



# DRAFT DETERMINATION

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

**Annual Wage Review 2023–24**  
(C2024/1)

**NURSES AWARD 2020**  
[MA000034]

Health and welfare services

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

SYDNEY, XX JUNE 2024

*Annual Wage Review 2023–24.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2023–24 on 3 June 2024 [[2024] FWCFB 3500], the above award is varied as follows:

- By deleting the table appearing in clause 15.1(a) and inserting the following:

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
1st year	969.20	25.51
2nd year	984.40	25.91
3rd year and thereafter	1000.20	26.32
Experienced (the holder of a relevant certificate III qualification)	1032.30	27.17

2. By deleting the table appearing in clause 15.1(b)(i) and inserting the following:

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	\$	\$
Less than 21 years of age	900.40	23.69
21 years of age and over	945.10	24.87

3. By deleting the table appearing in clause 15.1(b)(ii) and inserting the following:

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	\$	\$
Pay point 1	1051.40	27.67
Pay point 2	1065.30	28.03
Pay point 3	1079.50	28.41
Pay point 4	1095.10	28.82
Pay point 5	1106.10	29.11

4. By deleting the table appearing in clause 15.1(c)(i) and inserting the following:

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	\$	\$
<b>Registered nurse—level 1</b>		
Pay point 1	1124.80	29.60
Pay point 2	1147.90	30.21
Pay point 3	1176.00	30.95
Pay point 4	1207.30	31.77
Pay point 5	1244.40	32.75
Pay point 6	1280.40	33.69
Pay point 7	1317.40	34.67
Pay point 8 and thereafter	1351.70	35.57

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
<b>Registered nurse—level 2</b>		
Pay point 1	1387.60	36.52
Pay point 2	1409.70	37.10
Pay point 3	1434.10	37.74
Pay point 4 and thereafter	1457.60	38.36
<b>Registered nurse—level 3</b>		
Pay point 1	1504.50	39.59
Pay point 2	1532.20	40.32
Pay point 3	1558.60	41.02
Pay point 4 and thereafter	1586.60	41.75
<b>Registered nurse—level 4</b>		
Grade 1	1717.20	45.19
Grade 2	1840.20	48.43
Grade 3	1947.60	51.25
<b>Registered nurse—level 5</b>		
Grade 1	1732.80	45.60
Grade 2	1824.80	48.02
Grade 3	1947.60	51.25
Grade 4	2069.00	54.45
Grade 5	2282.00	60.05
Grade 6	2496.80	65.71

5. By deleting the table appearing in clause 15.1(c)(ii) and inserting the following:

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
4 year degree <sup>1</sup>	1174.60	30.91
Masters degree <sup>1</sup>	1215.00	31.97

6. By deleting the table appearing in clause 15.1(d) and inserting the following:

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
1st year	1731.30	45.56
2nd year	1782.70	46.91

7. By deleting the table appearing in clause 15.1(e) and inserting the following:

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
<b>Occupational health nurse—level 1</b>		
Pay point 1	1207.30	31.77
Pay point 2	1244.40	32.75
Pay point 3	1280.40	33.69
Pay point 4	1317.40	34.67
Pay point 5	1351.70	35.57
<b>Occupational health nurse—level 2</b>		
Pay point 1	1387.60	36.52
Pay point 2	1409.70	37.10
Pay point 3	1434.10	37.74
Pay point 4	1457.60	38.36
<b>Senior occupational health clinical nurse</b>	1457.60	38.36
<b>Occupational health nurse—level 3</b>		
Pay point 1	1504.50	39.59
Pay point 2	1532.20	40.32
Pay point 3	1558.60	41.02
Pay point 4 and thereafter	1586.60	41.75

8. By deleting the table appearing in clause 15.2(a) and inserting the following:

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
1st year	1114.60	29.33
2nd year	1132.00	29.79
3rd year and thereafter	1150.20	30.27
Experienced (the holder of a relevant certificate III qualification)	1187.10	31.24

9. By deleting the table appearing in clause 15.2(b)(i) and inserting the following:

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Less than 21 years of age	1035.50	27.25
21 years of age and over	1086.90	28.60

10. By deleting the table appearing in clause 15.2(b)(ii) and inserting the following:

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Pay point 1	1209.10	31.82
Pay point 2	1225.20	32.24
Pay point 3	1241.50	32.67
Pay point 4	1259.30	33.14
Pay point 5	1272.00	33.47

11. By deleting the table appearing in clause 15.2(c)(i) and inserting the following:

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
<b>Registered nurse—level 1</b>		
Pay point 1	1293.60	34.04
Pay point 2	1320.00	34.74
Pay point 3	1352.50	35.59
Pay point 4	1388.50	36.54
Pay point 5	1431.00	37.66
Pay point 6	1472.50	38.75
Pay point 7	1515.10	39.87
Pay point 8 and thereafter	1554.50	40.91
<b>Registered nurse—level 2</b>		
Pay point 1	1595.70	41.99
Pay point 2	1621.10	42.66
Pay point 3	1649.20	43.40
Pay point 4 and thereafter	1676.20	44.11
<b>Registered nurse—level 3</b>		
Pay point 1	1730.20	45.53
Pay point 2	1762.00	46.37
Pay point 3	1792.40	47.17
Pay point 4 and thereafter	1824.50	48.01
<b>Registered nurse—level 4</b>		
Grade 1	1974.80	51.97
Grade 2	2116.30	55.69
Grade 3	2239.80	58.94
<b>Registered nurse—level 5</b>		
Grade 1	1992.70	52.44
Grade 2	2098.60	55.23
Grade 3	2239.80	58.94
Grade 4	2379.40	62.62

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	\$	\$
Grade 5	2624.30	69.06
Grade 6	2871.40	75.56

12. By deleting the table appearing in clause 15.2(c)(ii) and inserting the following:

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	\$	\$
4 year degree <sup>1</sup>	1350.70	35.54
Masters degree <sup>1</sup>	1397.20	36.77

13. By deleting the table appearing in clause 15.2(d) and inserting the following:

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	\$	\$
1st year	1991.00	52.39
2nd year	2050.10	53.95

14. By deleting the table appearing in clause 17.2(a)(i) and inserting the following:

<b>Between rostered shifts or ordinary hours on:</b>	<b>\$ per 24-hour period or part thereof</b>
Monday to Friday inclusive	26.43
Saturday	39.82
Sunday, public holiday or non-rostered day	46.45

15. 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	25.51	28.70	29.34	38.27	44.64	51.02
2nd year	25.91	29.15	29.80	38.87	45.34	51.82
3rd year and thereafter	26.32	29.61	30.27	39.48	46.06	52.64
Experienced (the holder of a relevant certificate III qualification)	27.17	30.57	31.25	40.76	47.55	54.34

16. 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	38.27	51.02	51.02	63.78
2nd year	38.87	51.82	51.82	64.78
3rd year and thereafter	39.48	52.64	52.64	65.80
Experienced (the holder of a relevant certificate III qualification)	40.76	54.34	54.34	67.93



17. 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 <sup>1</sup>		
	125%	137.5%	140%	150%	175%	200%
	\$	\$	\$	\$	\$	\$
1st year	31.89	35.08	35.71	47.84	55.81	63.78
2nd year	32.39	35.63	36.27	48.59	56.68	64.78
3rd year and thereafter	32.90	36.19	36.85	49.35	57.58	65.80
Experienced (the holder of a relevant certificate III qualification)	33.96	37.36	38.04	50.94	59.43	67.92

18. 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%
	\$	\$	\$	\$	\$	\$
<b>Student enrolled nurse</b>						
Less than 21 years	23.69	26.65	27.24	35.54	41.46	47.38
21 years and over	24.87	27.98	28.60	37.31	43.52	49.74
<b>Enrolled nurse</b>						
Pay point 1	27.67	31.13	31.82	41.51	48.42	55.34
Pay point 2	28.03	31.53	32.23	42.05	49.05	56.06
Pay point 3	28.41	31.96	32.67	42.62	49.72	56.82
Pay point 4	28.82	32.42	33.14	43.23	50.44	57.64
Pay point 5	29.11	32.75	33.48	43.67	50.94	58.22

19. 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%
	\$	\$	\$	\$
<b>Student enrolled nurse</b>				
Less than 21 years	35.54	47.38	47.38	59.23
21 years and over	37.31	49.74	49.74	62.18
<b>Enrolled nurse</b>				
Pay point 1	41.51	55.34	55.34	69.18
Pay point 2	42.05	56.06	56.06	70.08
Pay point 3	42.62	56.82	56.82	71.03
Pay point 4	43.23	57.64	57.64	72.05
Pay point 5	43.67	58.22	58.22	72.78

20. 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 <sup>1</sup>		
	125%	137.5%	140%	150%	175%	200%
	\$	\$	\$	\$	\$	\$
<b>Student enrolled nurse</b>						
Less than 21 years	29.61	32.57	33.17	44.42	51.82	59.22
21 years and over	31.09	34.20	34.82	46.64	54.41	62.18
<b>Enrolled nurse</b>						
Pay point 1	34.59	38.05	38.74	51.89	60.53	69.18
Pay point 2	35.04	38.54	39.24	52.56	61.32	70.08
Pay point 3	35.51	39.06	39.77	53.27	62.14	71.02
Pay point 4	36.03	39.63	40.35	54.05	63.05	72.06
Pay point 5	36.39	40.03	40.75	54.59	63.68	72.78

21. 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%
	\$	\$	\$	\$	\$	\$
<b>Registered nurse— level 1</b>						
Pay point 1	29.60	33.30	34.04	44.40	51.80	59.20
Pay point 2	30.21	33.99	34.74	45.32	52.87	60.42
Pay point 3	30.95	34.82	35.59	46.43	54.16	61.90
Pay point 4	31.77	35.74	36.54	47.66	55.60	63.54
Pay point 5	32.75	36.84	37.66	49.13	57.31	65.50
Pay point 6	33.69	37.90	38.74	50.54	58.96	67.38
Pay point 7	34.67	39.00	39.87	52.01	60.67	69.34
Pay point 8 and thereafter	35.57	40.02	40.91	53.36	62.25	71.14
<b>Registered nurse— level 2</b>						
Pay point 1	36.52	41.09	42.00	54.78	63.91	73.04
Pay point 2	37.10	41.74	42.67	55.65	64.93	74.20
Pay point 3	37.74	42.46	43.40	56.61	66.05	75.48
Pay point 4 and thereafter	38.36	43.16	44.11	57.54	67.13	76.72
<b>Registered nurse— level 3</b>						
Pay point 1	39.59	44.54	45.53	59.39	69.28	79.18
Pay point 2	40.32	45.36	46.37	60.48	70.56	80.64
Pay point 3	41.02	46.15	47.17	61.53	71.79	82.04
Pay point 4 and thereafter	41.75	46.97	48.01	62.63	73.06	83.50
<b>Registered nurse— level 4<sup>1</sup></b>						
Grade 1	45.19	—	—	67.79	79.08	90.38
Grade 2	48.43	—	—	72.65	84.75	96.86

	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%
	\$	\$	\$	\$	\$	\$
Grade 3	51.25	–	–	76.88	89.69	102.50
<b>Registered nurse— level 5<sup>1</sup></b>						
Grade 1	45.60	–	–	68.40	79.80	91.20
Grade 2	48.02	–	–	72.03	84.04	96.04
Grade 3	51.25	–	–	76.88	89.69	102.50
Grade 4	54.45	–	–	81.68	95.29	108.90
Grade 5	60.05	–	–	90.08	105.09	120.10
Grade 6	65.71	–	–	98.57	114.99	131.42
<b>Minimum entry rates</b>						
4 year degree	30.91	34.77	35.55	46.37	54.09	61.82
Masters degree	31.97	35.97	36.77	47.96	55.95	63.94

22. 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%
	\$	\$	\$	\$
<b>Registered nurse— level 1</b>				
Pay point 1	44.40	59.20	59.20	74.00
Pay point 2	45.32	60.42	60.42	75.53
Pay point 3	46.43	61.90	61.90	77.38
Pay point 4	47.66	63.54	63.54	79.43
Pay point 5	49.13	65.50	65.50	81.88
Pay point 6	50.54	67.38	67.38	84.23
Pay point 7	52.01	69.34	69.34	86.68

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Pay point 8 and thereafter	53.36	71.14	71.14	88.93
<b>Registered nurse— level 2</b>				
Pay point 1	54.78	73.04	73.04	91.30
Pay point 2	55.65	74.20	74.20	92.75
Pay point 3	56.61	75.48	75.48	94.35
Pay point 4 and thereafter	57.54	76.72	76.72	95.90
<b>Registered nurse— level 3</b>				
Pay point 1	59.39	79.18	79.18	98.98
Pay point 2	60.48	80.64	80.64	100.80
Pay point 3	61.53	82.04	82.04	102.55
Pay point 4 and thereafter	62.63	83.50	83.50	104.38
<b>Registered nurse— level 4<sup>1</sup></b>	—	—	—	—
<b>Registered nurse— level 5<sup>1</sup></b>	—	—	—	—
<b>Minimum entry rates</b>				
4 year degree	46.37	61.82	61.82	77.28
Masters degree	47.96	63.94	63.94	79.93

23. 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 <sup>1</sup>		
	125%	137.5%	140%	150%	175%	200%
	\$	\$	\$	\$	\$	\$
<b>Registered nurse— level 1</b>						
Pay point 1	37.00	40.70	41.44	55.50	64.75	74.00
Pay point 2	37.76	41.54	42.29	56.64	66.08	75.52
Pay point 3	38.69	42.56	43.33	58.04	67.71	77.38
Pay point 4	39.71	43.68	44.48	59.57	69.49	79.42
Pay point 5	40.94	45.03	45.85	61.41	71.65	81.88
Pay point 6	42.11	46.32	47.17	63.17	73.69	84.22
Pay point 7	43.34	47.67	48.54	65.01	75.85	86.68
Pay point 8 and thereafter	44.46	48.91	49.80	66.69	77.81	88.92
<b>Registered nurse— level 2</b>						
Pay point 1	45.65	50.22	51.13	68.48	79.89	91.30
Pay point 2	46.38	51.01	51.94	69.57	81.17	92.76
Pay point 3	47.18	51.89	52.84	70.77	82.57	94.36
Pay point 4 and thereafter	47.95	52.75	53.70	71.93	83.91	95.90
<b>Registered nurse— level 3</b>						
Pay point 1	49.49	54.44	55.43	74.24	86.61	98.98
Pay point 2	50.40	55.44	56.45	75.60	88.20	100.80
Pay point 3	51.28	56.40	57.43	76.92	89.74	102.56
Pay point 4 and thereafter	52.19	57.41	58.45	78.29	91.33	104.38
<b>Registered nurse— level 4<sup>2</sup></b>						
Grade 1	56.49	—	—	84.74	98.86	112.98
Grade 2	60.54	—	—	90.81	105.95	121.08

	Casual hourly rate	Monday to Friday		Saturday	Sunday	Public holiday
		Afternoon shift	Night shift			
	% of minimum hourly rate			% of casual hourly rate <sup>1</sup>		
	125%	137.5%	140%	150%	175%	200%
	\$	\$	\$	\$	\$	\$
Grade 3	64.06	–	–	96.09	112.11	128.12
<b>Registered nurse— level 5<sup>2</sup></b>						
Grade 1	57.00	–	–	85.50	99.75	114.00
Grade 2	60.03	–	–	90.05	105.05	120.06
Grade 3	64.06	–	–	96.09	112.11	128.12
Grade 4	68.06	–	–	102.09	119.11	136.12
Grade 5	75.06	–	–	112.59	131.36	150.12
Grade 6	82.14	–	–	123.21	143.75	164.28
<b>Minimum entry rates</b>						
4 year degree	38.64	42.50	43.27	57.96	67.62	77.28
Masters degree	39.96	43.96	44.76	59.94	69.93	79.92

24. 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	45.56	51.26	52.39	68.34	79.73	91.12
2nd year	46.91	52.77	53.95	70.37	82.09	93.82

25. 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		
	<b>% of minimum hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
1st year	68.34	91.12	91.12	113.90
2nd year	70.37	93.82	93.82	117.28

26. 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			
	<b>% of minimum hourly rate</b>			<b>% of casual hourly rate<sup>1</sup></b>		
	<b>125%</b>	<b>137.5%</b>	<b>140%</b>	<b>150%</b>	<b>175%</b>	<b>200%</b>
1st year	56.95	62.65	63.78	85.43	99.66	113.90
2nd year	58.64	64.50	65.67	87.96	102.62	117.28

27. 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			
	<b>% of minimum hourly rate</b>					
	<b>100%</b>	<b>112.5%</b>	<b>115%</b>	<b>150%</b>	<b>175%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Occupational health nurse—level 1</b>						
Pay point 1	31.77	35.74	36.54	47.66	55.60	63.54
Pay point 2	32.75	36.84	37.66	49.13	57.31	65.50
Pay point 3	33.69	37.90	38.74	50.54	58.96	67.38
Pay point 4	34.67	39.00	39.87	52.01	60.67	69.34
Pay point 5	35.57	40.02	40.91	53.36	62.25	71.14



	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%
	\$	\$	\$	\$	\$	\$
<b>Occupational health nurse—level 2</b>						
Pay point 1	36.52	41.09	42.00	54.78	63.91	73.04
Pay point 2	37.10	41.74	42.67	55.65	64.93	74.20
Pay point 3	37.74	42.46	43.40	56.61	66.05	75.48
Pay point 4	38.36	43.16	44.11	57.54	67.13	76.72
<b>Senior occupational health clinical nurse</b>	38.36	43.16	44.11	57.54	67.13	76.72
<b>Occupational health nurse—level 3</b>						
Pay point 1	39.59	44.54	45.53	59.39	69.28	79.18
Pay point 2	40.32	45.36	46.37	60.48	70.56	80.64
Pay point 3	41.02	46.15	47.17	61.53	71.79	82.04
Pay point 4 and thereafter	41.75	46.97	48.01	62.63	73.06	83.50

28. 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%
	\$	\$	\$	\$
<b>Occupational health nurse—level 1</b>				
Pay point 1	47.66	63.54	63.54	79.43
Pay point 2	49.13	65.50	65.50	81.88
Pay point 3	50.54	67.38	67.38	84.23

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Pay point 4	52.01	69.34	69.34	86.68
Pay point 5	53.36	71.14	71.14	88.93
<b>Occupational health nurse—level 2</b>				
Pay point 1	54.78	73.04	73.04	91.30
Pay point 2	55.65	74.20	74.20	92.75
Pay point 3	56.61	75.48	75.48	94.35
Pay point 4	57.54	76.72	76.72	95.90
<b>Senior occupational health clinical nurse</b>	57.54	76.72	76.72	95.90
<b>Occupational health nurse—level 3</b>				
Pay point 1	59.39	79.18	79.18	98.98
Pay point 2	60.48	80.64	80.64	100.80
Pay point 3	61.53	82.04	82.04	102.55
Pay point 4 and thereafter	62.63	83.50	83.50	104.38

29. 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 <sup>1</sup>		
	125%	137.5%	140%	150%	175%	200%
	\$	\$	\$	\$	\$	\$
<b>Occupational health nurse—level 1</b>						
Pay point 1	39.71	43.68	44.48	59.57	69.49	79.42
Pay point 2	40.94	45.03	45.85	61.41	71.65	81.88
Pay point 3	42.11	46.32	47.17	63.17	73.69	84.22
Pay point 4	43.34	47.67	48.54	65.01	75.85	86.68

	Casual hourly rate	Monday to Friday		Saturday	Sunday	Public holiday
		Afternoon shift	Night shift			
	% of minimum hourly rate			% of casual hourly rate <sup>1</sup>		
	125%	137.5%	140%	150%	175%	200%
	\$	\$	\$	\$	\$	\$
Pay point 5	44.46	48.91	49.80	66.69	77.81	88.92
<b>Occupational health nurse—level 2</b>						
Pay point 1	45.65	50.22	51.13	68.48	79.89	91.30
Pay point 2	46.38	51.01	51.94	69.57	81.17	92.76
Pay point 3	47.18	51.89	52.84	70.77	82.57	94.36
Pay point 4	47.95	52.75	53.70	71.93	83.91	95.90
<b>Senior occupational health clinical nurse</b>	47.95	52.75	53.70	71.93	83.91	95.90
<b>Occupational health nurse—level 3</b>						
Pay point 1	49.49	54.44	55.43	74.24	86.61	98.98
Pay point 2	50.40	55.44	56.45	75.60	88.20	100.80
Pay point 3	51.28	56.40	57.43	76.92	89.74	102.56
Pay point 4 and thereafter	52.19	57.41	58.45	78.29	91.33	104.38

30. 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%
	\$	\$	\$	\$	\$	\$
1st year	29.33	33.00	33.73	44.00	51.33	58.66
2nd year	29.79	33.51	34.26	44.69	52.13	59.58

	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	30.27	34.05	34.81	45.41	52.97	60.54
Experienced (the holder of a relevant certificate III qualification)	31.24	35.15	35.93	46.86	54.67	62.48

31. 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%
	\$	\$	\$	\$
1st year	44.00	58.66	58.66	73.33
2nd year	44.69	59.58	59.58	74.48
3rd year and thereafter	45.41	60.54	60.54	75.68
Experienced (the holder of a relevant certificate III qualification)	46.86	62.48	62.48	78.10

32. 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 <sup>1</sup>		
	125%	137.5%	140%	150%	175%	200%
	\$	\$	\$	\$	\$	\$
1st year	36.66	40.33	41.06	54.99	64.16	73.32
2nd year	37.24	40.96	41.71	55.86	65.17	74.48

	Casual hourly rate	Monday to Friday		Saturday	Sunday	Public holiday
		Afternoon shift	Night shift			
	% of minimum hourly rate			% of casual hourly rate <sup>1</sup>		
	125%	137.5%	140%	150%	175%	200%
	\$	\$	\$	\$	\$	\$
3rd year and thereafter	37.84	41.62	42.38	56.76	66.22	75.68
Experienced (the holder of a relevant certificate III qualification)	39.05	42.96	43.74	58.58	68.34	78.10

33. 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%
	\$	\$	\$	\$	\$	\$
<b>Student enrolled nurse</b>						
Less than 21 years of age	27.25	30.66	31.34	40.88	47.69	54.50
21 years of age and over	28.60	32.18	32.89	42.90	50.05	57.20
<b>Enrolled nurse</b>						
Pay point 1	31.82	35.80	36.59	47.73	55.69	63.64
Pay point 2	32.24	36.27	37.08	48.36	56.42	64.48
Pay point 3	32.67	36.75	37.57	49.01	57.17	65.34
Pay point 4	33.14	37.28	38.11	49.71	58.00	66.28
Pay point 5	33.47	37.65	38.49	50.21	58.57	66.94

34. 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%
	\$	\$	\$	\$
<b>Student enrolled nurse</b>				
Less than 21 years of age	40.88	54.50	54.50	68.13
21 years of age and over	42.90	57.20	57.20	71.50
<b>Enrolled nurse</b>				
Pay point 1	47.73	63.64	63.64	79.55
Pay point 2	48.36	64.48	64.48	80.60
Pay point 3	49.01	65.34	65.34	81.68
Pay point 4	49.71	66.28	66.28	82.85
Pay point 5	50.21	66.94	66.94	83.68

35. 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 <sup>1</sup>		
	125%	137.5%	140%	150%	175%	200%
	\$	\$	\$	\$	\$	\$
<b>Student enrolled nurse</b>						
Less than 21 years of age	34.06	37.47	38.15	51.09	59.61	68.12
21 years of age and over	35.75	39.33	40.04	53.63	62.56	71.50
<b>Enrolled nurse</b>						
Pay point 1	39.78	43.75	44.55	59.67	69.62	79.56
Pay point 2	40.30	44.33	45.14	60.45	70.53	80.60
Pay point 3	40.84	44.92	45.74	61.26	71.47	81.68

	Casual hourly rate	Monday to Friday		Saturday	Sunday	Public holiday
		Afternoon shift	Night shift			
	% of minimum hourly rate			% of casual hourly rate <sup>1</sup>		
	125%	137.5%	140%	150%	175%	200%
	\$	\$	\$	\$	\$	\$
Pay point 4	41.43	45.57	46.40	62.15	72.50	82.86
Pay point 5	41.84	46.02	46.86	62.76	73.22	83.68

36. 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%
	\$	\$	\$	\$	\$	\$
<b>Registered nurse— level 1</b>						
Pay point 1	34.04	38.30	39.15	51.06	59.57	68.08
Pay point 2	34.74	39.08	39.95	52.11	60.80	69.48
Pay point 3	35.59	40.04	40.93	53.39	62.28	71.18
Pay point 4	36.54	41.11	42.02	54.81	63.95	73.08
Pay point 5	37.66	42.37	43.31	56.49	65.91	75.32
Pay point 6	38.75	43.59	44.56	58.13	67.81	77.50
Pay point 7	39.87	44.85	45.85	59.81	69.77	79.74
Pay point 8 and thereafter	40.91	46.02	47.05	61.37	71.59	81.82
<b>Registered nurse— level 2</b>						
Pay point 1	41.99	47.24	48.29	62.99	73.48	83.98
Pay point 2	42.66	47.99	49.06	63.99	74.66	85.32
Pay point 3	43.40	48.83	49.91	65.10	75.95	86.80
Pay point 4 and thereafter	44.11	49.62	50.73	66.17	77.19	88.22
<b>Registered nurse— level 3</b>						

	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%
	\$	\$	\$	\$	\$	\$
Pay point 1	45.53	51.22	52.36	68.30	79.68	91.06
Pay point 2	46.37	52.17	53.33	69.56	81.15	92.74
Pay point 3	47.17	53.07	54.25	70.76	82.55	94.34
Pay point 4 and thereafter	48.01	54.01	55.21	72.02	84.02	96.02
<b>Registered nurse— level 4<sup>1</sup></b>						
Grade 1	51.97	—	—	77.96	90.95	103.94
Grade 2	55.69	—	—	83.54	97.46	111.38
Grade 3	58.94	—	—	88.41	103.15	117.88
<b>Registered nurse— level 5<sup>1</sup></b>						
Grade 1	52.44	—	—	78.66	91.77	104.88
Grade 2	55.23	—	—	82.85	96.65	110.46
Grade 3	58.94	—	—	88.41	103.15	117.88
Grade 4	62.62	—	—	93.93	109.59	125.24
Grade 5	69.06	—	—	103.59	120.86	138.12
Grade 6	75.56	—	—	113.34	132.23	151.12
<b>Minimum entry rates</b>						
4 year degree	35.54	39.98	40.87	53.31	62.20	71.08
Masters degree	36.77	41.37	42.29	55.16	64.35	73.54



37. 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		
	<b>% of minimum hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Registered nurse— level 1</b>				
Pay point 1	51.06	68.08	68.08	85.10
Pay point 2	52.11	69.48	69.48	86.85
Pay point 3	53.39	71.18	71.18	88.98
Pay point 4	54.81	73.08	73.08	91.35
Pay point 5	56.49	75.32	75.32	94.15
Pay point 6	58.13	77.50	77.50	96.88
Pay point 7	59.81	79.74	79.74	99.68
Pay point 8 and thereafter	61.37	81.82	81.82	102.28
<b>Registered nurse— level 2</b>				
Pay point 1	62.99	83.98	83.98	104.98
Pay point 2	63.99	85.32	85.32	106.65
Pay point 3	65.10	86.80	86.80	108.50
Pay point 4 and thereafter	66.17	88.22	88.22	110.28
<b>Registered nurse— level 3</b>				
Pay point 1	68.30	91.06	91.06	113.83
Pay point 2	69.56	92.74	92.74	115.93
Pay point 3	70.76	94.34	94.34	117.93
Pay point 4 and thereafter	72.02	96.02	96.02	120.03
<b>Registered nurse— level 4<sup>1</sup></b>	—	—	—	—
<b>Registered nurse— level 5<sup>1</sup></b>	—	—	—	—
<b>Minimum entry rates</b>				

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	<b>% of minimum hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
4 year degree	53.31	71.08	71.08	88.85
Masters degree	55.16	73.54	73.54	91.93

38. 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			
	<b>% of minimum hourly rate</b>			<b>% of casual hourly rate<sup>1</sup></b>		
	<b>125%</b>	<b>137.5%</b>	<b>140%</b>	<b>150%</b>	<b>175%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Registered nurse— level 1</b>						
Pay point 1	42.55	46.81	47.66	63.83	74.46	85.10
Pay point 2	43.43	47.77	48.64	65.15	76.00	86.86
Pay point 3	44.49	48.94	49.83	66.74	77.86	88.98
Pay point 4	45.68	50.24	51.16	68.52	79.94	91.36
Pay point 5	47.08	51.78	52.72	70.62	82.39	94.16
Pay point 6	48.44	53.28	54.25	72.66	84.77	96.88
Pay point 7	49.84	54.82	55.82	74.76	87.22	99.68
Pay point 8 and thereafter	51.14	56.25	57.27	76.71	89.50	102.28
<b>Registered nurse— level 2</b>						
Pay point 1	52.49	57.74	58.79	78.74	91.86	104.98
Pay point 2	53.33	58.66	59.72	80.00	93.33	106.66
Pay point 3	54.25	59.68	60.76	81.38	94.94	108.50
Pay point 4 and thereafter	55.14	60.65	61.75	82.71	96.50	110.28
<b>Registered nurse— level 3</b>						
Pay point 1	56.91	62.60	63.74	85.37	99.59	113.82

	Casual hourly rate	Monday to Friday		Saturday	Sunday	Public holiday
		Afternoon shift	Night shift			
	% of minimum hourly rate			% of casual hourly rate <sup>1</sup>		
	125%	137.5%	140%	150%	175%	200%
	\$	\$	\$	\$	\$	\$
Pay point 2	57.96	63.76	64.92	86.94	101.43	115.92
Pay point 3	58.96	64.86	66.04	88.44	103.18	117.92
Pay point 4 and thereafter	60.01	66.01	67.21	90.02	105.02	120.02
<b>Registered nurse— level 4<sup>2</sup></b>						
Grade 1	64.96	—	—	97.44	113.68	129.92
Grade 2	69.61	—	—	104.42	121.82	139.22
Grade 3	73.68	—	—	110.52	128.94	147.36
<b>Registered nurse— level 5<sup>2</sup></b>						
Grade 1	65.55	—	—	98.33	114.71	131.10
Grade 2	69.04	—	—	103.56	120.82	138.08
Grade 3	73.68	—	—	110.52	128.94	147.36
Grade 4	78.28	—	—	117.42	136.99	156.56
Grade 5	86.33	—	—	129.50	151.08	172.66
Grade 6	94.45	—	—	141.68	165.29	188.90
<b>Minimum entry rates</b>						
4 year degree	44.43	48.87	49.76	66.65	77.75	88.86
Masters degree	45.96	50.56	51.48	68.94	80.43	91.92

39. By deleting the table appearing in clause B.2.4(a) and inserting the following:

	Minimum hourly rate	Monday to Friday		Saturday	Sunday	Public holiday
		Afternoon shift	Night shift			
	<b>% of minimum hourly rate</b>					
	<b>100%</b>	<b>112.5%</b>	<b>115%</b>	<b>150%</b>	<b>175%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
1st year	52.39	58.94	60.25	78.59	91.68	104.78
2nd year	53.95	60.69	62.04	80.93	94.41	107.90

40. By deleting the table appearing in clause B.2.4(b) and inserting the following:

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	<b>% of minimum hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
1st year	78.59	104.78	104.78	130.98
2nd year	80.93	107.90	107.90	134.88

41. By deleting the table appearing in clause B.2.4(c) and inserting the following:

	Casual hourly rate	Monday to Friday		Saturday	Sunday	Public holiday
		Afternoon shift	Night shift			
	<b>% of minimum hourly rate</b>			<b>% of casual hourly rate<sup>1</sup></b>		
	<b>125%</b>	<b>137.5%</b>	<b>140%</b>	<b>150%</b>	<b>175%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
1st year	65.49	72.04	73.35	98.24	114.61	130.98
2nd year	67.44	74.18	75.53	101.16	118.02	134.88

42. By deleting the amount “\$1084.10” appearing in clause C.1.1 and inserting “\$1124.80”.

43. By deleting the table appearing in clause C.1.1 and inserting the following:

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
On-call allowance— between rostered shifts or ordinary hours on— Monday to Friday inclusive	17.2(a)(i)	2.35	26.43	per 24-hour period or part thereof
On-call allowance— between rostered shifts or ordinary hours on— Saturday	17.2(a)(i)	3.54	39.82	per 24-hour period or part thereof
On-call allowance— between rostered shifts or ordinary hours on— Sunday, public holiday or non-rostered day	17.2(a)(i)	4.13	46.45	per 24-hour period or part thereof

- B. This determination comes into operation on 1 July 2024. 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 2024.

PRESIDENT