



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2020–21
(C2021/1)

CHRISTMAS ISLAND ADMINISTRATION ENTERPRISE AWARD
2016
[MA000149]

Christmas Island

JUSTICE ROSS, PRESIDENT
VICE PRESIDENT CATANZARITI
DEPUTY PRESIDENT ASBURY
COMMISSIONER HAMPTON
MR FERGUSON
PROFESSOR WOODEN
MS LABINE-ROMAIN

MELBOURNE, XX JUNE 2021

Annual Wage Review 2020–21.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2020–21 on 16 June 2021 [[2021] FWCFB 3500], the above award is varied as follows:

1. 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	42,675	22.26
ASO 2	46,260	24.13
ASO 3	50,210	26.19
ASO 4	53,430	27.87
ASO 5	57,705	30.10
ASO 6	60,888	31.76

Classification	Minimum annual salary	Minimum hourly rate
	\$	\$
Senior Officers Grade (SOG)		
SOG C	69,223	34.92
SOG B	75,091	37.88
SOG A	86,291	43.53
General Service Officers (GSO)		
GSO 2	40,896	20.63
GSO 3	42,878	21.63
GSO 4	43,929	22.16
GSO 5	45,792	23.10
GSO 6	47,457	23.94
GSO 7	49,895	25.17
GSO 8	52,472	26.47
GSO 9	55,010	27.75
GSO 10	61,076	30.81
Hospital employees		
Director of Nursing (RN 5)	87,758	44.27
Registered Nurses (RN)		
RN1.1	49,697	25.07
RN1.2	51,263	25.86
RN1.3	52,512	26.49
RN1.4	53,682	27.08
RN1.5	55,287	27.89
RN1.6	56,833	28.67
RN1.7	58,380	29.45
RN2.1	59,847	30.19
RN2.2	60,897	30.72
RN2.3	61,888	31.22
RN2.4	62,820	31.69
RN3.1	64,783	32.68
RN3.2	65,952	33.27
RN3.3	67,142	33.87

Classification	Minimum annual salary	Minimum hourly rate
	\$	\$
RN3.4	68,272	34.44
RN3B	70,333	35.48
RN4.1	74,556	37.61
RN4.2	79,115	39.91
RN4.3	83,694	42.22
RN5	87,758	44.27
Enrolled Nurses (EN)		
EN (Level 1)	45,336	22.87
EN (Level 2)	46,089	23.25
EN (Level 3)	46,743	23.58
EN (Level 4)	47,358	23.89
EN (Level 5)	47,992	24.21
Hospital Service Employees (HSE)		
HSE (Level 1)	40,856	20.61
HSE (Level 2)	42,858	21.62
HSE (Level 3)	43,909	22.15
HSE (Level 4)	45,792	23.10
HSE (Level 5)	47,457	23.94
HSE (Level 6)	49,915	25.18
HSE (Level 7)	52,532	26.50
HSE (Level 8)	55,089	27.79
HSE (Level 9)	58,221	29.37
Hospital Technical Employees (HTE)		
HTE (Level 1)	43,968	22.18
HTE (Level 2)	51,025	25.74
HTE (Level 3)	55,981	28.24
HTE (Level 4)	62,285	31.42
HTE (Level 5)	68,529	34.57
HTE (Level 6)	74,119	37.39

Classification	Minimum annual salary	Minimum hourly rate
	\$	\$
Hospital Professional Employees (HPE)		
HPE (Level 1)	48,865	24.65
HPE (Level 2)	61,155	30.85
HPE (Level 3)	74,119	37.39
HPE (Level 4)	81,038	40.88
Hospital Administrative Officers (HAO)		
HAO (Level 1)	42,878	21.63
HAO (Level 2)	46,545	23.48

2. By deleting the amount “\$905.18” appearing in clause 11.10(b) and inserting “\$927.87”.
3. By deleting the table appearing in clause B.1 and inserting the following:

	Ordinary hourly rate
	\$
ASO 1	22.26
ASO 2	24.13
ASO 3	26.19
ASO 4	27.87
ASO 5	30.10
ASO 6	31.76
SOG C	34.92
SOG B	37.88
SOG A	43.53
GSO 2	20.63
GSO 3	21.63
GSO 4	22.16
GSO 5	23.10
GSO 6	23.94
GSO 7	25.17
GSO 8	26.47
GSO 9	27.75

	Ordinary hourly rate
	\$
GSO 10	30.81
Director of Nursing (RN 5)	44.27
RN1.1	25.07
RN1.2	25.86
RN1.3	26.49
RN1.4	27.08
RN1.5	27.89
RN1.6	28.67
RN1.7	29.45
RN2.1	30.19
RN2.2	30.72
RN2.3	31.22
RN2.4	31.69
RN3.1	32.68
RN3.2	33.27
RN3.3	33.87
RN3.4	34.44
RN3B	35.48
RN4.1	37.61
RN4.2	39.91
RN4.3	42.22
RN5	44.27
EN (Level 1)	22.87
EN (Level 2)	23.25
EN (Level 3)	23.58
EN (Level 4)	23.89
EN (Level 5)	24.21
HSE (Level 1)	20.61
HSE (Level 2)	21.62
HSE (Level 3)	22.15
HSE (Level 4)	23.10

	Ordinary hourly rate
	\$
HSE (Level 5)	23.94
HSE (Level 6)	25.18
HSE (Level 7)	26.50
HSE (Level 8)	27.79
HSE (Level 9)	29.37
HTE (Level 1)	22.18
HTE (Level 2)	25.74
HTE (Level 3)	28.24
HTE (Level 4)	31.42
HTE (Level 5)	34.57
HTE (Level 6)	37.39
HPE (Level 1)	24.65
HPE (Level 2)	30.85
HPE (Level 3)	37.39
HPE (Level 4)	40.88
Hospital Administrative Officers (HAO)	
HAO (Level 1)	21.63
HAO (Level 2)	23.48

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%
	\$	\$	\$	\$	\$
ASO 1	33.39	44.52	44.52	33.39	44.52
ASO 2	36.20	48.26	48.26	36.20	48.26
ASO 3	39.29	52.38	52.38	39.29	52.38
ASO 4	41.81	55.74	55.74	41.81	55.74
ASO 5	45.15	60.20	60.20	45.15	60.20

	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%
	\$	\$	\$	\$	\$
ASO 6	47.64	63.52	63.52	47.64	63.52
SOG C	52.38	69.84	69.84	52.38	69.84
SOG B	56.82	75.76	75.76	56.82	75.76
SOG A	65.30	87.06	87.06	65.30	87.06
GSO 2	30.95	41.26	41.26	30.95	41.26
GSO 3	32.45	43.26	43.26	32.45	43.26
GSO 4	33.24	44.32	44.32	33.24	44.32
GSO 5	34.65	46.20	46.20	34.65	46.20
GSO 6	35.91	47.88	47.88	35.91	47.88
GSO 7	37.76	50.34	50.34	37.76	50.34
GSO 8	39.71	52.94	52.94	39.71	52.94
GSO 9	41.63	55.50	55.50	41.63	55.50
GSO 10	46.22	61.62	61.62	46.22	61.62
Director of Nursing (RN 5)	66.41	88.54	88.54	66.41	88.54
RN1.1	37.61	50.14	50.14	37.61	50.14
RN1.2	38.79	51.72	51.72	38.79	51.72
RN1.3	39.74	52.98	52.98	39.74	52.98
RN1.4	40.62	54.16	54.16	40.62	54.16
RN1.5	41.84	55.78	55.78	41.84	55.78
RN1.6	43.01	57.34	57.34	43.01	57.34
RN1.7	44.18	58.90	58.90	44.18	58.90
RN2.1	45.29	60.38	60.38	45.29	60.38
RN2.2	46.08	61.44	61.44	46.08	61.44
RN2.3	46.83	62.44	62.44	46.83	62.44
RN2.4	47.54	63.38	63.38	47.54	63.38
RN3.1	49.02	65.36	65.36	49.02	65.36
RN3.2	49.91	66.54	66.54	49.91	66.54
RN3.3	50.81	67.74	67.74	50.81	67.74

	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%
	\$	\$	\$	\$	\$
RN3.4	51.66	68.88	68.88	51.66	68.88
RN3B	53.22	70.96	70.96	53.22	70.96
RN4.1	56.42	75.22	75.22	56.42	75.22
RN4.2	59.87	79.82	79.82	59.87	79.82
RN4.3	63.33	84.44	84.44	63.33	84.44
RN5	66.41	88.54	88.54	66.41	88.54
EN (Level 1)	34.31	45.74	45.74	34.31	45.74
EN (Level 2)	34.88	46.50	46.50	34.88	46.50
EN (Level 3)	35.37	47.16	47.16	35.37	47.16
EN (Level 4)	35.84	47.78	47.78	35.84	47.78
EN (Level 5)	36.32	48.42	48.42	36.32	48.42
HSE (Level 1)	30.92	41.22	41.22	30.92	41.22
HSE (Level 2)	32.43	43.24	43.24	32.43	43.24
HSE (Level 3)	33.23	44.30	44.30	33.23	44.30
HSE (Level 4)	34.65	46.20	46.20	34.65	46.20
HSE (Level 5)	35.91	47.88	47.88	35.91	47.88
HSE (Level 6)	37.77	50.36	50.36	37.77	50.36
HSE (Level 7)	39.75	53.00	53.00	39.75	53.00
HSE (Level 8)	41.69	55.58	55.58	41.69	55.58
HSE (Level 9)	44.06	58.74	58.74	44.06	58.74
HTE (Level 1)	33.27	44.36	44.36	33.27	44.36
HTE (Level 2)	38.61	51.48	51.48	38.61	51.48
HTE (Level 3)	42.36	56.48	56.48	42.36	56.48
HTE (Level 4)	47.13	62.84	62.84	47.13	62.84
HTE (Level 5)	51.86	69.14	69.14	51.86	69.14
HTE (Level 6)	56.09	74.78	74.78	56.09	74.78
HPE (Level 1)	36.98	49.30	49.30	36.98	49.30
HPE (Level 2)	46.28	61.70	61.70	46.28	61.70
HPE (Level 3)	56.09	74.78	74.78	56.09	74.78

	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%
	\$	\$	\$	\$	\$
HPE (Level 4)	61.32	81.76	81.76	61.32	81.76
Hospital Administrative Officers (HAO)					
HAO (Level 1)	32.45	43.26	43.26	32.45	43.26
HAO (Level 2)	35.22	46.96	46.96	35.22	46.96

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%
	\$	\$	\$	\$	\$
ASO 1	22.26	25.60	33.39	44.52	55.65
ASO 2	24.13	27.75	36.20	48.26	60.33
ASO 3	26.19	30.12	39.29	52.38	65.48
ASO 4	27.87	32.05	41.81	55.74	69.68
ASO 5	30.10	34.62	45.15	60.20	75.25
ASO 6	31.76	36.52	47.64	63.52	79.40
SOG C	34.92	40.16	52.38	69.84	87.30
SOG B	37.88	43.56	56.82	75.76	94.70
SOG A	43.53	50.06	65.30	87.06	108.83
GSO 2	20.63	23.72	30.95	41.26	51.58
GSO 3	21.63	24.87	32.45	43.26	54.08
GSO 4	22.16	25.48	33.24	44.32	55.40
GSO 5	23.10	26.57	34.65	46.20	57.75
GSO 6	23.94	27.53	35.91	47.88	59.85
GSO 7	25.17	28.95	37.76	50.34	62.93
GSO 8	26.47	30.44	39.71	52.94	66.18
GSO 9	27.75	31.91	41.63	55.50	69.38

	Day	Night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate				
	100%	115%	150%	200%	250%
	\$	\$	\$	\$	\$
GSO 10	30.81	35.43	46.22	61.62	77.03
Director of Nursing (RN 5)	44.27	50.91	66.41	88.54	110.68
RN1.1	25.07	28.83	37.61	50.14	62.68
RN1.2	25.86	29.74	38.79	51.72	64.65
RN1.3	26.49	30.46	39.74	52.98	66.23
RN1.4	27.08	31.14	40.62	54.16	67.70
RN1.5	27.89	32.07	41.84	55.78	69.73
RN1.6	28.67	32.97	43.01	57.34	71.68
RN1.7	29.45	33.87	44.18	58.90	73.63
RN2.1	30.19	34.72	45.29	60.38	75.48
RN2.2	30.72	35.33	46.08	61.44	76.80
RN2.3	31.22	35.90	46.83	62.44	78.05
RN2.4	31.69	36.44	47.54	63.38	79.23
RN3.1	32.68	37.58	49.02	65.36	81.70
RN3.2	33.27	38.26	49.91	66.54	83.18
RN3.3	33.87	38.95	50.81	67.74	84.68
RN3.4	34.44	39.61	51.66	68.88	86.10
RN3B	35.48	40.80	53.22	70.96	88.70
RN4.1	37.61	43.25	56.42	75.22	94.03
RN4.2	39.91	45.90	59.87	79.82	99.78
RN4.3	42.22	48.55	63.33	84.44	105.55
RN5	44.27	50.91	66.41	88.54	110.68
EN (Level 1)	22.87	26.30	34.31	45.74	57.18
EN (Level 2)	23.25	26.74	34.88	46.50	58.13
EN (Level 3)	23.58	27.12	35.37	47.16	58.95
EN (Level 4)	23.89	27.47	35.84	47.78	59.73
EN (Level 5)	24.21	27.84	36.32	48.42	60.53
HSE (Level 1)	20.61	23.70	30.92	41.22	51.53
HSE (Level 2)	21.62	24.86	32.43	43.24	54.05
HSE (Level 3)	22.15	25.47	33.23	44.30	55.38

	Day	Night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate				
	100%	115%	150%	200%	250%
	\$	\$	\$	\$	\$
HSE (Level 4)	23.10	26.57	34.65	46.20	57.75
HSE (Level 5)	23.94	27.53	35.91	47.88	59.85
HSE (Level 6)	25.18	28.96	37.77	50.36	62.95
HSE (Level 7)	26.50	30.48	39.75	53.00	66.25
HSE (Level 8)	27.79	31.96	41.69	55.58	69.48
HSE (Level 9)	29.37	33.78	44.06	58.74	73.43
HTE (Level 1)	22.18	25.51	33.27	44.36	55.45
HTE (Level 2)	25.74	29.60	38.61	51.48	64.35
HTE (Level 3)	28.24	32.48	42.36	56.48	70.60
HTE (Level 4)	31.42	36.13	47.13	62.84	78.55
HTE (Level 5)	34.57	39.76	51.86	69.14	86.43
HTE (Level 6)	37.39	43.00	56.09	74.78	93.48
HPE (Level 1)	24.65	28.35	36.98	49.30	61.63
HPE (Level 2)	30.85	35.48	46.28	61.70	77.13
HPE (Level 3)	37.39	43.00	56.09	74.78	93.48
HPE (Level 4)	40.88	47.01	61.32	81.76	102.20
Hospital Administrative Officers (HAO)					
HAO (Level 1)	21.63	24.87	32.45	43.26	54.08
HAO (Level 2)	23.48	27.00	35.22	46.96	58.70

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%
	\$	\$	\$	\$	\$
ASO 1	33.39	44.52	44.52	33.39	44.52
ASO 2	36.20	48.26	48.26	36.20	48.26

	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	39.29	52.38	52.38	39.29	52.38
ASO 4	41.81	55.74	55.74	41.81	55.74
ASO 5	45.15	60.20	60.20	45.15	60.20
ASO 6	47.64	63.52	63.52	47.64	63.52
SOG C	52.38	69.84	69.84	52.38	69.84
SOG B	56.82	75.76	75.76	56.82	75.76
SOG A	65.30	87.06	87.06	65.30	87.06
GSO 2	30.95	41.26	41.26	30.95	41.26
GSO 3	32.45	43.26	43.26	32.45	43.26
GSO 4	33.24	44.32	44.32	33.24	44.32
GSO 5	34.65	46.20	46.20	34.65	46.20
GSO 6	35.91	47.88	47.88	35.91	47.88
GSO 7	37.76	50.34	50.34	37.76	50.34
GSO 8	39.71	52.94	52.94	39.71	52.94
GSO 9	41.63	55.50	55.50	41.63	55.50
GSO 10	46.22	61.62	61.62	46.22	61.62
Director of Nursing (RN 5)	66.41	88.54	88.54	66.41	88.54
RN1.1	37.61	50.14	50.14	37.61	50.14
RN1.2	38.79	51.72	51.72	38.79	51.72
RN1.3	39.74	52.98	52.98	39.74	52.98
RN1.4	40.62	54.16	54.16	40.62	54.16
RN1.5	41.84	55.78	55.78	41.84	55.78
RN1.6	43.01	57.34	57.34	43.01	57.34
RN1.7	44.18	58.90	58.90	44.18	58.90
RN2.1	45.29	60.38	60.38	45.29	60.38
RN2.2	46.08	61.44	61.44	46.08	61.44
RN2.3	46.83	62.44	62.44	46.83	62.44
RN2.4	47.54	63.38	63.38	47.54	63.38

	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%
	\$	\$	\$	\$	\$
RN3.1	49.02	65.36	65.36	49.02	65.36
RN3.2	49.91	66.54	66.54	49.91	66.54
RN3.3	50.81	67.74	67.74	50.81	67.74
RN3.4	51.66	68.88	68.88	51.66	68.88
RN3B	53.22	70.96	70.96	53.22	70.96
RN4.1	56.42	75.22	75.22	56.42	75.22
RN4.2	59.87	79.82	79.82	59.87	79.82
RN4.3	63.33	84.44	84.44	63.33	84.44
RN5	66.41	88.54	88.54	66.41	88.54
EN (Level 1)	34.31	45.74	45.74	34.31	45.74
EN (Level 2)	34.88	46.50	46.50	34.88	46.50
EN (Level 3)	35.37	47.16	47.16	35.37	47.16
EN (Level 4)	35.84	47.78	47.78	35.84	47.78
EN (Level 5)	36.32	48.42	48.42	36.32	48.42
HSE (Level 1)	30.92	41.22	41.22	30.92	41.22
HSE (Level 2)	32.43	43.24	43.24	32.43	43.24
HSE (Level 3)	33.23	44.30	44.30	33.23	44.30
HSE (Level 4)	34.65	46.20	46.20	34.65	46.20
HSE (Level 5)	35.91	47.88	47.88	35.91	47.88
HSE (Level 6)	37.77	50.36	50.36	37.77	50.36
HSE (Level 7)	39.75	53.00	53.00	39.75	53.00
HSE (Level 8)	41.69	55.58	55.58	41.69	55.58
HSE (Level 9)	44.06	58.74	58.74	44.06	58.74
HTE (Level 1)	33.27	44.36	44.36	33.27	44.36
HTE (Level 2)	38.61	51.48	51.48	38.61	51.48
HTE (Level 3)	42.36	56.48	56.48	42.36	56.48
HTE (Level 4)	47.13	62.84	62.84	47.13	62.84
HTE (Level 5)	51.86	69.14	69.14	51.86	69.14

	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%
	\$	\$	\$	\$	\$
HTE (Level 6)	56.09	74.78	74.78	56.09	74.78
HPE (Level 1)	36.98	49.30	49.30	36.98	49.30
HPE (Level 2)	46.28	61.70	61.70	46.28	61.70
HPE (Level 3)	56.09	74.78	74.78	56.09	74.78
HPE (Level 4)	61.32	81.76	81.76	61.32	81.76
Hospital Administrative Officers (HAO)					
HAO (Level 1)	32.45	43.26	43.26	32.45	43.26
HAO (Level 2)	35.22	46.96	46.96	35.22	46.96

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

	% of ordinary hourly rate
	125%
	\$
ASO 1	27.83
ASO 2	30.16
ASO 3	32.74
ASO 4	34.84
ASO 5	37.63
ASO 6	39.70
SOG C	43.65
SOG B	47.35
SOG A	54.41
GSO 2	25.79
GSO 3	27.04
GSO 4	27.70
GSO 5	28.88

	% of ordinary hourly rate
	125%
	\$
GSO 6	29.93
GSO 7	31.46
GSO 8	33.09
GSO 9	34.69
GSO 10	38.51
Director of Nursing (RN 5)	55.34
RN1.1	31.34
RN1.2	32.33
RN1.3	33.11
RN1.4	33.85
RN1.5	34.86
RN1.6	35.84
RN1.7	36.81
RN2.1	37.74
RN2.2	38.40
RN2.3	39.03
RN2.4	39.61
RN3.1	40.85
RN3.2	41.59
RN3.3	42.34
RN3.4	43.05
RN3B	44.35
RN4.1	47.01
RN4.2	49.89
RN4.3	52.78
RN5	55.34
EN (Level 1)	28.59
EN (Level 2)	29.06
EN (Level 3)	29.48

	% of ordinary hourly rate
	125%
	\$
EN (Level 4)	29.86
EN (Level 5)	30.26
HSE (Level 1)	25.76
HSE (Level 2)	27.03
HSE (Level 3)	27.69
HSE (Level 4)	28.88
HSE (Level 5)	29.93
HSE (Level 6)	31.48
HSE (Level 7)	33.13
HSE (Level 8)	34.74
HSE (Level 9)	36.71
HTE (Level 1)	27.73
HTE (Level 2)	32.18
HTE (Level 3)	35.30
HTE (Level 4)	39.28
HTE (Level 5)	43.21
HTE (Level 6)	46.74
HPE (Level 1)	30.81
HPE (Level 2)	38.56
HPE (Level 3)	46.74
HPE (Level 4)	51.10
Hospital Administrative Officers (HAO)	
HAO (Level 1)	27.04
HAO (Level 2)	29.35

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%
	\$	\$	\$	\$	\$
ASO 1	33.39	44.52	44.52	33.39	44.52
ASO 2	36.20	48.26	48.26	36.20	48.26
ASO 3	39.29	52.38	52.38	39.29	52.38
ASO 4	41.81	55.74	55.74	41.81	55.74
ASO 5	45.15	60.20	60.20	45.15	60.20
ASO 6	47.64	63.52	63.52	47.64	63.52
SOG C	52.38	69.84	69.84	52.38	69.84
SOG B	56.82	75.76	75.76	56.82	75.76
SOG A	65.30	87.06	87.06	65.30	87.06
GSO 2	30.95	41.26	41.26	30.95	41.26
GSO 3	32.45	43.26	43.26	32.45	43.26
GSO 4	33.24	44.32	44.32	33.24	44.32
GSO 5	34.65	46.20	46.20	34.65	46.20
GSO 6	35.91	47.88	47.88	35.91	47.88
GSO 7	37.76	50.34	50.34	37.76	50.34
GSO 8	39.71	52.94	52.94	39.71	52.94
GSO 9	41.63	55.50	55.50	41.63	55.50
GSO 10	46.22	61.62	61.62	46.22	61.62
Director of Nursing (RN 5)	66.41	88.54	88.54	66.41	88.54
RN1.1	37.61	50.14	50.14	37.61	50.14
RN1.2	38.79	51.72	51.72	38.79	51.72
RN1.3	39.74	52.98	52.98	39.74	52.98
RN1.4	40.62	54.16	54.16	40.62	54.16
RN1.5	41.84	55.78	55.78	41.84	55.78
RN1.6	43.01	57.34	57.34	43.01	57.34
RN1.7	44.18	58.90	58.90	44.18	58.90
RN2.1	45.29	60.38	60.38	45.29	60.38

	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%
	\$	\$	\$	\$	\$
RN2.2	46.08	61.44	61.44	46.08	61.44
RN2.3	46.83	62.44	62.44	46.83	62.44
RN2.4	47.54	63.38	63.38	47.54	63.38
RN3.1	49.02	65.36	65.36	49.02	65.36
RN3.2	49.91	66.54	66.54	49.91	66.54
RN3.3	50.81	67.74	67.74	50.81	67.74
RN3.4	51.66	68.88	68.88	51.66	68.88
RN3B	53.22	70.96	70.96	53.22	70.96
RN4.1	56.42	75.22	75.22	56.42	75.22
RN4.2	59.87	79.82	79.82	59.87	79.82
RN4.3	63.33	84.44	84.44	63.33	84.44
RN5	66.41	88.54	88.54	66.41	88.54
EN (Level 1)	34.31	45.74	45.74	34.31	45.74
EN (Level 2)	34.88	46.50	46.50	34.88	46.50
EN (Level 3)	35.37	47.16	47.16	35.37	47.16
EN (Level 4)	35.84	47.78	47.78	35.84	47.78
EN (Level 5)	36.32	48.42	48.42	36.32	48.42
HSE (Level 1)	30.92	41.22	41.22	30.92	41.22
HSE (Level 2)	32.43	43.24	43.24	32.43	43.24
HSE (Level 3)	33.23	44.30	44.30	33.23	44.30
HSE (Level 4)	34.65	46.20	46.20	34.65	46.20
HSE (Level 5)	35.91	47.88	47.88	35.91	47.88
HSE (Level 6)	37.77	50.36	50.36	37.77	50.36
HSE (Level 7)	39.75	53.00	53.00	39.75	53.00
HSE (Level 8)	41.69	55.58	55.58	41.69	55.58
HSE (Level 9)	44.06	58.74	58.74	44.06	58.74
HTE (Level 1)	33.27	44.36	44.36	33.27	44.36
HTE (Level 2)	38.61	51.48	51.48	38.61	51.48

	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%
	\$	\$	\$	\$	\$
HTE (Level 3)	42.36	56.48	56.48	42.36	56.48
HTE (Level 4)	47.13	62.84	62.84	47.13	62.84
HTE (Level 5)	51.86	69.14	69.14	51.86	69.14
HTE (Level 6)	56.09	74.78	74.78	56.09	74.78
HPE (Level 1)	36.98	49.30	49.30	36.98	49.30
HPE (Level 2)	46.28	61.70	61.70	46.28	61.70
HPE (Level 3)	56.09	74.78	74.78	56.09	74.78
HPE (Level 4)	61.32	81.76	81.76	61.32	81.76
Hospital Administrative Officers (HAO)					
HAO (Level 1)	32.45	43.26	43.26	32.45	43.26
HAO (Level 2)	35.22	46.96	46.96	35.22	46.96

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%
	\$	\$	\$	\$	\$
ASO 1	27.83	31.16	38.96	50.09	61.22
ASO 2	30.16	33.78	42.23	54.29	66.36
ASO 3	32.74	36.67	45.83	58.93	72.02
ASO 4	34.84	39.02	48.77	62.71	76.64
ASO 5	37.63	42.14	52.68	67.73	82.78
ASO 6	39.70	44.46	55.58	71.46	87.34
SOG C	43.65	48.89	61.11	78.57	96.03
SOG B	47.35	53.03	66.29	85.23	104.17
SOG A	54.41	60.94	76.18	97.94	119.71
GSO 2	25.79	28.88	36.10	46.42	56.73

	Day	Night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate				
	125%	140%	175%	225%	275%
	\$	\$	\$	\$	\$
GSO 3	27.04	30.28	37.85	48.67	59.48
GSO 4	27.70	31.02	38.78	49.86	60.94
GSO 5	28.88	32.34	40.43	51.98	63.53
GSO 6	29.93	33.52	41.90	53.87	65.84
GSO 7	31.46	35.24	44.05	56.63	69.22
GSO 8	33.09	37.06	46.32	59.56	72.79
GSO 9	34.69	38.85	48.56	62.44	76.31
GSO 10	38.51	43.13	53.92	69.32	84.73
Director of Nursing (RN 5)	55.34	61.98	77.47	99.61	121.74
RN1.1	31.34	35.10	43.87	56.41	68.94
RN1.2	32.33	36.20	45.26	58.19	71.12
RN1.3	33.11	37.09	46.36	59.60	72.85
RN1.4	33.85	37.91	47.39	60.93	74.47
RN1.5	34.86	39.05	48.81	62.75	76.70
RN1.6	35.84	40.14	50.17	64.51	78.84
RN1.7	36.81	41.23	51.54	66.26	80.99
RN2.1	37.74	42.27	52.83	67.93	83.02
RN2.2	38.40	43.01	53.76	69.12	84.48
RN2.3	39.03	43.71	54.64	70.25	85.86
RN2.4	39.61	44.37	55.46	71.30	87.15
RN3.1	40.85	45.75	57.19	73.53	89.87
RN3.2	41.59	46.58	58.22	74.86	91.49
RN3.3	42.34	47.42	59.27	76.21	93.14
RN3.4	43.05	48.22	60.27	77.49	94.71
RN3B	44.35	49.67	62.09	79.83	97.57
RN4.1	47.01	52.65	65.82	84.62	103.43
RN4.2	49.89	55.87	69.84	89.80	109.75
RN4.3	52.78	59.11	73.89	95.00	116.11
RN5	55.34	61.98	77.47	99.61	121.74
EN (Level 1)	28.59	32.02	40.02	51.46	62.89

	Day	Night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate				
	125%	140%	175%	225%	275%
	\$	\$	\$	\$	\$
EN (Level 2)	29.06	32.55	40.69	52.31	63.94
EN (Level 3)	29.48	33.01	41.27	53.06	64.85
EN (Level 4)	29.86	33.45	41.81	53.75	65.70
EN (Level 5)	30.26	33.89	42.37	54.47	66.58
HSE (Level 1)	25.76	28.85	36.07	46.37	56.68
HSE (Level 2)	27.03	30.27	37.84	48.65	59.46
HSE (Level 3)	27.69	31.01	38.76	49.84	60.91
HSE (Level 4)	28.88	32.34	40.43	51.98	63.53
HSE (Level 5)	29.93	33.52	41.90	53.87	65.84
HSE (Level 6)	31.48	35.25	44.07	56.66	69.25
HSE (Level 7)	33.13	37.10	46.38	59.63	72.88
HSE (Level 8)	34.74	38.91	48.63	62.53	76.42
HSE (Level 9)	36.71	41.12	51.40	66.08	80.77
HTE (Level 1)	27.73	31.05	38.82	49.91	61.00
HTE (Level 2)	32.18	36.04	45.05	57.92	70.79
HTE (Level 3)	35.30	39.54	49.42	63.54	77.66
HTE (Level 4)	39.28	43.99	54.99	70.70	86.41
HTE (Level 5)	43.21	48.40	60.50	77.78	95.07
HTE (Level 6)	46.74	52.35	65.43	84.13	102.82
HPE (Level 1)	30.81	34.51	43.14	55.46	67.79
HPE (Level 2)	38.56	43.19	53.99	69.41	84.84
HPE (Level 3)	46.74	52.35	65.43	84.13	102.82
HPE (Level 4)	51.10	57.23	71.54	91.98	112.42
Hospital Administrative Officers (HAO)					
HAO (Level 1)	27.04	30.28	37.85	48.67	59.48
HAO (Level 2)	29.35	32.87	41.09	52.83	64.57

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%
	\$	\$	\$	\$	\$
ASO 1	33.39	44.52	44.52	33.39	44.52
ASO 2	36.20	48.26	48.26	36.20	48.26
ASO 3	39.29	52.38	52.38	39.29	52.38
ASO 4	41.81	55.74	55.74	41.81	55.74
ASO 5	45.15	60.20	60.20	45.15	60.20
ASO 6	47.64	63.52	63.52	47.64	63.52
SOG C	52.38	69.84	69.84	52.38	69.84
SOG B	56.82	75.76	75.76	56.82	75.76
SOG A	65.30	87.06	87.06	65.30	87.06
GSO 2	30.95	41.26	41.26	30.95	41.26
GSO 3	32.45	43.26	43.26	32.45	43.26
GSO 4	33.24	44.32	44.32	33.24	44.32
GSO 5	34.65	46.20	46.20	34.65	46.20
GSO 6	35.91	47.88	47.88	35.91	47.88
GSO 7	37.76	50.34	50.34	37.76	50.34
GSO 8	39.71	52.94	52.94	39.71	52.94
GSO 9	41.63	55.50	55.50	41.63	55.50
GSO 10	46.22	61.62	61.62	46.22	61.62
Director of Nursing (RN 5)	66.41	88.54	88.54	66.41	88.54
RN1.1	37.61	50.14	50.14	37.61	50.14
RN1.2	38.79	51.72	51.72	38.79	51.72
RN1.3	39.74	52.98	52.98	39.74	52.98
RN1.4	40.62	54.16	54.16	40.62	54.16
RN1.5	41.84	55.78	55.78	41.84	55.78
RN1.6	43.01	57.34	57.34	43.01	57.34
RN1.7	44.18	58.90	58.90	44.18	58.90
RN2.1	45.29	60.38	60.38	45.29	60.38

	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%
	\$	\$	\$	\$	\$
RN2.2	46.08	61.44	61.44	46.08	61.44
RN2.3	46.83	62.44	62.44	46.83	62.44
RN2.4	47.54	63.38	63.38	47.54	63.38
RN3.1	49.02	65.36	65.36	49.02	65.36
RN3.2	49.91	66.54	66.54	49.91	66.54
RN3.3	50.81	67.74	67.74	50.81	67.74
RN3.4	51.66	68.88	68.88	51.66	68.88
RN3B	53.22	70.96	70.96	53.22	70.96
RN4.1	56.42	75.22	75.22	56.42	75.22
RN4.2	59.87	79.82	79.82	59.87	79.82
RN4.3	63.33	84.44	84.44	63.33	84.44
RN5	66.41	88.54	88.54	66.41	88.54
EN (Level 1)	34.31	45.74	45.74	34.31	45.74
EN (Level 2)	34.88	46.50	46.50	34.88	46.50
EN (Level 3)	35.37	47.16	47.16	35.37	47.16
EN (Level 4)	35.84	47.78	47.78	35.84	47.78
EN (Level 5)	36.32	48.42	48.42	36.32	48.42
HSE (Level 1)	30.92	41.22	41.22	30.92	41.22
HSE (Level 2)	32.43	43.24	43.24	32.43	43.24
HSE (Level 3)	33.23	44.30	44.30	33.23	44.30
HSE (Level 4)	34.65	46.20	46.20	34.65	46.20
HSE (Level 5)	35.91	47.88	47.88	35.91	47.88
HSE (Level 6)	37.77	50.36	50.36	37.77	50.36
HSE (Level 7)	39.75	53.00	53.00	39.75	53.00
HSE (Level 8)	41.69	55.58	55.58	41.69	55.58
HSE (Level 9)	44.06	58.74	58.74	44.06	58.74
HTE (Level 1)	33.27	44.36	44.36	33.27	44.36
HTE (Level 2)	38.61	51.48	51.48	38.61	51.48

	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%
	\$	\$	\$	\$	\$
HTE (Level 3)	42.36	56.48	56.48	42.36	56.48
HTE (Level 4)	47.13	62.84	62.84	47.13	62.84
HTE (Level 5)	51.86	69.14	69.14	51.86	69.14
HTE (Level 6)	56.09	74.78	74.78	56.09	74.78
HPE (Level 1)	36.98	49.30	49.30	36.98	49.30
HPE (Level 2)	46.28	61.70	61.70	46.28	61.70
HPE (Level 3)	56.09	74.78	74.78	56.09	74.78
HPE (Level 4)	61.32	81.76	81.76	61.32	81.76
Hospital Administrative Officers (HAO)					
HAO (Level 1)	32.45	43.26	43.26	32.45	43.26
HAO (Level 2)	35.22	46.96	46.96	35.22	46.96

11. By deleting the amount “\$23.54” appearing in clause C.1.1 and inserting “\$24.13”.
12. By deleting the table appearing in clause C.1.1 and inserting the following:

Allowance	Payable	\$	% of standard rate
Interpreting allowance	Per annum	927.87	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	347.10	11.42	382.20	12.59	455.30	14.99
Plus 1 year out of school	382.20	12.59	455.30	14.99	529.90	17.45
Plus 2 years out of school	455.30	14.99	529.90	17.45	616.60	20.28
Plus 3 years out of school	529.90	17.45	616.60	20.28	706.00	23.22
Plus 4 years out of school	616.60	20.28	706.00	23.22		
Plus 5 or more years out of school	706.00	23.22				

(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	347.10	11.42	382.20	12.59	443.00	14.59
Plus 1 year out of school	382.20	12.59	443.00	14.59	509.60	16.77
Plus 2 years out of school	443.00	14.59	509.60	16.77	597.70	19.68
Plus 3 years out of school	509.60	16.77	597.70	19.68	681.70	22.45
Plus 4 years out of school	597.70	19.68	681.70	22.45		
Plus 5 or more years out of school	681.70	22.45				

(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	347.10	11.42	382.20	12.59	443.00	14.59
Plus 1 year out of school	382.20	12.59	443.00	14.59	498.80	16.41
Plus 2 years out of school	443.00	14.59	498.80	16.41	557.30	18.33
Plus 3 years out of school	498.80	16.41	557.30	18.33	620.70	20.42
Plus 4 years out of school	557.30	18.33	620.70	20.42		
Plus 5 or more years out of school	620.70	20.42				

(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	733.40	24.11	761.80	25.06
Wage Level B	707.60	23.25	734.60	24.15
Wage Level C	643.90	21.19	668.20	21.99

(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
\$	\$
11.42	12.59

B. This determination comes into operation on 1 July 2021. 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 2021.

PRESIDENT