



# DRAFT DETERMINATION

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

## Annual Wage Review 2018–19 (C2019/1)

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

Health and welfare services

JUSTICE ROSS, PRESIDENT  
VICE PRESIDENT HATCHER  
DEPUTY PRESIDENT ASBURY  
COMMISSIONER HAMPTON  
PROFESSOR RICHARDSON  
MR GIBBS  
MR APTED

MELBOURNE, XX JUNE 2019

#### *Annual Wage Review 2018–19.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2018–19 on 30 May 2019 [[\[2019\] FWCFB 3500](#)], the above award is varied as follows:

1. By deleting the table appearing in clause 14.8(a)(i) and inserting the following:

	<b>\$ per week</b>
In their second year	9.57
In their third year	33.38
In their fourth year	61.19

2. By deleting the table appearing in clause 14.8(a)(ii) and inserting the following:

	<b>\$ per week</b>
In their first year	93.08
In their second year	120.37
In their third year	146.57
In their fourth year	172.64

3. By deleting the amounts “\$0.89” and “\$11.13” appearing in clause 14.8(b) and inserting “\$0.92” and “\$11.46” 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)	928.20
Year 2	964.10
Year 3 (standard rate for other allowances)	1,000.10
Year 4	1,036.30
Year 5	1,072.20
Year 6	1,108.30
Year 7	1,144.20
Year 8	1,172.40
Year 9	1,200.80
Year 10	1,228.50
<b>Clinical Nurse/Midwife Specialist</b>	1,264.60
<b>Registered Nurse Grade 3A:</b>	
Year 1	1,279.60
Year 2	1,292.30
<b>Registered Nurse/Midwife Grade 3B:</b>	
Year 1	1,312.60
Year 2	1,330.70
<b>Associate Nurse Unit Manager (ANUM)</b>	
Year 1	1,337.90
Year 2	1,367.10
<b>Registered Nurse/Midwife Grade 4A:</b>	
Year 1	1,401.00
Year 2	1,429.00
<b>Registered Nurse/Midwife Grade 4B:</b>	
Year 1	1,462.60
Year 2	1,492.20
<b>Nurse/Midwife Unit Manager (NUM)</b>	
Year 1	1,565.70
Year 2	1,604.20
Year 3	1,642.00

	<b>Minimum weekly rate \$</b>
<b>Registered Nurse/Midwife Grade 5:</b>	
13-50 beds	1,492.00
51-200 beds	1,521.90
201-400 beds	1,582.00
401-600 beds	1,642.20
601 and over beds	1,702.50
<b>Nurse/Midwife Practitioner</b>	
Year 1	1,642.20
Year 2	1,702.50
<b>Registered Nurse/Midwife Grade 6:</b>	
51-100 beds	1,521.90
101-200 beds	1,582.00
201-300 beds	1,642.20
301-400 beds	1,702.50
401- 500 beds	1,782.80
501-700 beds	1,859.30
701 and over beds	1,959.80
<b>Registered Nurse/Midwife Grade 7:</b>	
less than 13 beds	1,521.90
13-24 beds	1,582.00
25-50 beds	1,642.20
51-100 beds	1,702.50
101-200 beds	1,782.80
201-300 beds	1,859.30
301-400 beds	1,959.80
401-500 beds	2,060.00
501-600 beds	2,160.40
601-700 beds	2,280.80
701 and over beds	2,407.50

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	748.60
Year 2	787.60

	<b>Minimum weekly rate \$</b>
<b>Enrolled Nurse Level 1</b>	
Level 1.1	878.10
Level 1.2	896.40
Level 1.3	914.60
EN Level 1.4	933.10
EN Level 1.5	969.30
EN Level 1.6	999.90
<b>Enrolled Nurse Level 2</b>	
Level 2.1	944.20
Level 2.2	965.70
Level 2.3	987.30
Level 2.4	1,008.60
Level 2.5	1,030.10
Level 2.6	1,040.90
Level 2.7	1,051.50
<b>Enrolled Nurse Level 3</b>	
Level 3.1	1,105.10
Level 3.2	1,145.40
Level 3.3	1,164.20

B. This determination comes into operation from 1 July 2019. In accordance with s.166(5) of the *Fair Work Act 2009* this determination does not take effect until the start of the first full pay period that starts on or after 1 July 2019.

PRESIDENT