

Pay Guide - Nurses Award

[MA000034]

Published 19 December 2023

Pay rates change from 1 July each year, the rates in this guide apply from the first full pay period on or after 30 June 2023.

Information about the definition and operation of allowances, penalties and overtime can be found in the [award](#) and the [Pay and Conditions Tool](#).

The best way to get general pay and conditions advice is to register for [My account](#) on our website. Once you have registered you can ask questions and save replies, view tailored information relevant to you and save pages, pay rates and awards.

Disclaimer

The Fair Work Ombudsman is committed to ensuring that information available through this pay guide including data is accurate and incorporates changes to minimum rates of pay, allowances and penalty rates in the award as soon as they come into effect.

However, we cannot guarantee or accept any liability for the accuracy, reliability, currency or completeness of the information available in this pay guide. This is because, for example, there may be a delay between when a change takes effect, and when the information available in the guide is updated.

When considering information available in the pay guide about awards you should also have regard to the terms of the relevant award, which can be found through our [Awards page](#). If our information is inconsistent with the award, then the award applies.

If you need further assistance you can [contact us](#). Alternatively, you may wish to get independent advice from a union, employer association or lawyer on your particular circumstances.

We encourage you to [subscribe to email updates](#) to receive alerts when pay rates and entitlements change in this pay guide.

Rates of pay

Other than aged care employees - Full-time & part-time

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Public holiday	Christmas Day on Saturday	Christmas Day on Sunday
Nursing assistant, 1st year	\$883.40	\$23.25	\$46.50	\$46.50	\$52.31
Nursing assistant, 2nd year	\$897.20	\$23.61	\$47.22	\$47.22	\$53.12
Nursing assistant, 3rd year and thereafter	\$911.60	\$23.99	\$47.98	\$47.98	\$53.98
Nursing assistant, experienced (the holder of a relevant certificate III qualification)	\$940.90	\$24.76	\$49.52	\$49.52	\$55.71
Student enrolled nurse - less than 21 years of age	\$820.70	\$21.60	\$43.20	\$43.20	\$48.60
Student enrolled nurse - 21 years of age and over	\$861.40	\$22.67	\$45.34	\$45.34	\$51.01
Enrolled nurse - pay point 1	\$958.30	\$25.22	\$50.44	\$50.44	\$56.75
Enrolled nurse - pay point 2	\$971.00	\$25.55	\$51.10	\$51.10	\$57.49
Enrolled nurse - pay point 3	\$983.90	\$25.89	\$51.78	\$51.78	\$58.25
Enrolled nurse - pay point 4	\$998.10	\$26.27	\$52.54	\$52.54	\$59.11
Enrolled nurse - pay point 5	\$1,008.10	\$26.53	\$53.06	\$53.06	\$59.69
Registered nurse with a 4 year degree	\$1,070.50	\$28.17	\$56.34	\$56.34	\$63.38
Registered nurse with a masters degree	\$1,107.40	\$29.14	\$58.28	\$58.28	\$65.57
Registered nurse - level 1, pay point 1	\$1,025.20	\$26.98	\$53.96	\$53.96	\$60.71
Registered nurse - level 1, pay point 2	\$1,046.20	\$27.53	\$55.06	\$55.06	\$61.94
Registered nurse - level 1, pay point 3	\$1,071.90	\$28.21	\$56.42	\$56.42	\$63.47
Registered nurse - level 1, pay point 4	\$1,100.40	\$28.96	\$57.92	\$57.92	\$65.16
Registered nurse - level 1, pay point 5	\$1,134.20	\$29.85	\$59.70	\$59.70	\$67.16
Registered nurse - level 1, pay point 6	\$1,167.00	\$30.71	\$61.42	\$61.42	\$69.10
Registered nurse - level 1, pay point 7	\$1,200.80	\$31.60	\$63.20	\$63.20	\$71.10
Registered nurse - level 1, pay point 8 and thereafter	\$1,232.00	\$32.42	\$64.84	\$64.84	\$72.95
Registered nurse - level 2, pay point 1	\$1,264.70	\$33.28	\$66.56	\$66.56	\$74.88
Registered nurse - level 2, pay point 2	\$1,284.80	\$33.81	\$67.62	\$67.62	\$76.07
Registered nurse - level 2, pay point 3	\$1,307.10	\$34.40	\$68.80	\$68.80	\$77.40
Registered nurse - level 2, pay point 4 and thereafter	\$1,328.50	\$34.96	\$69.92	\$69.92	\$78.66
Registered nurse - level 3, pay point 1	\$1,371.30	\$36.09	\$72.18	\$72.18	\$81.20
Registered nurse - level 3, pay point 2	\$1,396.50	\$36.75	\$73.50	\$73.50	\$82.69
Registered nurse - level 3, pay point 3	\$1,420.60	\$37.38	\$74.76	\$74.76	\$84.11
Registered nurse - level 3, pay point 4 and thereafter	\$1,446.10	\$38.06	\$76.12	\$76.12	\$85.64

Classification	Weekly pay rate	Hourly pay rate	Public holiday	Christmas Day on Saturday	Christmas Day on Sunday
Registered nurse - level 4, grade 1	\$1,565.10	\$41.19	\$82.38	\$82.38	\$92.68
Registered nurse - level 4, grade 2	\$1,677.30	\$44.14	\$88.28	\$88.28	\$99.32
Registered nurse - level 4, grade 3	\$1,775.10	\$46.71	\$93.42	\$93.42	\$105.10
Registered nurse - level 5, grade 1	\$1,579.40	\$41.56	\$83.12	\$83.12	\$93.51
Registered nurse - level 5, grade 2	\$1,663.20	\$43.77	\$87.54	\$87.54	\$98.48
Registered nurse - level 5, grade 3	\$1,775.10	\$46.71	\$93.42	\$93.42	\$105.10
Registered nurse - level 5, grade 4	\$1,885.80	\$49.63	\$99.26	\$99.26	\$111.67
Registered nurse - level 5, grade 5	\$2,079.90	\$54.73	\$109.46	\$109.46	\$123.14
Registered nurse - level 5, grade 6	\$2,275.70	\$59.89	\$119.78	\$119.78	\$134.75
Nurse practitioner, 1st year	\$1,578.00	\$41.53	\$83.06	\$83.06	\$93.44
Nurse practitioner, 2nd year	\$1,624.90	\$42.76	\$85.52	\$85.52	\$96.21
Occupational health nurse - level 1, pay point 1	\$1,100.40	\$28.96	\$57.92	\$57.92	\$65.16
Occupational health nurse - level 1, pay point 2	\$1,134.20	\$29.85	\$59.70	\$59.70	\$67.16
Occupational health nurse - level 1, pay point 3	\$1,167.00	\$30.71	\$61.42	\$61.42	\$69.10
Occupational health nurse - level 1, pay point 4	\$1,200.80	\$31.60	\$63.20	\$63.20	\$71.10
Occupational health nurse - level 1, pay point 5	\$1,232.00	\$32.42	\$64.84	\$64.84	\$72.95
Occupational health nurse - level 2, pay point 1	\$1,264.70	\$33.28	\$66.56	\$66.56	\$74.88
Occupational health nurse - level 2, pay point 2	\$1,284.80	\$33.81	\$67.62	\$67.62	\$76.07
Occupational health nurse - level 2, pay point 3	\$1,307.10	\$34.40	\$68.80	\$68.80	\$77.40
Occupational health nurse - level 2, pay point 4	\$1,328.50	\$34.96	\$69.92	\$69.92	\$78.66
Senior occupational health clinical nurse	\$1,328.50	\$34.96	\$69.92	\$69.92	\$78.66
Occupational health nurse - level 3, pay point 1	\$1,371.30	\$36.09	\$72.18	\$72.18	\$81.20
Occupational health nurse - level 3, pay point 2	\$1,396.50	\$36.75	\$73.50	\$73.50	\$82.69
Occupational health nurse - level 3, pay point 3	\$1,420.60	\$37.38	\$74.76	\$74.76	\$84.11
Occupational health nurse - level 3, pay point 4 and thereafter	\$1,446.10	\$38.06	\$76.12	\$76.12	\$85.64

Table 2 of 3

Classification	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Saturday	Sunday	Overtime - Monday to Saturday - first 2 hours
Nursing assistant, 1st year	\$26.16	\$26.74	\$34.88	\$40.69	\$34.88
Nursing assistant, 2nd year	\$26.56	\$27.15	\$35.42	\$41.32	\$35.42
Nursing assistant, 3rd year and thereafter	\$26.99	\$27.59	\$35.99	\$41.98	\$35.99
Nursing assistant, experienced (the holder of a relevant certificate III qualification)	\$27.86	\$28.47	\$37.14	\$43.33	\$37.14
Student enrolled nurse - less than 21 years of age	\$24.30	\$24.84	\$32.40	\$37.80	\$32.40
Student enrolled nurse - 21 years of age and over	\$25.50	\$26.07	\$34.01	\$39.67	\$34.01
Enrolled nurse - pay point 1	\$28.37	\$29.00	\$37.83	\$44.14	\$37.83
Enrolled nurse - pay point 2	\$28.74	\$29.38	\$38.33	\$44.71	\$38.33
Enrolled nurse - pay point 3	\$29.13	\$29.77	\$38.84	\$45.31	\$38.84
Enrolled nurse - pay point 4	\$29.55	\$30.21	\$39.41	\$45.97	\$39.41
Enrolled nurse - pay point 5	\$29.85	\$30.51	\$39.80	\$46.43	\$39.80
Registered nurse with a 4 year degree	\$31.69	\$32.40	\$42.26	\$49.30	\$42.26
Registered nurse with a masters degree	\$32.78	\$33.51	\$43.71	\$51.00	\$43.71
Registered nurse - level 1, pay point 1	\$30.35	\$31.03	\$40.47	\$47.22	\$40.47
Registered nurse - level 1, pay point 2	\$30.97	\$31.66	\$41.30	\$48.18	\$41.30
Registered nurse - level 1, pay point 3	\$31.74	\$32.44	\$42.32	\$49.37	\$42.32
Registered nurse - level 1, pay point 4	\$32.58	\$33.30	\$43.44	\$50.68	\$43.44
Registered nurse - level 1, pay point 5	\$33.58	\$34.33	\$44.78	\$52.24	\$44.78
Registered nurse - level 1, pay point 6	\$34.55	\$35.32	\$46.07	\$53.74	\$46.07
Registered nurse - level 1, pay point 7	\$35.55	\$36.34	\$47.40	\$55.30	\$47.40
Registered nurse - level 1, pay point 8 and thereafter	\$36.47	\$37.28	\$48.63	\$56.74	\$48.63
Registered nurse - level 2, pay point 1	\$37.44	\$38.27	\$49.92	\$58.24	\$49.92
Registered nurse - level 2, pay point 2	\$38.04	\$38.88	\$50.72	\$59.17	\$50.72
Registered nurse - level 2, pay point 3	\$38.70	\$39.56	\$51.60	\$60.20	\$51.60
Registered nurse - level 2, pay point 4 and thereafter	\$39.33	\$40.20	\$52.44	\$61.18	\$52.44
Registered nurse - level 3, pay point 1	\$40.60	\$41.50	\$54.14	\$63.16	\$54.14
Registered nurse - level 3, pay point 2	\$41.34	\$42.26	\$55.13	\$64.31	\$55.13
Registered nurse - level 3, pay point 3	\$42.05	\$42.99	\$56.07	\$65.42	\$56.07
Registered nurse - level 3, pay point 4 and thereafter	\$42.82	\$43.77	\$57.09	\$66.61	\$57.09
Registered nurse - level 4, grade 1	N/A	N/A	\$61.79	\$72.08	N/A
Registered nurse - level 4, grade 2	N/A	N/A	\$66.21	\$77.25	N/A

Classification	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Saturday	Sunday	Overtime - Monday to Saturday - first 2 hours
Registered nurse - level 4, grade 3	N/A	N/A	\$70.07	\$81.74	N/A
Registered nurse - level 5, grade 1	N/A	N/A	\$62.34	\$72.73	N/A
Registered nurse - level 5, grade 2	N/A	N/A	\$65.66	\$76.60	N/A
Registered nurse - level 5, grade 3	N/A	N/A	\$70.07	\$81.74	N/A
Registered nurse - level 5, grade 4	N/A	N/A	\$74.45	\$86.85	N/A
Registered nurse - level 5, grade 5	N/A	N/A	\$82.10	\$95.78	N/A
Registered nurse - level 5, grade 6	N/A	N/A	\$89.84	\$104.81	N/A
Nurse practitioner, 1st year	\$46.72	\$47.76	\$62.30	\$72.68	\$62.30
Nurse practitioner, 2nd year	\$48.11	\$49.17	\$64.14	\$74.83	\$64.14
Occupational health nurse - level 1, pay point 1	\$32.58	\$33.30	\$43.44	\$50.68	\$43.44
Occupational health nurse - level 1, pay point 2	\$33.58	\$34.33	\$44.78	\$52.24	\$44.78
Occupational health nurse - level 1, pay point 3	\$34.55	\$35.32	\$46.07	\$53.74	\$46.07
Occupational health nurse - level 1, pay point 4	\$35.55	\$36.34	\$47.40	\$55.30	\$47.40
Occupational health nurse - level 1, pay point 5	\$36.47	\$37.28	\$48.63	\$56.74	\$48.63
Occupational health nurse - level 2, pay point 1	\$37.44	\$38.27	\$49.92	\$58.24	\$49.92
Occupational health nurse - level 2, pay point 2	\$38.04	\$38.88	\$50.72	\$59.17	\$50.72
Occupational health nurse - level 2, pay point 3	\$38.70	\$39.56	\$51.60	\$60.20	\$51.60
Occupational health nurse - level 2, pay point 4	\$39.33	\$40.20	\$52.44	\$61.18	\$52.44
Senior occupational health clinical nurse	\$39.33	\$40.20	\$52.44	\$61.18	\$52.44
Occupational health nurse - level 3, pay point 1	\$40.60	\$41.50	\$54.14	\$63.16	\$54.14
Occupational health nurse - level 3, pay point 2	\$41.34	\$42.26	\$55.13	\$64.31	\$55.13
Occupational health nurse - level 3, pay point 3	\$42.05	\$42.99	\$56.07	\$65.42	\$56.07
Occupational health nurse - level 3, pay point 4 and thereafter	\$42.82	\$43.77	\$57.09	\$66.61	\$57.09

Table 3 of 3

Classification	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - Public holiday	Less than 10 hour break after working overtime	Minimum break between shifts
Nursing assistant, 1st year	\$46.50	\$46.50	\$58.13	\$46.50	\$46.50
Nursing assistant, 2nd year	\$47.22	\$47.22	\$59.03	\$47.22	\$47.22
Nursing assistant, 3rd year and thereafter	\$47.98	\$47.98	\$59.98	\$47.98	\$47.98
Nursing assistant, experienced (the holder of a relevant certificate III qualification)	\$49.52	\$49.52	\$61.90	\$49.52	\$49.52
Student enrolled nurse - less than 21 years of age	\$43.20	\$43.20	\$54.00	\$43.20	\$43.20
Student enrolled nurse - 21 years of age and over	\$45.34	\$45.34	\$56.68	\$45.34	\$45.34
Enrolled nurse - pay point 1	\$50.44	\$50.44	\$63.05	\$50.44	\$50.44
Enrolled nurse - pay point 2	\$51.10	\$51.10	\$63.88	\$51.10	\$51.10
Enrolled nurse - pay point 3	\$51.78	\$51.78	\$64.73	\$51.78	\$51.78
Enrolled nurse - pay point 4	\$52.54	\$52.54	\$65.68	\$52.54	\$52.54
Enrolled nurse - pay point 5	\$53.06	\$53.06	\$66.33	\$53.06	\$53.06
Registered nurse with a 4 year degree	\$56.34	\$56.34	\$70.43	\$56.34	\$56.34
Registered nurse with a masters degree	\$58.28	\$58.28	\$72.85	\$58.28	\$58.28
Registered nurse - level 1, pay point 1	\$53.96	\$53.96	\$67.45	\$53.96	\$53.96
Registered nurse - level 1, pay point 2	\$55.06	\$55.06	\$68.83	\$55.06	\$55.06
Registered nurse - level 1, pay point 3	\$56.42	\$56.42	\$70.53	\$56.42	\$56.42
Registered nurse - level 1, pay point 4	\$57.92	\$57.92	\$72.40	\$57.92	\$57.92
Registered nurse - level 1, pay point 5	\$59.70	\$59.70	\$74.63	\$59.70	\$59.70
Registered nurse - level 1, pay point 6	\$61.42	\$61.42	\$76.78	\$61.42	\$61.42
Registered nurse - level 1, pay point 7	\$63.20	\$63.20	\$79.00	\$63.20	\$63.20
Registered nurse - level 1, pay point 8 and thereafter	\$64.84	\$64.84	\$81.05	\$64.84	\$64.84
Registered nurse - level 2, pay point 1	\$66.56	\$66.56	\$83.20	\$66.56	\$66.56
Registered nurse - level 2, pay point 2	\$67.62	\$67.62	\$84.53	\$67.62	\$67.62
Registered nurse - level 2, pay point 3	\$68.80	\$68.80	\$86.00	\$68.80	\$68.80
Registered nurse - level 2, pay point 4 and thereafter	\$69.92	\$69.92	\$87.40	\$69.92	\$69.92
Registered nurse - level 3, pay point 1	\$72.18	\$72.18	\$90.23	\$72.18	\$72.18
Registered nurse - level 3, pay point 2	\$73.50	\$73.50	\$91.88	\$73.50	\$73.50
Registered nurse - level 3, pay point 3	\$74.76	\$74.76	\$93.45	\$74.76	\$74.76
Registered nurse - level 3, pay point 4 and thereafter	\$76.12	\$76.12	\$95.15	\$76.12	\$76.12
Registered nurse - level 4, grade 1	N/A	N/A	N/A	\$82.38	\$82.38
Registered nurse - level 4, grade 2	N/A	N/A	N/A	\$88.28	\$88.28

Classification	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - Public holiday	Less than 10 hour break after working overtime	Minimum break between shifts
Registered nurse - level 4, grade 3	N/A	N/A	N/A	\$93.42	\$93.42
Registered nurse - level 5, grade 1	N/A	N/A	N/A	\$83.12	\$83.12
Registered nurse - level 5, grade 2	N/A	N/A	N/A	\$87.54	\$87.54
Registered nurse - level 5, grade 3	N/A	N/A	N/A	\$93.42	\$93.42
Registered nurse - level 5, grade 4	N/A	N/A	N/A	\$99.26	\$99.26
Registered nurse - level 5, grade 5	N/A	N/A	N/A	\$109.46	\$109.46
Registered nurse - level 5, grade 6	N/A	N/A	N/A	\$119.78	\$119.78
Nurse practitioner, 1st year	\$83.06	\$83.06	\$103.83	\$83.06	\$83.06
Nurse practitioner, 2nd year	\$85.52	\$85.52	\$106.90	\$85.52	\$85.52
Occupational health nurse - level 1, pay point 1	\$57.92	\$57.92	\$72.40	\$57.92	\$57.92
Occupational health nurse - level 1, pay point 2	\$59.70	\$59.70	\$74.63	\$59.70	\$59.70
Occupational health nurse - level 1, pay point 3	\$61.42	\$61.42	\$76.78	\$61.42	\$61.42
Occupational health nurse - level 1, pay point 4	\$63.20	\$63.20	\$79.00	\$63.20	\$63.20
Occupational health nurse - level 1, pay point 5	\$64.84	\$64.84	\$81.05	\$64.84	\$64.84
Occupational health nurse - level 2, pay point 1	\$66.56	\$66.56	\$83.20	\$66.56	\$66.56
Occupational health nurse - level 2, pay point 2	\$67.62	\$67.62	\$84.53	\$67.62	\$67.62
Occupational health nurse - level 2, pay point 3	\$68.80	\$68.80	\$86.00	\$68.80	\$68.80
Occupational health nurse - level 2, pay point 4	\$69.92	\$69.92	\$87.40	\$69.92	\$69.92
Senior occupational health clinical nurse	\$69.92	\$69.92	\$87.40	\$69.92	\$69.92
Occupational health nurse - level 3, pay point 1	\$72.18	\$72.18	\$90.23	\$72.18	\$72.18
Occupational health nurse - level 3, pay point 2	\$73.50	\$73.50	\$91.88	\$73.50	\$73.50
Occupational health nurse - level 3, pay point 3	\$74.76	\$74.76	\$93.45	\$74.76	\$74.76
Occupational health nurse - level 3, pay point 4 and thereafter	\$76.12	\$76.12	\$95.15	\$76.12	\$76.12

Other than aged care employees - Casual

Table 1 of 3

Classification	Hourly pay rate	Public holiday	Christmas Day on Saturday	Christmas Day on Sunday	Afternoon shift - Monday to Friday
Nursing assistant, 1st year	\$29.06	\$58.12	\$58.12	\$65.39	\$31.97
Nursing assistant, 2nd year	\$29.51	\$59.02	\$59.02	\$66.40	\$32.46
Nursing assistant, 3rd year and thereafter	\$29.99	\$59.98	\$59.98	\$67.48	\$32.99
Nursing assistant, experienced (the holder of a relevant certificate III qualification)	\$30.95	\$61.90	\$61.90	\$69.64	\$34.05
Student enrolled nurse - less than 21 years of age	\$27.00	\$54.00	\$54.00	\$60.75	\$29.70
Student enrolled nurse - 21 years of age and over	\$28.34	\$56.68	\$56.68	\$63.77	\$31.17
Enrolled nurse - pay point 1	\$31.53	\$63.06	\$63.06	\$70.94	\$34.68
Enrolled nurse - pay point 2	\$31.94	\$63.88	\$63.88	\$71.87	\$35.13
Enrolled nurse - pay point 3	\$32.36	\$64.72	\$64.72	\$72.81	\$35.60
Enrolled nurse - pay point 4	\$32.84	\$65.68	\$65.68	\$73.89	\$36.12
Enrolled nurse - pay point 5	\$33.16	\$66.32	\$66.32	\$74.61	\$36.48
Registered nurse with a 4 year degree	\$35.21	\$70.42	\$70.42	\$79.22	\$38.73
Registered nurse with a masters degree	\$36.43	\$72.86	\$72.86	\$81.97	\$40.07
Registered nurse - level 1, pay point 1	\$33.73	\$67.46	\$67.46	\$75.89	\$37.10
Registered nurse - level 1, pay point 2	\$34.41	\$68.82	\$68.82	\$77.42	\$37.85
Registered nurse - level 1, pay point 3	\$35.26	\$70.52	\$70.52	\$79.34	\$38.79
Registered nurse - level 1, pay point 4	\$36.20	\$72.40	\$72.40	\$81.45	\$39.82
Registered nurse - level 1, pay point 5	\$37.31	\$74.62	\$74.62	\$83.95	\$41.04
Registered nurse - level 1, pay point 6	\$38.39	\$76.78	\$76.78	\$86.38	\$42.23
Registered nurse - level 1, pay point 7	\$39.50	\$79.00	\$79.00	\$88.88	\$43.45
Registered nurse - level 1, pay point 8 and thereafter	\$40.53	\$81.06	\$81.06	\$91.19	\$44.58
Registered nurse - level 2, pay point 1	\$41.60	\$83.20	\$83.20	\$93.60	\$45.76
Registered nurse - level 2, pay point 2	\$42.26	\$84.52	\$84.52	\$95.09	\$46.49
Registered nurse - level 2, pay point 3	\$43.00	\$86.00	\$86.00	\$96.75	\$47.30
Registered nurse - level 2, pay point 4 and thereafter	\$43.70	\$87.40	\$87.40	\$98.33	\$48.07
Registered nurse - level 3, pay point 1	\$45.11	\$90.22	\$90.22	\$101.50	\$49.62
Registered nurse - level 3, pay point 2	\$45.94	\$91.88	\$91.88	\$103.37	\$50.53
Registered nurse - level 3, pay point 3	\$46.73	\$93.46	\$93.46	\$105.14	\$51.40
Registered nurse - level 3, pay point 4 and thereafter	\$47.58	\$95.16	\$95.16	\$107.06	\$52.33
Registered nurse - level 4, grade 1	\$51.49	\$102.98	\$102.98	\$115.85	N/A

Classification	Hourly pay rate	Public holiday	Christmas Day on Saturday	Christmas Day on Sunday	Afternoon shift - Monday to Friday
Registered nurse - level 4, grade 2	\$55.18	\$110.36	\$110.36	\$124.16	N/A
Registered nurse - level 4, grade 3	\$58.39	\$116.78	\$116.78	\$131.38	N/A
Registered nurse - level 5, grade 1	\$51.95	\$103.90	\$103.90	\$116.89	N/A
Registered nurse - level 5, grade 2	\$54.71	\$109.42	\$109.42	\$123.10	N/A
Registered nurse - level 5, grade 3	\$58.39	\$116.78	\$116.78	\$131.38	N/A
Registered nurse - level 5, grade 4	\$62.04	\$124.08	\$124.08	\$139.59	N/A
Registered nurse - level 5, grade 5	\$68.41	\$136.82	\$136.82	\$153.92	N/A
Registered nurse - level 5, grade 6	\$74.86	\$149.72	\$149.72	\$168.44	N/A
Nurse practitioner, 1st year	\$51.91	\$103.82	\$103.82	\$116.80	\$57.10
Nurse practitioner, 2nd year	\$53.45	\$106.90	\$106.90	\$120.26	\$58.80
Occupational health nurse - level 1, pay point 1	\$36.20	\$72.40	\$72.40	\$81.45	\$39.82
Occupational health nurse - level 1, pay point 2	\$37.31	\$74.62	\$74.62	\$83.95	\$41.04
Occupational health nurse - level 1, pay point 3	\$38.39	\$76.78	\$76.78	\$86.38	\$42.23
Occupational health nurse - level 1, pay point 4	\$39.50	\$79.00	\$79.00	\$88.88	\$43.45
Occupational health nurse - level 1, pay point 5	\$40.53	\$81.06	\$81.06	\$91.19	\$44.58
Occupational health nurse - level 2, pay point 1	\$41.60	\$83.20	\$83.20	\$93.60	\$45.76
Occupational health nurse - level 2, pay point 2	\$42.26	\$84.52	\$84.52	\$95.09	\$46.49
Occupational health nurse - level 2, pay point 3	\$43.00	\$86.00	\$86.00	\$96.75	\$47.30
Occupational health nurse - level 2, pay point 4	\$43.70	\$87.40	\$87.40	\$98.33	\$48.07
Senior occupational health clinical nurse	\$43.70	\$87.40	\$87.40	\$98.33	\$48.07
Occupational health nurse - level 3, pay point 1	\$45.11	\$90.22	\$90.22	\$101.50	\$49.62
Occupational health nurse - level 3, pay point 2	\$45.94	\$91.88	\$91.88	\$103.37	\$50.53
Occupational health nurse - level 3, pay point 3	\$46.73	\$93.46	\$93.46	\$105.14	\$51.40
Occupational health nurse - level 3, pay point 4 and thereafter	\$47.58	\$95.16	\$95.16	\$107.06	\$52.33

Table 2 of 3

Classification	Night shift - Monday to Friday	Saturday	Sunday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours
Nursing assistant, 1st year	\$32.55	\$43.59	\$50.86	\$43.59	\$58.12
Nursing assistant, 2nd year	\$33.05	\$44.27	\$51.64	\$44.27	\$59.02
Nursing assistant, 3rd year and thereafter	\$33.59	\$44.99	\$52.48	\$44.99	\$59.98
Nursing assistant, experienced (the holder of a relevant certificate III qualification)	\$34.66	\$46.43	\$54.16	\$46.43	\$61.90
Student enrolled nurse - less than 21 years of age	\$30.24	\$40.50	\$47.25	\$40.50	\$54.00
Student enrolled nurse - 21 years of age and over	\$31.74	\$42.51	\$49.60	\$42.51	\$56.68
Enrolled nurse - pay point 1	\$35.31	\$47.30	\$55.18	\$47.30	\$63.06
Enrolled nurse - pay point 2	\$35.77	\$47.91	\$55.90	\$47.91	\$63.88
Enrolled nurse - pay point 3	\$36.25	\$48.54	\$56.63	\$48.54	\$64.72
Enrolled nurse - pay point 4	\$36.78	\$49.26	\$57.47	\$49.26	\$65.68
Enrolled nurse - pay point 5	\$37.14	\$49.74	\$58.03	\$49.74	\$66.32
Registered nurse with a 4 year degree	\$39.44	\$52.82	\$61.62	\$52.82	\$70.42
Registered nurse with a masters degree	\$40.80	\$54.65	\$63.75	\$54.65	\$72.86
Registered nurse - level 1, pay point 1	\$37.77	\$50.60	\$59.03	\$50.60	\$67.46
Registered nurse - level 1, pay point 2	\$38.54	\$51.62	\$60.22	\$51.62	\$68.82
Registered nurse - level 1, pay point 3	\$39.49	\$52.89	\$61.71	\$52.89	\$70.52
Registered nurse - level 1, pay point 4	\$40.54	\$54.30	\$63.35	\$54.30	\$72.40
Registered nurse - level 1, pay point 5	\$41.79	\$55.97	\$65.29	\$55.97	\$74.62
Registered nurse - level 1, pay point 6	\$42.99	\$57.59	\$67.18	\$57.59	\$76.78
Registered nurse - level 1, pay point 7	\$44.24	\$59.25	\$69.13	\$59.25	\$79.00
Registered nurse - level 1, pay point 8 and thereafter	\$45.39	\$60.80	\$70.93	\$60.80	\$81.06
Registered nurse - level 2, pay point 1	\$46.59	\$62.40	\$72.80	\$62.40	\$83.20
Registered nurse - level 2, pay point 2	\$47.33	\$63.39	\$73.96	\$63.39	\$84.52
Registered nurse - level 2, pay point 3	\$48.16	\$64.50	\$75.25	\$64.50	\$86.00
Registered nurse - level 2, pay point 4 and thereafter	\$48.94	\$65.55	\$76.48	\$65.55	\$87.40
Registered nurse - level 3, pay point 1	\$50.53	\$67.67	\$78.94	\$67.67	\$90.22
Registered nurse - level 3, pay point 2	\$51.45	\$68.91	\$80.40	\$68.91	\$91.88
Registered nurse - level 3, pay point 3	\$52.33	\$70.10	\$81.78	\$70.10	\$93.46
Registered nurse - level 3, pay point 4 and thereafter	\$53.28	\$71.37	\$83.27	\$71.37	\$95.16
Registered nurse - level 4, grade 1	N/A	\$77.24	\$90.11	N/A	N/A
Registered nurse - level 4, grade 2	N/A	\$82.77	\$96.57	N/A	N/A

Classification	Night shift - Monday to Friday	Saturday	Sunday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours
Registered nurse - level 4, grade 3	N/A	\$87.59	\$102.18	N/A	N/A
Registered nurse - level 5, grade 1	N/A	\$77.93	\$90.91	N/A	N/A
Registered nurse - level 5, grade 2	N/A	\$82.07	\$95.74	N/A	N/A
Registered nurse - level 5, grade 3	N/A	\$87.59	\$102.18	N/A	N/A
Registered nurse - level 5, grade 4	N/A	\$93.06	\$108.57	N/A	N/A
Registered nurse - level 5, grade 5	N/A	\$102.62	\$119.72	N/A	N/A
Registered nurse - level 5, grade 6	N/A	\$112.29	\$131.01	N/A	N/A
Nurse practitioner, 1st year	\$58.14	\$77.87	\$90.84	\$77.87	\$103.82
Nurse practitioner, 2nd year	\$59.86	\$80.18	\$93.54	\$80.18	\$106.90
Occupational health nurse - level 1, pay point 1	\$40.54	\$54.30	\$63.35	\$54.30	\$72.40
Occupational health nurse - level 1, pay point 2	\$41.79	\$55.97	\$65.29	\$55.97	\$74.62
Occupational health nurse - level 1, pay point 3	\$42.99	\$57.59	\$67.18	\$57.59	\$76.78
Occupational health nurse - level 1, pay point 4	\$44.24	\$59.25	\$69.13	\$59.25	\$79.00
Occupational health nurse - level 1, pay point 5	\$45.39	\$60.80	\$70.93	\$60.80	\$81.06
Occupational health nurse - level 2, pay point 1	\$46.59	\$62.40	\$72.80	\$62.40	\$83.20
Occupational health nurse - level 2, pay point 2	\$47.33	\$63.39	\$73.96	\$63.39	\$84.52
Occupational health nurse - level 2, pay point 3	\$48.16	\$64.50	\$75.25	\$64.50	\$86.00
Occupational health nurse - level 2, pay point 4	\$48.94	\$65.55	\$76.48	\$65.55	\$87.40
Senior occupational health clinical nurse	\$48.94	\$65.55	\$76.48	\$65.55	\$87.40
Occupational health nurse - level 3, pay point 1	\$50.53	\$67.67	\$78.94	\$67.67	\$90.22
Occupational health nurse - level 3, pay point 2	\$51.45	\$68.91	\$80.40	\$68.91	\$91.88
Occupational health nurse - level 3, pay point 3	\$52.33	\$70.10	\$81.78	\$70.10	\$93.46
Occupational health nurse - level 3, pay point 4 and thereafter	\$53.28	\$71.37	\$83.27	\$71.37	\$95.16

Table 3 of 3

Classification	Overtime - Sunday	Overtime - Public holiday	Less than 10 hour break after working overtime	Minimum break between shifts
Nursing assistant, 1st year	\$58.12	\$72.65	\$58.12	\$58.12
Nursing assistant, 2nd year	\$59.02	\$73.78	\$59.02	\$59.02
Nursing assistant, 3rd year and thereafter	\$59.98	\$74.98	\$59.98	\$59.98
Nursing assistant, experienced (the holder of a relevant certificate III qualification)	\$61.90	\$77.38	\$61.90	\$61.90
Student enrolled nurse - less than 21 years of age	\$54.00	\$67.50	\$54.00	\$54.00
Student enrolled nurse - 21 years of age and over	\$56.68	\$70.85	\$56.68	\$56.68
Enrolled nurse - pay point 1	\$63.06	\$78.83	\$63.06	\$63.06
Enrolled nurse - pay point 2	\$63.88	\$79.85	\$63.88	\$63.88
Enrolled nurse - pay point 3	\$64.72	\$80.90	\$64.72	\$64.72
Enrolled nurse - pay point 4	\$65.68	\$82.10	\$65.68	\$65.68
Enrolled nurse - pay point 5	\$66.32	\$82.90	\$66.32	\$66.32
Registered nurse with a 4 year degree	\$70.42	\$88.03	\$70.42	\$70.42
Registered nurse with a masters degree	\$72.86	\$91.08	\$72.86	\$72.86
Registered nurse - level 1, pay point 1	\$67.46	\$84.33	\$67.46	\$67.46
Registered nurse - level 1, pay point 2	\$68.82	\$86.03	\$68.82	\$68.82
Registered nurse - level 1, pay point 3	\$70.52	\$88.15	\$70.52	\$70.52
Registered nurse - level 1, pay point 4	\$72.40	\$90.50	\$72.40	\$72.40
Registered nurse - level 1, pay point 5	\$74.62	\$93.28	\$74.62	\$74.62
Registered nurse - level 1, pay point 6	\$76.78	\$95.98	\$76.78	\$76.78
Registered nurse - level 1, pay point 7	\$79.00	\$98.75	\$79.00	\$79.00
Registered nurse - level 1, pay point 8 and thereafter	\$81.06	\$101.33	\$81.06	\$81.06
Registered nurse - level 2, pay point 1	\$83.20	\$104.00	\$83.20	\$83.20
Registered nurse - level 2, pay point 2	\$84.52	\$105.65	\$84.52	\$84.52
Registered nurse - level 2, pay point 3	\$86.00	\$107.50	\$86.00	\$86.00
Registered nurse - level 2, pay point 4 and thereafter	\$87.40	\$109.25	\$87.40	\$87.40
Registered nurse - level 3, pay point 1	\$90.22	\$112.78	\$90.22	\$90.22
Registered nurse - level 3, pay point 2	\$91.88	\$114.85	\$91.88	\$91.88
Registered nurse - level 3, pay point 3	\$93.46	\$116.83	\$93.46	\$93.46
Registered nurse - level 3, pay point 4 and thereafter	\$95.16	\$118.95	\$95.16	\$95.16
Registered nurse - level 4, grade 1	N/A	N/A	\$102.98	\$102.98
Registered nurse - level 4, grade 2	N/A	N/A	\$110.36	\$110.36
Registered nurse - level 4, grade 3	N/A	N/A	\$116.78	\$116.78

Classification	Overtime - Sunday	Overtime - Public holiday	Less than 10 hour break after working overtime	Minimum break between shifts
Registered nurse - level 5, grade 1	N/A	N/A	\$103.90	\$103.90
Registered nurse - level 5, grade 2	N/A	N/A	\$109.42	\$109.42
Registered nurse - level 5, grade 3	N/A	N/A	\$116.78	\$116.78
Registered nurse - level 5, grade 4	N/A	N/A	\$124.08	\$124.08
Registered nurse - level 5, grade 5	N/A	N/A	\$136.82	\$136.82
Registered nurse - level 5, grade 6	N/A	N/A	\$149.72	\$149.72
Nurse practitioner, 1st year	\$103.82	\$129.78	\$103.82	\$103.82
Nurse practitioner, 2nd year	\$106.90	\$133.63	\$106.90	\$106.90
Occupational health nurse - level 1, pay point 1	\$72.40	\$90.50	\$72.40	\$72.40
Occupational health nurse - level 1, pay point 2	\$74.62	\$93.28	\$74.62	\$74.62
Occupational health nurse - level 1, pay point 3	\$76.78	\$95.98	\$76.78	\$76.78
Occupational health nurse - level 1, pay point 4	\$79.00	\$98.75	\$79.00	\$79.00
Occupational health nurse - level 1, pay point 5	\$81.06	\$101.33	\$81.06	\$81.06
Occupational health nurse - level 2, pay point 1	\$83.20	\$104.00	\$83.20	\$83.20
Occupational health nurse - level 2, pay point 2	\$84.52	\$105.65	\$84.52	\$84.52
Occupational health nurse - level 2, pay point 3	\$86.00	\$107.50	\$86.00	\$86.00
Occupational health nurse - level 2, pay point 4	\$87.40	\$109.25	\$87.40	\$87.40
Senior occupational health clinical nurse	\$87.40	\$109.25	\$87.40	\$87.40
Occupational health nurse - level 3, pay point 1	\$90.22	\$112.78	\$90.22	\$90.22
Occupational health nurse - level 3, pay point 2	\$91.88	\$114.85	\$91.88	\$91.88
Occupational health nurse - level 3, pay point 3	\$93.46	\$116.83	\$93.46	\$93.46
Occupational health nurse - level 3, pay point 4 and thereafter	\$95.16	\$118.95	\$95.16	\$95.16

Aged care employees - Full-time & part-time

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Public holiday	Christmas Day on Saturday	Christmas Day on Sunday
Nursing assistant - 1st year	\$1,015.90	\$26.73	\$53.46	\$53.46	\$60.14
Nursing assistant - 2nd year	\$1,031.80	\$27.15	\$54.30	\$54.30	\$61.09
Nursing assistant - 3rd year and thereafter	\$1,048.30	\$27.59	\$55.18	\$55.18	\$62.08
Nursing assistant - experienced (the holder of a relevant certificate III qualification)	\$1,082.00	\$28.47	\$56.94	\$56.94	\$64.06
Student enrolled nurse - less than 21 years of age	\$943.80	\$24.84	\$49.68	\$49.68	\$55.89
Student enrolled nurse - 21 years of age and over	\$990.60	\$26.07	\$52.14	\$52.14	\$58.66
Enrolled nurse - pay point 1	\$1,102.00	\$29.00	\$58.00	\$58.00	\$65.25
Enrolled nurse - pay point 2	\$1,116.70	\$29.39	\$58.78	\$58.78	\$66.13
Enrolled nurse - pay point 3	\$1,131.50	\$29.78	\$59.56	\$59.56	\$67.01
Enrolled nurse - pay point 4	\$1,147.80	\$30.21	\$60.42	\$60.42	\$67.97
Enrolled nurse - pay point 5	\$1,159.30	\$30.51	\$61.02	\$61.02	\$68.65
Registered nurse with a 4 year degree	\$1,231.10	\$32.40	\$64.80	\$64.80	\$72.90
Registered nurse with a masters degree	\$1,273.50	\$33.51	\$67.02	\$67.02	\$75.40
Registered nurse - level 1, pay point 1	\$1,179.00	\$31.03	\$62.06	\$62.06	\$69.82
Registered nurse - level 1, pay point 2	\$1,203.10	\$31.66	\$63.32	\$63.32	\$71.24
Registered nurse - level 1, pay point 3	\$1,232.70	\$32.44	\$64.88	\$64.88	\$72.99
Registered nurse - level 1, pay point 4	\$1,265.50	\$33.30	\$66.60	\$66.60	\$74.93
Registered nurse - level 1, pay point 5	\$1,304.30	\$34.32	\$68.64	\$68.64	\$77.22
Registered nurse - level 1, pay point 6	\$1,342.10	\$35.32	\$70.64	\$70.64	\$79.47
Registered nurse - level 1, pay point 7	\$1,380.90	\$36.34	\$72.68	\$72.68	\$81.77
Registered nurse - level 1, pay point 8 and thereafter	\$1,416.80	\$37.28	\$74.56	\$74.56	\$83.88
Registered nurse - level 2, pay point 1	\$1,454.40	\$38.27	\$76.54	\$76.54	\$86.11
Registered nurse - level 2, pay point 2	\$1,477.50	\$38.88	\$77.76	\$77.76	\$87.48
Registered nurse - level 2, pay point 3	\$1,503.20	\$39.56	\$79.12	\$79.12	\$89.01
Registered nurse - level 2, pay point 4 and thereafter	\$1,527.80	\$40.21	\$80.42	\$80.42	\$90.47
Registered nurse - level 3, pay point 1	\$1,577.00	\$41.50	\$83.00	\$83.00	\$93.38
Registered nurse - level 3, pay point 2	\$1,606.00	\$42.26	\$84.52	\$84.52	\$95.09
Registered nurse - level 3, pay point 3	\$1,633.70	\$42.99	\$85.98	\$85.98	\$96.73
Registered nurse - level 3, pay point 4 and thereafter	\$1,663.00	\$43.76	\$87.52	\$87.52	\$98.46
Registered nurse - level 4, grade 1	\$1,799.90	\$47.37	\$94.74	\$94.74	\$106.58
Registered nurse - level 4, grade 2	\$1,928.90	\$50.76	\$101.52	\$101.52	\$114.21

Classification	Weekly pay rate	Hourly pay rate	Public holiday	Christmas Day on Saturday	Christmas Day on Sunday
Registered nurse - level 4, grade 3	\$2,041.40	\$53.72	\$107.44	\$107.44	\$120.87
Registered nurse - level 5, grade 1	\$1,816.30	\$47.80	\$95.60	\$95.60	\$107.55
Registered nurse - level 5, grade 2	\$1,912.70	\$50.33	\$100.66	\$100.66	\$113.24
Registered nurse - level 5, grade 3	\$2,041.40	\$53.72	\$107.44	\$107.44	\$120.87
Registered nurse - level 5, grade 4	\$2,168.70	\$57.07	\$114.14	\$114.14	\$128.41
Registered nurse - level 5, grade 5	\$2,391.90	\$62.94	\$125.88	\$125.88	\$141.62
Registered nurse - level 5, grade 6	\$2,617.10	\$68.87	\$137.74	\$137.74	\$154.96
Nurse practitioner - 1st year	\$1,814.70	\$47.76	\$95.52	\$95.52	\$107.46
Nurse practitioner - 2nd year	\$1,868.60	\$49.17	\$98.34	\$98.34	\$110.63

Table 2 of 3

Classification	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Saturday	Sunday	Overtime - Monday to Saturday - first 2 hours
Nursing assistant - 1st year	\$30.07	\$30.74	\$40.10	\$46.78	\$40.10
Nursing assistant - 2nd year	\$30.54	\$31.22	\$40.73	\$47.51	\$40.73
Nursing assistant - 3rd year and thereafter	\$31.04	\$31.73	\$41.39	\$48.28	\$41.39
Nursing assistant - experienced (the holder of a relevant certificate III qualification)	\$32.03	\$32.74	\$42.71	\$49.82	\$42.71
Student enrolled nurse - less than 21 years of age	\$27.95	\$28.57	\$37.26	\$43.47	\$37.26
Student enrolled nurse - 21 years of age and over	\$29.33	\$29.98	\$39.11	\$45.62	\$39.11
Enrolled nurse - pay point 1	\$32.63	\$33.35	\$43.50	\$50.75	\$43.50
Enrolled nurse - pay point 2	\$33.06	\$33.80	\$44.09	\$51.43	\$44.09
Enrolled nurse - pay point 3	\$33.50	\$34.25	\$44.67	\$52.12	\$44.67
Enrolled nurse - pay point 4	\$33.99	\$34.74	\$45.32	\$52.87	\$45.32
Enrolled nurse - pay point 5	\$34.32	\$35.09	\$45.77	\$53.39	\$45.77
Registered nurse with a 4 year degree	\$36.45	\$37.26	\$48.60	\$56.70	\$48.60
Registered nurse with a masters degree	\$37.70	\$38.54	\$50.27	\$58.64	\$50.27
Registered nurse - level 1, pay point 1	\$34.91	\$35.68	\$46.55	\$54.30	\$46.55
Registered nurse - level 1, pay point 2	\$35.62	\$36.41	\$47.49	\$55.41	\$47.49
Registered nurse - level 1, pay point 3	\$36.50	\$37.31	\$48.66	\$56.77	\$48.66
Registered nurse - level 1, pay point 4	\$37.46	\$38.30	\$49.95	\$58.28	\$49.95
Registered nurse - level 1, pay point 5	\$38.61	\$39.47	\$51.48	\$60.06	\$51.48
Registered nurse - level 1, pay point 6	\$39.74	\$40.62	\$52.98	\$61.81	\$52.98
Registered nurse - level 1, pay point 7	\$40.88	\$41.79	\$54.51	\$63.60	\$54.51

Classification	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Saturday	Sunday	Overtime - Monday to Saturday - first 2 hours
Registered nurse - level 1, pay point 8 and thereafter	\$41.94	\$42.87	\$55.92	\$65.24	\$55.92
Registered nurse - level 2, pay point 1	\$43.05	\$44.01	\$57.41	\$66.97	\$57.41
Registered nurse - level 2, pay point 2	\$43.74	\$44.71	\$58.32	\$68.04	\$58.32
Registered nurse - level 2, pay point 3	\$44.51	\$45.49	\$59.34	\$69.23	\$59.34
Registered nurse - level 2, pay point 4 and thereafter	\$45.24	\$46.24	\$60.32	\$70.37	\$60.32
Registered nurse - level 3, pay point 1	\$46.69	\$47.73	\$62.25	\$72.63	\$62.25
Registered nurse - level 3, pay point 2	\$47.54	\$48.60	\$63.39	\$73.96	\$63.39
Registered nurse - level 3, pay point 3	\$48.36	\$49.44	\$64.49	\$75.23	\$64.49
Registered nurse - level 3, pay point 4 and thereafter	\$49.23	\$50.32	\$65.64	\$76.58	\$65.64
Registered nurse - level 4, grade 1	N/A	N/A	\$71.06	\$82.90	N/A
Registered nurse - level 4, grade 2	N/A	N/A	\$76.14	\$88.83	N/A
Registered nurse - level 4, grade 3	N/A	N/A	\$80.58	\$94.01	N/A
Registered nurse - level 5, grade 1	N/A	N/A	\$71.70	\$83.65	N/A
Registered nurse - level 5, grade 2	N/A	N/A	\$75.50	\$88.08	N/A
Registered nurse - level 5, grade 3	N/A	N/A	\$80.58	\$94.01	N/A
Registered nurse - level 5, grade 4	N/A	N/A	\$85.61	\$99.87	N/A
Registered nurse - level 5, grade 5	N/A	N/A	\$94.41	\$110.15	N/A
Registered nurse - level 5, grade 6	N/A	N/A	\$103.31	\$120.52	N/A
Nurse practitioner - 1st year	\$53.73	\$54.92	\$71.64	\$83.58	\$71.64
Nurse practitioner - 2nd year	\$55.32	\$56.55	\$73.76	\$86.05	\$73.76

Table 3 of 3

Classification	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - Public holiday	Less than 10 hour break after working overtime	Minimum break between shifts
Nursing assistant - 1st year	\$53.46	\$53.46	\$66.83	\$53.46	\$53.46
Nursing assistant - 2nd year	\$54.30	\$54.30	\$67.88	\$54.30	\$54.30
Nursing assistant - 3rd year and thereafter	\$55.18	\$55.18	\$68.98	\$55.18	\$55.18
Nursing assistant - experienced (the holder of a relevant certificate III qualification)	\$56.94	\$56.94	\$71.18	\$56.94	\$56.94
Student enrolled nurse - less than 21 years of age	\$49.68	\$49.68	\$62.10	\$49.68	\$49.68
Student enrolled nurse - 21 years of age and over	\$52.14	\$52.14	\$65.18	\$52.14	\$52.14
Enrolled nurse - pay point 1	\$58.00	\$58.00	\$72.50	\$58.00	\$58.00
Enrolled nurse - pay point 2	\$58.78	\$58.78	\$73.48	\$58.78	\$58.78

Classification	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - Public holiday	Less than 10 hour break after working overtime	Minimum break between shifts
Enrolled nurse - pay point 3	\$59.56	\$59.56	\$74.45	\$59.56	\$59.56
Enrolled nurse - pay point 4	\$60.42	\$60.42	\$75.53	\$60.42	\$60.42
Enrolled nurse - pay point 5	\$61.02	\$61.02	\$76.28	\$61.02	\$61.02
Registered nurse with a 4 year degree	\$64.80	\$64.80	\$81.00	\$64.80	\$64.80
Registered nurse with a masters degree	\$67.02	\$67.02	\$83.78	\$67.02	\$67.02
Registered nurse - level 1, pay point 1	\$62.06	\$62.06	\$77.58	\$62.06	\$62.06
Registered nurse - level 1, pay point 2	\$63.32	\$63.32	\$79.15	\$63.32	\$63.32
Registered nurse - level 1, pay point 3	\$64.88	\$64.88	\$81.10	\$64.88	\$64.88
Registered nurse - level 1, pay point 4	\$66.60	\$66.60	\$83.25	\$66.60	\$66.60
Registered nurse - level 1, pay point 5	\$68.64	\$68.64	\$85.80	\$68.64	\$68.64
Registered nurse - level 1, pay point 6	\$70.64	\$70.64	\$88.30	\$70.64	\$70.64
Registered nurse - level 1, pay point 7	\$72.68	\$72.68	\$90.85	\$72.68	\$72.68
Registered nurse - level 1, pay point 8 and thereafter	\$74.56	\$74.56	\$93.20	\$74.56	\$74.56
Registered nurse - level 2, pay point 1	\$76.54	\$76.54	\$95.68	\$76.54	\$76.54
Registered nurse - level 2, pay point 2	\$77.76	\$77.76	\$97.20	\$77.76	\$77.76
Registered nurse - level 2, pay point 3	\$79.12	\$79.12	\$98.90	\$79.12	\$79.12
Registered nurse - level 2, pay point 4 and thereafter	\$80.42	\$80.42	\$100.53	\$80.42	\$80.42
Registered nurse - level 3, pay point 1	\$83.00	\$83.00	\$103.75	\$83.00	\$83.00
Registered nurse - level 3, pay point 2	\$84.52	\$84.52	\$105.65	\$84.52	\$84.52
Registered nurse - level 3, pay point 3	\$85.98	\$85.98	\$107.48	\$85.98	\$85.98
Registered nurse - level 3, pay point 4 and thereafter	\$87.52	\$87.52	\$109.40	\$87.52	\$87.52
Registered nurse - level 4, grade 1	N/A	N/A	N/A	\$94.74	\$94.74
Registered nurse - level 4, grade 2	N/A	N/A	N/A	\$101.52	\$101.52
Registered nurse - level 4, grade 3	N/A	N/A	N/A	\$107.44	\$107.44
Registered nurse - level 5, grade 1	N/A	N/A	N/A	\$95.60	\$95.60
Registered nurse - level 5, grade 2	N/A	N/A	N/A	\$100.66	\$100.66
Registered nurse - level 5, grade 3	N/A	N/A	N/A	\$107.44	\$107.44
Registered nurse - level 5, grade 4	N/A	N/A	N/A	\$114.14	\$114.14
Registered nurse - level 5, grade 5	N/A	N/A	N/A	\$125.88	\$125.88
Registered nurse - level 5, grade 6	N/A	N/A	N/A	\$137.74	\$137.74
Nurse practitioner - 1st year	\$95.52	\$95.52	\$119.40	\$95.52	\$95.52
Nurse practitioner - 2nd year	\$98.34	\$98.34	\$122.93	\$98.34	\$98.34

Aged care employees - Casual

Table 1 of 3

Classification	Hourly pay rate	Public holiday	Christmas Day on Saturday	Christmas Day on Sunday	Afternoon shift - Monday to Friday
Nursing assistant - 1st year	\$33.41	\$66.82	\$66.82	\$75.17	\$36.75
Nursing assistant - 2nd year	\$33.94	\$67.88	\$67.88	\$76.37	\$37.33
Nursing assistant - 3rd year and thereafter	\$34.49	\$68.98	\$68.98	\$77.60	\$37.94
Nursing assistant - experienced (the holder of a relevant certificate III qualification)	\$35.59	\$71.18	\$71.18	\$80.08	\$39.15
Student enrolled nurse - less than 21 years of age	\$31.05	\$62.10	\$62.10	\$69.86	\$34.16
Student enrolled nurse - 21 years of age and over	\$32.59	\$65.18	\$65.18	\$73.33	\$35.85
Enrolled nurse - pay point 1	\$36.25	\$72.50	\$72.50	\$81.56	\$39.88
Enrolled nurse - pay point 2	\$36.74	\$73.48	\$73.48	\$82.67	\$40.41
Enrolled nurse - pay point 3	\$37.23	\$74.46	\$74.46	\$83.77	\$40.95
Enrolled nurse - pay point 4	\$37.76	\$75.52	\$75.52	\$84.96	\$41.54
Enrolled nurse - pay point 5	\$38.14	\$76.28	\$76.28	\$85.82	\$41.95
Registered nurse with a 4 year degree	\$40.50	\$81.00	\$81.00	\$91.13	\$44.55
Registered nurse with a masters degree	\$41.89	\$83.78	\$83.78	\$94.25	\$46.08
Registered nurse - level 1, pay point 1	\$38.79	\$77.58	\$77.58	\$87.28	\$42.67
Registered nurse - level 1, pay point 2	\$39.58	\$79.16	\$79.16	\$89.06	\$43.53
Registered nurse - level 1, pay point 3	\$40.55	\$81.10	\$81.10	\$91.24	\$44.61
Registered nurse - level 1, pay point 4	\$41.63	\$83.26	\$83.26	\$93.67	\$45.79
Registered nurse - level 1, pay point 5	\$42.90	\$85.80	\$85.80	\$96.53	\$47.19
Registered nurse - level 1, pay point 6	\$44.15	\$88.30	\$88.30	\$99.34	\$48.57
Registered nurse - level 1, pay point 7	\$45.43	\$90.86	\$90.86	\$102.22	\$49.97
Registered nurse - level 1, pay point 8 and thereafter	\$46.60	\$93.20	\$93.20	\$104.85	\$51.26
Registered nurse - level 2, pay point 1	\$47.84	\$95.68	\$95.68	\$107.64	\$52.62
Registered nurse - level 2, pay point 2	\$48.60	\$97.20	\$97.20	\$109.35	\$53.46
Registered nurse - level 2, pay point 3	\$49.45	\$98.90	\$98.90	\$111.26	\$54.40
Registered nurse - level 2, pay point 4 and thereafter	\$50.26	\$100.52	\$100.52	\$113.09	\$55.29
Registered nurse - level 3, pay point 1	\$51.88	\$103.76	\$103.76	\$116.73	\$57.06
Registered nurse - level 3, pay point 2	\$52.83	\$105.66	\$105.66	\$118.87	\$58.11
Registered nurse - level 3, pay point 3	\$53.74	\$107.48	\$107.48	\$120.92	\$59.11
Registered nurse - level 3, pay point 4 and thereafter	\$54.70	\$109.40	\$109.40	\$123.08	\$60.17
Registered nurse - level 4, grade 1	\$59.21	\$118.42	\$118.42	\$133.22	N/A

Classification	Hourly pay rate	Public holiday	Christmas Day on Saturday	Christmas Day on Sunday	Afternoon shift - Monday to Friday
Registered nurse - level 4, grade 2	\$63.45	\$126.90	\$126.90	\$142.76	N/A
Registered nurse - level 4, grade 3	\$67.15	\$134.30	\$134.30	\$151.09	N/A
Registered nurse - level 5, grade 1	\$59.75	\$119.50	\$119.50	\$134.44	N/A
Registered nurse - level 5, grade 2	\$62.91	\$125.82	\$125.82	\$141.55	N/A
Registered nurse - level 5, grade 3	\$67.15	\$134.30	\$134.30	\$151.09	N/A
Registered nurse - level 5, grade 4	\$71.34	\$142.68	\$142.68	\$160.52	N/A
Registered nurse - level 5, grade 5	\$78.68	\$157.36	\$157.36	\$177.03	N/A
Registered nurse - level 5, grade 6	\$86.09	\$172.18	\$172.18	\$193.70	N/A
Nurse practitioner - 1st year	\$59.70	\$119.40	\$119.40	\$134.33	\$65.67
Nurse practitioner - 2nd year	\$61.46	\$122.92	\$122.92	\$138.29	\$67.61

Table 2 of 3

Classification	Night shift - Monday to Friday	Saturday	Sunday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours
Nursing assistant - 1st year	\$37.42	\$50.12	\$58.47	\$50.12	\$66.82
Nursing assistant - 2nd year	\$38.01	\$50.91	\$59.40	\$50.91	\$67.88
Nursing assistant - 3rd year and thereafter	\$38.63	\$51.74	\$60.36	\$51.74	\$68.98
Nursing assistant - experienced (the holder of a relevant certificate III qualification)	\$39.86	\$53.39	\$62.28	\$53.39	\$71.18
Student enrolled nurse - less than 21 years of age	\$34.78	\$46.58	\$54.34	\$46.58	\$62.10
Student enrolled nurse - 21 years of age and over	\$36.50	\$48.89	\$57.03	\$48.89	\$65.18
Enrolled nurse - pay point 1	\$40.60	\$54.38	\$63.44	\$54.38	\$72.50
Enrolled nurse - pay point 2	\$41.15	\$55.11	\$64.30	\$55.11	\$73.48
Enrolled nurse - pay point 3	\$41.69	\$55.85	\$65.15	\$55.85	\$74.46
Enrolled nurse - pay point 4	\$42.29	\$56.64	\$66.08	\$56.64	\$75.52
Enrolled nurse - pay point 5	\$42.71	\$57.21	\$66.75	\$57.21	\$76.28
Registered nurse with a 4 year degree	\$45.36	\$60.75	\$70.88	\$60.75	\$81.00
Registered nurse with a masters degree	\$46.91	\$62.84	\$73.31	\$62.84	\$83.78
Registered nurse - level 1, pay point 1	\$43.44	\$58.19	\$67.88	\$58.19	\$77.58
Registered nurse - level 1, pay point 2	\$44.32	\$59.37	\$69.27	\$59.37	\$79.16
Registered nurse - level 1, pay point 3	\$45.42	\$60.83	\$70.96	\$60.83	\$81.10
Registered nurse - level 1, pay point 4	\$46.62	\$62.45	\$72.85	\$62.45	\$83.26
Registered nurse - level 1, pay point 5	\$48.05	\$64.35	\$75.08	\$64.35	\$85.80

Classification	Night shift - Monday to Friday	Saturday	Sunday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours
Registered nurse - level 1, pay point 6	\$49.45	\$66.23	\$77.26	\$66.23	\$88.30
Registered nurse - level 1, pay point 7	\$50.88	\$68.15	\$79.50	\$68.15	\$90.86
Registered nurse - level 1, pay point 8 and thereafter	\$52.19	\$69.90	\$81.55	\$69.90	\$93.20
Registered nurse - level 2, pay point 1	\$53.58	\$71.76	\$83.72	\$71.76	\$95.68
Registered nurse - level 2, pay point 2	\$54.43	\$72.90	\$85.05	\$72.90	\$97.20
Registered nurse - level 2, pay point 3	\$55.38	\$74.18	\$86.54	\$74.18	\$98.90
Registered nurse - level 2, pay point 4 and thereafter	\$56.29	\$75.39	\$87.96	\$75.39	\$100.52
Registered nurse - level 3, pay point 1	\$58.10	\$77.82	\$90.79	\$77.82	\$103.76
Registered nurse - level 3, pay point 2	\$59.16	\$79.25	\$92.45	\$79.25	\$105.66
Registered nurse - level 3, pay point 3	\$60.19	\$80.61	\$94.05	\$80.61	\$107.48
Registered nurse - level 3, pay point 4 and thereafter	\$61.26	\$82.05	\$95.73	\$82.05	\$109.40
Registered nurse - level 4, grade 1	N/A	\$88.82	\$103.62	N/A	N/A
Registered nurse - level 4, grade 2	N/A	\$95.18	\$111.04	N/A	N/A
Registered nurse - level 4, grade 3	N/A	\$100.73	\$117.51	N/A	N/A
Registered nurse - level 5, grade 1	N/A	\$89.63	\$104.56	N/A	N/A
Registered nurse - level 5, grade 2	N/A	\$94.37	\$110.09	N/A	N/A
Registered nurse - level 5, grade 3	N/A	\$100.73	\$117.51	N/A	N/A
Registered nurse - level 5, grade 4	N/A	\$107.01	\$124.85	N/A	N/A
Registered nurse - level 5, grade 5	N/A	\$118.02	\$137.69	N/A	N/A
Registered nurse - level 5, grade 6	N/A	\$129.14	\$150.66	N/A	N/A
Nurse practitioner - 1st year	\$66.86	\$89.55	\$104.48	\$89.55	\$119.40
Nurse practitioner - 2nd year	\$68.84	\$92.19	\$107.56	\$92.19	\$122.92

Table 3 of 3

Classification	Overtime - Sunday	Overtime - Public holiday	Less than 10 hour break after working overtime	Minimum break between shifts
Nursing assistant - 1st year	\$66.82	\$83.53	\$66.82	\$66.82
Nursing assistant - 2nd year	\$67.88	\$84.85	\$67.88	\$67.88
Nursing assistant - 3rd year and thereafter	\$68.98	\$86.23	\$68.98	\$68.98
Nursing assistant - experienced (the holder of a relevant certificate III qualification)	\$71.18	\$88.98	\$71.18	\$71.18
Student enrolled nurse - less than 21 years of age	\$62.10	\$77.63	\$62.10	\$62.10
Student enrolled nurse - 21 years of age and over	\$65.18	\$81.48	\$65.18	\$65.18

Classification	Overtime - Sunday	Overtime - Public holiday	Less than 10 hour break after working overtime	Minimum break between shifts
Enrolled nurse - pay point 1	\$72.50	\$90.63	\$72.50	\$72.50
Enrolled nurse - pay point 2	\$73.48	\$91.85	\$73.48	\$73.48
Enrolled nurse - pay point 3	\$74.46	\$93.08	\$74.46	\$74.46
Enrolled nurse - pay point 4	\$75.52	\$94.40	\$75.52	\$75.52
Enrolled nurse - pay point 5	\$76.28	\$95.35	\$76.28	\$76.28
Registered nurse with a 4 year degree	\$81.00	\$101.25	\$81.00	\$81.00
Registered nurse with a masters degree	\$83.78	\$104.73	\$83.78	\$83.78
Registered nurse - level 1, pay point 1	\$77.58	\$96.98	\$77.58	\$77.58
Registered nurse - level 1, pay point 2	\$79.16	\$98.95	\$79.16	\$79.16
Registered nurse - level 1, pay point 3	\$81.10	\$101.38	\$81.10	\$81.10
Registered nurse - level 1, pay point 4	\$83.26	\$104.08	\$83.26	\$83.26
Registered nurse - level 1, pay point 5	\$85.80	\$107.25	\$85.80	\$85.80
Registered nurse - level 1, pay point 6	\$88.30	\$110.38	\$88.30	\$88.30
Registered nurse - level 1, pay point 7	\$90.86	\$113.58	\$90.86	\$90.86
Registered nurse - level 1, pay point 8 and thereafter	\$93.20	\$116.50	\$93.20	\$93.20
Registered nurse - level 2, pay point 1	\$95.68	\$119.60	\$95.68	\$95.68
Registered nurse - level 2, pay point 2	\$97.20	\$121.50	\$97.20	\$97.20
Registered nurse - level 2, pay point 3	\$98.90	\$123.63	\$98.90	\$98.90
Registered nurse - level 2, pay point 4 and thereafter	\$100.52	\$125.65	\$100.52	\$100.52
Registered nurse - level 3, pay point 1	\$103.76	\$129.70	\$103.76	\$103.76
Registered nurse - level 3, pay point 2	\$105.66	\$132.08	\$105.66	\$105.66
Registered nurse - level 3, pay point 3	\$107.48	\$134.35	\$107.48	\$107.48
Registered nurse - level 3, pay point 4 and thereafter	\$109.40	\$136.75	\$109.40	\$109.40
Registered nurse - level 4, grade 1	N/A	N/A	\$118.42	\$118.42
Registered nurse - level 4, grade 2	N/A	N/A	\$126.90	\$126.90
Registered nurse - level 4, grade 3	N/A	N/A	\$134.30	\$134.30
Registered nurse - level 5, grade 1	N/A	N/A	\$119.50	\$119.50
Registered nurse - level 5, grade 2	N/A	N/A	\$125.82	\$125.82
Registered nurse - level 5, grade 3	N/A	N/A	\$134.30	\$134.30
Registered nurse - level 5, grade 4	N/A	N/A	\$142.68	\$142.68
Registered nurse - level 5, grade 5	N/A	N/A	\$157.36	\$157.36
Registered nurse - level 5, grade 6	N/A	N/A	\$172.18	\$172.18
Nurse practitioner - 1st year	\$119.40	\$149.25	\$119.40	\$119.40
Nurse practitioner - 2nd year	\$122.92	\$153.65	\$122.92	\$122.92

Allowances

The following allowances do not apply to employees classified as a level 4 or 5 registered nurse.

Allowances	Rate
Laundry allowance	\$0.32 per shift up to a maximum of \$1.49 per week
Meal allowance	\$14.10 for the first meal and \$12.71 for an extra meal after every 4 hours
On call allowance - Monday to Friday	\$24.09 for each on call period of up to 24 hours
On call allowance - Saturday	\$36.29 for each on call period of up to 24 hours
On call allowance - Sunday, public holidays and rostered days off	\$42.34 for each on call period of up to 24 hours
Travel expenses reimbursement	Reimbursement for all reasonably incurred expenses in respect to fares, meals and accommodation on production of receipted accounts or other evidence acceptable to the employer. There is no entitlement to reimbursement for expenses which exceed the mode of transport, meals or the standard of accommodation agreed with the employer.
Vehicle allowance	\$0.92 per km
Uniform allowance	\$1.23 per shift up to a maximum of \$6.24 per week