational health clinical nurse	49.63	54.59	55.58	74.45	86.85	99.26
Occupational health nurse—level 3						
Pay point 1	51.23	56.35	57.37	76.85	89.65	102.46
Pay point 2	52.16	57.38	58.42	78.24	91.28	104.32
Pay point 3	53.06	58.37	59.43	79.59	92.86	106.12
Pay point 4 and thereafter	54.01	59.41	60.49	81.02	94.52	108.02

28. 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%
	\$	\$	\$	\$	\$	\$
Student enrolled nurse						
Less than 21 years of age	28.20	31.73	32.43	42.30	49.35	56.40
21 years of age and over	29.60	33.30	34.04	44.40	51.80	59.20
Enrolled nurse supervising other direct care employees	35.45	39.88	40.77	53.18	62.04	70.90

29. 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%
	\$	\$	\$	\$
Student enrolled nurse				
Less than 21 years of age	42.30	56.40	56.40	70.50
21 years of age and over	44.40	59.20	59.20	74.00
Enrolled nurse supervising other direct care employees	53.18	70.90	70.90	88.63

30. 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%
	\$	\$	\$	\$	\$	\$
Student enrolled nurse						
Less than 21 years of age	35.25	38.78	39.48	52.88	61.69	70.50
21 years of age and over	37.00	40.70	41.44	55.50	64.75	74.00
Enrolled nurse supervising other direct care employees	44.31	48.74	49.63	66.47	77.54	88.62

31. 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%
	\$	\$	\$	\$	\$	\$
Registered nurse—level 1						
First year of employment classified at this level	36.65	41.23	42.15	54.98	64.14	73.30
In excess of 1 year and up to 4 years of employment classified at this level	38.43	43.23	44.19	57.65	67.25	76.86
In excess of 4 years of employment classified at this level	42.19	47.46	48.52	63.29	73.83	84.38

	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 2						
First 3 years of employment classified at this level	45.76	51.48	52.62	68.64	80.08	91.52
In excess of 3 years of employment classified at this level	47.57	53.52	54.71	71.36	83.25	95.14
Registered nurse— level 3	49.81	56.04	57.28	74.72	87.17	99.62
Registered nurse— level 4¹	58.34	—	—	87.51	102.10	116.68
Registered nurse— level 5¹	65.70	—	—	98.55	114.98	131.40

32. 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%
	\$	\$	\$	\$
Registered nurse— level 1				
First year of employment classified at this level	54.98	73.30	73.30	91.63
In excess of 1 year and up to 4 years of employment classified at this level	57.65	76.86	76.86	96.08
In excess of 4 years of employment classified at this level	63.29	84.38	84.38	105.48

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Registered nurse— level 2				
First 3 years of employment classified at this level	68.64	91.52	91.52	114.40
In excess of 3 years of employment classified at this level	71.36	95.14	95.14	118.93
Registered nurse— level 3	74.72	99.62	99.62	124.53
Registered nurse— level 4¹	—	—	—	—
Registered nurse— level 5¹	—	—	—	—

33. 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%
	\$	\$	\$	\$	\$	\$
Registered nurse— level 1						
First year of employment classified at this level	45.81	50.39	51.31	68.72	80.17	91.62
In excess of 1 year and up to 4 years of employment classified at this level	48.04	52.84	53.80	72.06	84.07	96.08
In excess of 4 years of employment classified at this level	52.74	58.01	59.07	79.11	92.30	105.48

	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 2						
First 3 years of employment classified at this level	57.20	62.92	64.06	85.80	100.10	114.40
In excess of 3 years of employment classified at this level	59.46	65.41	66.60	89.19	104.06	118.92
Registered nurse—level 3	62.26	68.49	69.73	93.39	108.96	124.52
Registered nurse—level 4²	72.93	—	—	109.40	127.63	145.86
Registered nurse—level 5²	82.13	—	—	123.20	143.73	164.26

34. 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%
	\$	\$	\$	\$	\$	\$
1st year	54.23	61.01	62.36	81.35	94.90	108.46
2nd year	55.84	62.82	64.22	83.76	97.72	111.68

35. 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%
	\$	\$	\$	\$
1st year	81.35	108.46	108.46	135.58
2nd year	83.76	111.68	111.68	139.60

36. 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 rate¹		
	125%	137.5%	140%	150%	175%	200%
	\$	\$	\$	\$	\$	\$
1st year	67.79	74.57	75.92	101.69	118.63	135.58
2nd year	69.80	76.78	78.18	104.70	122.15	139.60

37. By deleting the amount “\$1124.80” appearing in clause C.1.1 and inserting “\$1164.20”.

38. 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	27.36	per 24-hour period or part thereof
On-call allowance— between rostered shifts or ordinary hours on— Saturday	17.2(a)(i)	3.54	41.21	per 24-hour period or part thereof

Allowance	Clause	% of standard rate	\$	Payable
On-call allowance— between rostered shifts or ordinary hours on— Sunday, public holiday or non-rostered day	17.2(a)(i)	4.13	48.08	per 24-hour period or part thereof

B. This determination comes into operation on 1 July 2025. In accordance with s 286(5) of the *Fair Work Act 2009* (Cth) 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 2025.



PRESIDENT

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