



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2021–22 (C2022/1)

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

Health and welfare services

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

MELBOURNE, XX JUNE 2022

Annual Wage Review 2021–22.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2021–22 on 15 June 2022 [[2022] 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:

	\$ per week
In their second year	10.44
In their third year	36.42
In their fourth year	66.76

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

	\$ per week
In their first year	101.56
In their second year	131.33
In their third year	159.91
In their fourth year	188.35

Commented [FWC1]:
Adjustment of clauses 14.8(a)(i), 14.8(a)(ii) and 14.8(b):

Clause 14.8(c) provides that:

“The amounts in 14.8(a) and (b) will be adjusted in accordance with the percentage movements in the weekly wage rates in Schedule A.”

As such, we propose to increase these allowances by the average percentage change to the minimum weekly rates in clause A.1 and A.2.

3. By deleting the amounts "\$0.96" and "\$11.95" appearing in clause 14.8(b) and inserting "\$1.00" and "\$12.50" respectively.
4. By deleting the table appearing in clause A.1 and inserting the following:

	Minimum weekly rate
	\$
Registered Nurse/Midwife Grade 2:	
Year 1 (Graduate Year and standard rate for shift allowances)	1012.50
Year 2	1051.80
Year 3 (standard rate for other allowances)	1091.00
Year 4	1130.50
Year 5	1169.70
Year 6	1209.10
Year 7	1248.20
Year 8	1278.90
Year 9	1309.90
Year 10	1340.20
Clinical Nurse/Midwife Specialist	1379.60
Registered Nurse Grade 3A:	
Year 1	1396.00
Year 2	1409.80
Registered Nurse/Midwife Grade 3B:	
Year 1	1432.00
Year 2	1451.70
Associate Nurse Unit Manager (ANUM)	
Year 1	1459.50
Year 2	1491.40
Registered Nurse/Midwife Grade 4A:	
Year 1	1528.30
Year 2	1559.00
Registered Nurse/Midwife Grade 4B:	
Year 1	1595.60
Year 2	1627.90
Nurse/Midwife Unit Manager (NUM)	
Year 1	1708.00
Year 2	1750.10
Year 3	1791.30
Registered Nurse/Midwife Grade 5:	
13-50 beds	1627.70

	Minimum weekly rate \$
51-200 beds	1660.20
201-400 beds	1725.80
401-600 beds	1791.50
601 and over beds	1857.30
Nurse/Midwife Practitioner	
Year 1	1791.50
Year 2	1857.30
Registered Nurse/Midwife Grade 6:	
51-100 beds	1660.20
101-200 beds	1725.80
201-300 beds	1791.50
301-400 beds	1857.30
401- 500 beds	1944.90
501-700 beds	2028.30
701 and over beds	2138.00
Registered Nurse/Midwife Grade 7:	
less than 13 beds	1660.20
13-24 beds	1725.80
25-50 beds	1791.50
51-100 beds	1857.30
101-200 beds	1944.90
201-300 beds	2028.30
301-400 beds	2138.00
401-500 beds	2247.30
501-600 beds	2356.80
601-700 beds	2488.10
701 and over beds	2626.30

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

	Minimum weekly rate \$
Trainee Enrolled Nurse	
Year 1	820.70
Year 2	861.40
Enrolled Nurse Level 1	
Level 1.1	957.90
Level 1.2	977.90

	Minimum weekly rate
	\$
Level 1.3	997.80
EN Level 1.4	1017.90
EN Level 1.5	1057.50
EN Level 1.6	1090.80
Enrolled Nurse Level 2	
Level 2.1	1030.00
Level 2.2	1053.50
Level 2.3	1077.10
Level 2.4	1100.40
Level 2.5	1123.70
Level 2.6	1135.50
Level 2.7	1147.00
Enrolled Nurse Level 3	
Level 3.1	1205.50
Level 3.2	1249.40
Level 3.3	1270.10

B. This determination comes into operation on 1 July 2022. 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 2022.

PRESIDENT