

## Pay Guide - Nurses Award

### [MA000034]

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## Rates of pay

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

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| Classification  | Weekly pay rate | Hourly pay rate | Public holiday | Christmas Day on Saturday | Christmas Day on Sunday |
|---|-----------------|-----------------|----------------|---------------------------|-------------------------|
| Nursing assistant, 1st year   | \$934.20        | \$24.58         | \$49.16        | \$49.16                   | \$55.31                 |
| Nursing assistant, 2nd year   | \$948.80        | \$24.97         | \$49.94        | \$49.94                   | \$56.18                 |
| Nursing assistant, 3rd year and thereafter  | \$964.00        | \$25.37         | \$50.74        | \$50.74                   | \$57.08                 |
| Nursing assistant, experienced (the holder of a relevant certificate III qualification) | \$995.00        | \$26.18         | \$52.36        | \$52.36                   | \$58.91                 |
| Student enrolled nurse - less than 21 years of age                                      | \$867.90        | \$22.84         | \$45.68        | \$45.68                   | \$51.39                 |
| Student enrolled nurse - 21 years of age and over                                       | \$910.90        | \$23.97         | \$47.94        | \$47.94                   | \$53.93                 |
| Enrolled nurse - pay point 1  | \$1,013.40      | \$26.67         | \$53.34        | \$53.34                   | \$60.01                 |
| Enrolled nurse - pay point 2  | \$1,026.80      | \$27.02         | \$54.04        | \$54.04                   | \$60.80                 |
| Enrolled nurse - pay point 3  | \$1,040.50      | \$27.38         | \$54.76        | \$54.76                   | \$61.61                 |
| Enrolled nurse - pay point 4  | \$1,055.50      | \$27.78         | \$55.56        | \$55.56                   | \$62.51                 |
| Enrolled nurse - pay point 5  | \$1,066.10      | \$28.06         | \$56.12        | \$56.12                   | \$63.14                 |
| Registered nurse with a 4 year degree   | \$1,132.10      | \$29.79         | \$59.58        | \$59.58                   | \$67.03                 |
| Registered nurse with a masters degree  | \$1,171.10      | \$30.82         | \$61.64        | \$61.64                   | \$69.35                 |
| Registered nurse - level 1, pay point 1   | \$1,084.10      | \$28.53         | \$57.06        | \$57.06                   | \$64.19                 |
| Registered nurse - level 1, pay point 2   | \$1,106.40      | \$29.12         | \$58.24        | \$58.24                   | \$65.52                 |
| Registered nurse - level 1, pay point 3   | \$1,133.50      | \$29.83         | \$59.66        | \$59.66                   | \$67.12                 |
| Registered nurse - level 1, pay point 4   | \$1,163.70      | \$30.62         | \$61.24        | \$61.24                   | \$68.90                 |
| Registered nurse - level 1, pay point 5   | \$1,199.40      | \$31.56         | \$63.12        | \$63.12                   | \$71.01                 |
| Registered nurse - level 1, pay point 6   | \$1,234.10      | \$32.48         | \$64.96        | \$64.96                   | \$73.08                 |
| Registered nurse - level 1, pay point 7   | \$1,269.80      | \$33.42         | \$66.84        | \$66.84                   | \$75.20                 |
| Registered nurse - level 1, pay point 8 and thereafter                                  | \$1,302.80      | \$34.28         | \$68.56        | \$68.56                   | \$77.13                 |
| Registered nurse - level 2, pay point 1   | \$1,337.40      | \$35.19         | \$70.38        | \$70.38                   | \$79.18                 |
| Registered nurse - level 2, pay point 2   | \$1,358.70      | \$35.76         | \$71.52        | \$71.52                   | \$80.46                 |
| Registered nurse - level 2, pay point 3   | \$1,382.30      | \$36.38         | \$72.76        | \$72.76                   | \$81.86                 |
| Registered nurse - level 2, pay point 4 and thereafter                                  | \$1,404.90      | \$36.97         | \$73.94        | \$73.94                   | \$83.18                 |
| Registered nurse - level 3, pay point 1   | \$1,450.10      | \$38.16         | \$76.32        | \$76.32                   | \$85.86                 |
| Registered nurse - level 3, pay point 2   | \$1,476.80      | \$38.86         | \$77.72        | \$77.72                   | \$87.44                 |
| Registered nurse - level 3, pay point 3   | \$1,502.30      | \$39.53         | \$79.06        | \$79.06                   | \$88.94                 |
| Registered nurse - level 3, pay point 4 and thereafter                                  | \$1,529.30      | \$40.24         | \$80.48        | \$80.48                   | \$90.54                 |

| <b>Classification</b>   | <b>Weekly pay rate</b> | <b>Hourly pay rate</b> | <b>Public holiday</b> | <b>Christmas Day on Saturday</b> | <b>Christmas Day on Sunday</b> |
|---|------------------------|------------------------|-----------------------|----------------------------------|--------------------------------|
| Registered nurse - level 4, grade 1                             | \$1,655.10             | \$43.56                | \$87.12               | \$87.12                          | \$98.01                        |
| Registered nurse - level 4, grade 2                             | \$1,773.70             | \$46.68                | \$93.36               | \$93.36                          | \$105.03                       |
| Registered nurse - level 4, grade 3                             | \$1,877.20             | \$49.40                | \$98.80               | \$98.80                          | \$111.15                       |
| Registered nurse - level 5, grade 1                             | \$1,670.20             | \$43.95                | \$87.90               | \$87.90                          | \$98.89                        |
| Registered nurse - level 5, grade 2                             | \$1,758.80             | \$46.28                | \$92.56               | \$92.56                          | \$104.13                       |
| Registered nurse - level 5, grade 3                             | \$1,877.20             | \$49.40                | \$98.80               | \$98.80                          | \$111.15                       |
| Registered nurse - level 5, grade 4                             | \$1,994.20             | \$52.48                | \$104.96              | \$104.96                         | \$118.08                       |
| Registered nurse - level 5, grade 5                             | \$2,199.50             | \$57.88                | \$115.76              | \$115.76                         | \$130.23                       |
| Registered nurse - level 5, grade 6                             | \$2,406.60             | \$63.33                | \$126.66              | \$126.66                         | \$142.49                       |
| Nurse practitioner, 1st year                                    | \$1,668.70             | \$43.91                | \$87.82               | \$87.82                          | \$98.80                        |
| Nurse practitioner, 2nd year                                    | \$1,718.30             | \$45.22                | \$90.44               | \$90.44                          | \$101.75                       |
| Occupational health nurse - level 1, pay point 1                | \$1,163.70             | \$30.62                | \$61.24               | \$61.24                          | \$68.90                        |
| Occupational health nurse - level 1, pay point 2                | \$1,199.40             | \$31.56                | \$63.12               | \$63.12                          | \$71.01                        |
| Occupational health nurse - level 1, pay point 3                | \$1,234.10             | \$32.48                | \$64.96               | \$64.96                          | \$73.08                        |
| Occupational health nurse - level 1, pay point 4                | \$1,269.80             | \$33.42                | \$66.84               | \$66.84                          | \$75.20                        |
| Occupational health nurse - level 1, pay point 5                | \$1,302.80             | \$34.28                | \$68.56               | \$68.56                          | \$77.13                        |
| Occupational health nurse - level 2, pay point 1                | \$1,337.40             | \$35.19                | \$70.38               | \$70.38                          | \$79.18                        |
| Occupational health nurse - level 2, pay point 2                | \$1,358.70             | \$35.76                | \$71.52               | \$71.52                          | \$80.46                        |
| Occupational health nurse - level 2, pay point 3                | \$1,382.30             | \$36.38                | \$72.76               | \$72.76                          | \$81.86                        |
| Occupational health nurse - level 2, pay point 4                | \$1,404.90             | \$36.97                | \$73.94               | \$73.94                          | \$83.18                        |
| Senior occupational health clinical nurse                       | \$1,404.90             | \$36.97                | \$73.94               | \$73.94                          | \$83.18                        |
| Occupational health nurse - level 3, pay point 1                | \$1,450.10             | \$38.16                | \$76.32               | \$76.32                          | \$85.86                        |
| Occupational health nurse - level 3, pay point 2                | \$1,476.80             | \$38.86                | \$77.72               | \$77.72                          | \$87.44                        |
| Occupational health nurse - level 3, pay point 3                | \$1,502.30             | \$39.53                | \$79.06               | \$79.06                          | \$88.94                        |
| Occupational health nurse - level 3, pay point 4 and thereafter | \$1,529.30             | \$40.24                | \$80.48               | \$80.48                          | \$90.54                        |

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| Classification  | Afternoon shift -<br>Monday to<br>Friday | Night shift -<br>Monday to<br>Friday | Saturday | Sunday  | Overtime -<br>Monday to<br>Saturday - first<br>2 hours |
|---|--|--------------------------------------|----------|---------|--|
| Nursing assistant, 1st year   | \$27.65                                  | \$28.27                              | \$36.87  | \$43.02 | \$36.87  |
| Nursing assistant, 2nd year   | \$28.09                                  | \$28.72                              | \$37.46  | \$43.70 | \$37.46  |
| Nursing assistant, 3rd year and thereafter  | \$28.54                                  | \$29.18                              | \$38.06  | \$44.40 | \$38.06  |
| Nursing assistant, experienced (the holder of a relevant certificate III qualification) | \$29.45                                  | \$30.11                              | \$39.27  | \$45.82 | \$39.27  |
| Student enrolled nurse - less than 21 years of age                                      | \$25.70                                  | \$26.27                              | \$34.26  | \$39.97 | \$34.26  |
| Student enrolled nurse - 21 years of age and over                                       | \$26.97                                  | \$27.57                              | \$35.96  | \$41.95 | \$35.96  |
| Enrolled nurse - pay point 1  | \$30.00                                  | \$30.67                              | \$40.01  | \$46.67 | \$40.01  |
| Enrolled nurse - pay point 2  | \$30.40                                  | \$31.07                              | \$40.53  | \$47.29 | \$40.53  |
| Enrolled nurse - pay point 3  | \$30.80                                  | \$31.49                              | \$41.07  | \$47.92 | \$41.07  |
| Enrolled nurse - pay point 4  | \$31.25                                  | \$31.95                              | \$41.67  | \$48.62 | \$41.67  |
| Enrolled nurse - pay point 5  | \$31.57                                  | \$32.27                              | \$42.09  | \$49.11 | \$42.09  |
| Registered nurse with a 4 year degree   | \$33.51                                  | \$34.26                              | \$44.69  | \$52.13 | \$44.69  |
| Registered nurse with a masters degree  | \$34.67                                  | \$35.44                              | \$46.23  | \$53.94 | \$46.23  |
| Registered nurse - level 1, pay point 1   | \$32.10                                  | \$32.81                              | \$42.80  | \$49.93 | \$42.80  |
| Registered nurse - level 1, pay point 2   | \$32.76                                  | \$33.49                              | \$43.68  | \$50.96 | \$43.68  |
| Registered nurse - level 1, pay point 3   | \$33.56                                  | \$34.30                              | \$44.75  | \$52.20 | \$44.75  |
| Registered nurse - level 1, pay point 4   | \$34.45                                  | \$35.21                              | \$45.93  | \$53.59 | \$45.93  |
| Registered nurse - level 1, pay point 5   | \$35.51                                  | \$36.29                              | \$47.34  | \$55.23 | \$47.34  |
| Registered nurse - level 1, pay point 6   | \$36.54                                  | \$37.35                              | \$48.72  | \$56.84 | \$48.72  |
| Registered nurse - level 1, pay point 7   | \$37.60                                  | \$38.43                              | \$50.13  | \$58.49 | \$50.13  |
| Registered nurse - level 1, pay point 8 and thereafter                                  | \$38.57                                  | \$39.42                              | \$51.42  | \$59.99 | \$51.42  |
| Registered nurse - level 2, pay point 1   | \$39.59                                  | \$40.47                              | \$52.79  | \$61.58 | \$52.79  |
| Registered nurse - level 2, pay point 2   | \$40.23                                  | \$41.12                              | \$53.64  | \$62.58 | \$53.64  |
| Registered nurse - level 2, pay point 3   | \$40.93                                  | \$41.84                              | \$54.57  | \$63.67 | \$54.57  |
| Registered nurse - level 2, pay point 4 and thereafter                                  | \$41.59                                  | \$42.52                              | \$55.46  | \$64.70 | \$55.46  |
| Registered nurse - level 3, pay point 1   | \$42.93                                  | \$43.88                              | \$57.24  | \$66.78 | \$57.24  |
| Registered nurse - level 3, pay point 2   | \$43.72                                  | \$44.69                              | \$58.29  | \$68.01 | \$58.29  |
| Registered nurse - level 3, pay point 3   | \$44.47                                  | \$45.46                              | \$59.30  | \$69.18 | \$59.30  |
| Registered nurse - level 3, pay point 4 and thereafter                                  | \$45.27                                  | \$46.28                              | \$60.36  | \$70.42 | \$60.36  |
| Registered nurse - level 4, grade 1   | N/A                                      | N/A                                  | \$65.34  | \$76.23 | N/A  |
| Registered nurse - level 4, grade 2   | N/A                                      | N/A                                  | \$70.02  | \$81.69 | N/A  |

| <b>Classification</b>  | <b>Afternoon shift -<br/>Monday to<br/>Friday</b> | <b>Night shift -<br/>Monday to<br/>Friday</b> | <b>Saturday</b> | <b>Sunday</b> | <b>Overtime -<br/>Monday to<br/>Saturday - first<br/>2 hours</b> |
|--|---|---|-----------------|---------------|--|
| Registered nurse - level 4, grade 3                                | N/A   | N/A   | \$74.10         | \$86.45       | N/A  |
| Registered nurse - level 5, grade 1                                | N/A   | N/A   | \$65.93         | \$76.91       | N/A  |
| Registered nurse - level 5, grade 2                                | N/A   | N/A   | \$69.42         | \$80.99       | N/A  |
| Registered nurse - level 5, grade 3                                | N/A   | N/A   | \$74.10         | \$86.45       | N/A  |
| Registered nurse - level 5, grade 4                                | N/A   | N/A   | \$78.72         | \$91.84       | N/A  |
| Registered nurse - level 5, grade 5                                | N/A   | N/A   | \$86.82         | \$101.29      | N/A  |
| Registered nurse - level 5, grade 6                                | N/A   | N/A   | \$95.00         | \$110.83      | N/A  |
| Nurse practitioner, 1st year                                       | \$49.40   | \$50.50                                       | \$65.87         | \$76.84       | \$65.87  |
| Nurse practitioner, 2nd year                                       | \$50.87   | \$52.00                                       | \$67.83         | \$79.14       | \$67.83  |
| Occupational health nurse - level 1, pay point 1                   | \$34.45   | \$35.21                                       | \$45.93         | \$53.59       | \$45.93  |
| Occupational health nurse - level 1, pay point 2                   | \$35.51   | \$36.29                                       | \$47.34         | \$55.23       | \$47.34  |
| Occupational health nurse - level 1, pay point 3                   | \$36.54   | \$37.35                                       | \$48.72         | \$56.84       | \$48.72  |
| Occupational health nurse - level 1, pay point 4                   | \$37.60   | \$38.43                                       | \$50.13         | \$58.49       | \$50.13  |
| Occupational health nurse - level 1, pay point 5                   | \$38.57   | \$39.42                                       | \$51.42         | \$59.99       | \$51.42  |
| Occupational health nurse - level 2, pay point 1                   | \$39.59   | \$40.47                                       | \$52.79         | \$61.58       | \$52.79  |
| Occupational health nurse - level 2, pay point 2                   | \$40.23   | \$41.12                                       | \$53.64         | \$62.58       | \$53.64  |
| Occupational health nurse - level 2, pay point 3                   | \$40.93   | \$41.84                                       | \$54.57         | \$63.67       | \$54.57  |
| Occupational health nurse - level 2, pay point 4                   | \$41.59   | \$42.52                                       | \$55.46         | \$64.70       | \$55.46  |
| Senior occupational health clinical nurse                          | \$41.59   | \$42.52                                       | \$55.46         | \$64.70       | \$55.46  |
| Occupational health nurse - level 3, pay point 1                   | \$42.93   | \$43.88                                       | \$57.24         | \$66.78       | \$57.24  |
| Occupational health nurse - level 3, pay point 2                   | \$43.72   | \$44.69                                       | \$58.29         | \$68.01       | \$58.29  |
| Occupational health nurse - level 3, pay point 3                   | \$44.47   | \$45.46                                       | \$59.30         | \$69.18       | \$59.30  |
| Occupational health nurse - level 3, pay point 4 and<br>thereafter | \$45.27   | \$46.28                                       | \$60.36         | \$70.42       | \$60.36  |

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| Classification  | Overtime -<br>Monday to<br>Saturday - after<br>2 hours | Overtime -<br>Sunday | Overtime -<br>Public holiday | Less than 10<br>hour break after<br>working<br>overtime | Minimum break<br>between shifts |
|---|--|----------------------|------------------------------|---|---------------------------------|
| Nursing assistant, 1st year   | \$49.16  | \$49.16              | \$61.45                      | \$49.16   | \$49.16                         |
| Nursing assistant, 2nd year   | \$49.94  | \$49.94              | \$62.43                      | \$49.94   | \$49.94                         |
| Nursing assistant, 3rd year and thereafter  | \$50.74  | \$50.74              | \$63.43                      | \$50.74   | \$50.74                         |
| Nursing assistant, experienced (the holder of a relevant certificate III qualification) | \$52.36  | \$52.36              | \$65.45                      | \$52.36   | \$52.36                         |
| Student enrolled nurse - less than 21 years of age                                      | \$45.68  | \$45.68              | \$57.10                      | \$45.68   | \$45.68                         |
| Student enrolled nurse - 21 years of age and over                                       | \$47.94  | \$47.94              | \$59.93                      | \$47.94   | \$47.94                         |
| Enrolled nurse - pay point 1  | \$53.34  | \$53.34              | \$66.68                      | \$53.34   | \$53.34                         |
| Enrolled nurse - pay point 2  | \$54.04  | \$54.04              | \$67.55                      | \$54.04   | \$54.04                         |
| Enrolled nurse - pay point 3  | \$54.76  | \$54.76              | \$68.45                      | \$54.76   | \$54.76                         |
| Enrolled nurse - pay point 4  | \$55.56  | \$55.56              | \$69.45                      | \$55.56   | \$55.56                         |
| Enrolled nurse - pay point 5  | \$56.12  | \$56.12              | \$70.15                      | \$56.12   | \$56.12                         |
| Registered nurse with a 4 year degree   | \$59.58  | \$59.58              | \$74.48                      | \$59.58   | \$59.58                         |
| Registered nurse with a masters degree  | \$61.64  | \$61.64              | \$77.05                      | \$61.64   | \$61.64                         |
| Registered nurse - level 1, pay point 1   | \$57.06  | \$57.06              | \$71.33                      | \$57.06   | \$57.06                         |
| Registered nurse - level 1, pay point 2   | \$58.24  | \$58.24              | \$72.80                      | \$58.24   | \$58.24                         |
| Registered nurse - level 1, pay point 3   | \$59.66  | \$59.66              | \$74.58                      | \$59.66   | \$59.66                         |
| Registered nurse - level 1, pay point 4   | \$61.24  | \$61.24              | \$76.55                      | \$61.24   | \$61.24                         |
| Registered nurse - level 1, pay point 5   | \$63.12  | \$63.12              | \$78.90                      | \$63.12   | \$63.12                         |
| Registered nurse - level 1, pay point 6   | \$64.96  | \$64.96              | \$81.20                      | \$64.96   | \$64.96                         |
| Registered nurse - level 1, pay point 7   | \$66.84  | \$66.84              | \$83.55                      | \$66.84   | \$66.84                         |
| Registered nurse - level 1, pay point 8 and thereafter                                  | \$68.56  | \$68.56              | \$85.70                      | \$68.56   | \$68.56                         |
| Registered nurse - level 2, pay point 1   | \$70.38  | \$70.38              | \$87.98                      | \$70.38   | \$70.38                         |
| Registered nurse - level 2, pay point 2   | \$71.52  | \$71.52              | \$89.40                      | \$71.52   | \$71.52                         |
| Registered nurse - level 2, pay point 3   | \$72.76  | \$72.76              | \$90.95                      | \$72.76   | \$72.76                         |
| Registered nurse - level 2, pay point 4 and thereafter                                  | \$73.94  | \$73.94              | \$92.43                      | \$73.94   | \$73.94                         |
| Registered nurse - level 3, pay point 1   | \$76.32  | \$76.32              | \$95.40                      | \$76.32   | \$76.32                         |
| Registered nurse - level 3, pay point 2   | \$77.72  | \$77.72              | \$97.15                      | \$77.72   | \$77.72                         |
| Registered nurse - level 3, pay point 3   | \$79.06  | \$79.06              | \$98.83                      | \$79.06   | \$79.06                         |
| Registered nurse - level 3, pay point 4 and thereafter                                  | \$80.48  | \$80.48              | \$100.60                     | \$80.48   | \$80.48                         |
| Registered nurse - level 4, grade 1   | N/A  | N/A                  | N/A                          | \$87.12   | \$87.12                         |
| Registered nurse - level 4, grade 2   | N/A  | N/A                  | N/A                          | \$93.36   | \$93.36                         |

| <b>Classification</b>   | <b>Overtime -<br/>Monday to<br/>Saturday - after<br/>2 hours</b> | <b>Overtime -<br/>Sunday</b> | <b>Overtime -<br/>Public holiday</b> | <b>Less than 10<br/>hour break after<br/>working<br/>overtime</b> | <b>Minimum break<br/>between shifts</b> |
|---|--|------------------------------|--------------------------------------|---|---|
| Registered nurse - level 4, grade 3                             | N/A  | N/A                          | N/A                                  | \$98.80   | \$98.80                                 |
| Registered nurse - level 5, grade 1                             | N/A  | N/A                          | N/A                                  | \$87.90   | \$87.90                                 |
| Registered nurse - level 5, grade 2                             | N/A  | N/A                          | N/A                                  | \$92.56   | \$92.56                                 |
| Registered nurse - level 5, grade 3                             | N/A  | N/A                          | N/A                                  | \$98.80   | \$98.80                                 |
| Registered nurse - level 5, grade 4                             | N/A  | N/A                          | N/A                                  | \$104.96  | \$104.96                                |
| Registered nurse - level 5, grade 5                             | N/A  | N/A                          | N/A                                  | \$115.76  | \$115.76                                |
| Registered nurse - level 5, grade 6                             | N/A  | N/A                          | N/A                                  | \$126.66  | \$126.66                                |
| Nurse practitioner, 1st year                                    | \$87.82  | \$87.82                      | \$109.78                             | \$87.82   | \$87.82                                 |
| Nurse practitioner, 2nd year                                    | \$90.44  | \$90.44                      | \$113.05                             | \$90.44   | \$90.44                                 |
| Occupational health nurse - level 1, pay point 1                | \$61.24  | \$61.24                      | \$76.55                              | \$61.24   | \$61.24                                 |
| Occupational health nurse - level 1, pay point 2                | \$63.12  | \$63.12                      | \$78.90                              | \$63.12   | \$63.12                                 |
| Occupational health nurse - level 1, pay point 3                | \$64.96  | \$64.96                      | \$81.20                              | \$64.96   | \$64.96                                 |
| Occupational health nurse - level 1, pay point 4                | \$66.84  | \$66.84                      | \$83.55                              | \$66.84   | \$66.84                                 |
| Occupational health nurse - level 1, pay point 5                | \$68.56  | \$68.56                      | \$85.70                              | \$68.56   | \$68.56                                 |
| Occupational health nurse - level 2, pay point 1                | \$70.38  | \$70.38                      | \$87.98                              | \$70.38   | \$70.38                                 |
| Occupational health nurse - level 2, pay point 2                | \$71.52  | \$71.52                      | \$89.40                              | \$71.52   | \$71.52                                 |
| Occupational health nurse - level 2, pay point 3                | \$72.76  | \$72.76                      | \$90.95                              | \$72.76   | \$72.76                                 |
| Occupational health nurse - level 2, pay point 4                | \$73.94  | \$73.94                      | \$92.43                              | \$73.94   | \$73.94                                 |
| Senior occupational health clinical nurse                       | \$73.94  | \$73.94                      | \$92.43                              | \$73.94   | \$73.94                                 |
| Occupational health nurse - level 3, pay point 1                | \$76.32  | \$76.32                      | \$95.40                              | \$76.32   | \$76.32                                 |
| Occupational health nurse - level 3, pay point 2                | \$77.72  | \$77.72                      | \$97.15                              | \$77.72   | \$77.72                                 |
| Occupational health nurse - level 3, pay point 3                | \$79.06  | \$79.06                      | \$98.83                              | \$79.06   | \$79.06                                 |
| Occupational health nurse - level 3, pay point 4 and thereafter | \$80.48  | \$80.48                      | \$100.60                             | \$80.48   | \$80.48                                 |

## 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   | \$30.73         | \$61.46        | \$61.46                   | \$69.14                 | \$33.80                            |
| Nursing assistant, 2nd year   | \$31.21         | \$62.42        | \$62.42                   | \$70.22                 | \$34.33                            |
| Nursing assistant, 3rd year and thereafter  | \$31.71         | \$63.42        | \$63.42                   | \$71.35                 | \$34.88                            |
| Nursing assistant, experienced (the holder of a relevant certificate III qualification) | \$32.73         | \$65.46        | \$65.46                   | \$73.64                 | \$36.00                            |
| Student enrolled nurse - less than 21 years of age                                      | \$28.55         | \$57.10        | \$57.10                   | \$64.24                 | \$31.41                            |
| Student enrolled nurse - 21 years of age and over                                       | \$29.96         | \$59.92        | \$59.92                   | \$67.41                 | \$32.96                            |
| Enrolled nurse - pay point 1  | \$33.34         | \$66.68        | \$66.68                   | \$75.02                 | \$36.67                            |
| Enrolled nurse - pay point 2  | \$33.78         | \$67.56        | \$67.56                   | \$76.01                 | \$37.15                            |
| Enrolled nurse - pay point 3  | \$34.23         | \$68.46        | \$68.46                   | \$77.02                 | \$37.65                            |
| Enrolled nurse - pay point 4  | \$34.73         | \$69.46        | \$69.46                   | \$78.14                 | \$38.20                            |
| Enrolled nurse - pay point 5  | \$35.08         | \$70.16        | \$70.16                   | \$78.93                 | \$38.58                            |
| Registered nurse with a 4 year degree   | \$37.24         | \$74.48        | \$74.48                   | \$83.79                 | \$40.96                            |
| Registered nurse with a masters degree  | \$38.53         | \$77.06        | \$77.06                   | \$86.69                 | \$42.38                            |
| Registered nurse - level 1, pay point 1   | \$35.66         | \$71.32        | \$71.32                   | \$80.24                 | \$39.23                            |
| Registered nurse - level 1, pay point 2   | \$36.40         | \$72.80        | \$72.80                   | \$81.90                 | \$40.04                            |
| Registered nurse - level 1, pay point 3   | \$37.29         | \$74.58        | \$74.58                   | \$83.90                 | \$41.02                            |
| Registered nurse - level 1, pay point 4   | \$38.28         | \$76.56        | \$76.56                   | \$86.13                 | \$42.10                            |
| Registered nurse - level 1, pay point 5   | \$39.45         | \$78.90        | \$78.90                   | \$88.76                 | \$43.40                            |
| Registered nurse - level 1, pay point 6   | \$40.60         | \$81.20        | \$81.20                   | \$91.35                 | \$44.66                            |
| Registered nurse - level 1, pay point 7   | \$41.78         | \$83.56        | \$83.56                   | \$94.01                 | \$45.95                            |
| Registered nurse - level 1, pay point 8 and thereafter                                  | \$42.85         | \$85.70        | \$85.70                   | \$96.41                 | \$47.14                            |
| Registered nurse - level 2, pay point 1   | \$43.99         | \$87.98        | \$87.98                   | \$98.98                 | \$48.39                            |
| Registered nurse - level 2, pay point 2   | \$44.70         | \$89.40        | \$89.40                   | \$100.58                | \$49.17                            |
| Registered nurse - level 2, pay point 3   | \$45.48         | \$90.96        | \$90.96                   | \$102.33                | \$50.02                            |
| Registered nurse - level 2, pay point 4 and thereafter                                  | \$46.21         | \$92.42        | \$92.42                   | \$103.97                | \$50.83                            |
| Registered nurse - level 3, pay point 1   | \$47.70         | \$95.40        | \$95.40                   | \$107.33                | \$52.47                            |
| Registered nurse - level 3, pay point 2   | \$48.58         | \$97.16        | \$97.16                   | \$109.31                | \$53.43                            |
| Registered nurse - level 3, pay point 3   | \$49.41         | \$98.82        | \$98.82                   | \$111.17                | \$54.35                            |
| Registered nurse - level 3, pay point 4 and thereafter                                  | \$50.30         | \$100.60       | \$100.60                  | \$113.18                | \$55.33                            |
| Registered nurse - level 4, grade 1   | \$54.45         | \$108.90       | \$108.90                  | \$122.51                | N/A                                |



| <b>Classification</b>   | <b>Hourly pay rate</b> | <b>Public holiday</b> | <b>Christmas Day on Saturday</b> | <b>Christmas Day on Sunday</b> | <b>Afternoon shift - Monday to Friday</b> |
|---|------------------------|-----------------------|----------------------------------|--------------------------------|---|
| Registered nurse - level 4, grade 2                             | \$58.35                | \$116.70              | \$116.70                         | \$131.29                       | N/A                                       |
| Registered nurse - level 4, grade 3                             | \$61.75                | \$123.50              | \$123.50                         | \$138.94                       | N/A                                       |
| Registered nurse - level 5, grade 1                             | \$54.94                | \$109.88              | \$109.88                         | \$123.62                       | N/A                                       |
| Registered nurse - level 5, grade 2                             | \$57.85                | \$115.70              | \$115.70                         | \$130.16                       | N/A                                       |
| Registered nurse - level 5, grade 3                             | \$61.75                | \$123.50              | \$123.50                         | \$138.94                       | N/A                                       |
| Registered nurse - level 5, grade 4                             | \$65.60                | \$131.20              | \$131.20                         | \$147.60                       | N/A                                       |
| Registered nurse - level 5, grade 5                             | \$72.35                | \$144.70              | \$144.70                         | \$162.79                       | N/A                                       |
| Registered nurse - level 5, grade 6                             | \$79.16                | \$158.32              | \$158.32                         | \$178.11                       | N/A                                       |
| Nurse practitioner, 1st year                                    | \$54.89                | \$109.78              | \$109.78                         | \$123.50                       | \$60.38                                   |
| Nurse practitioner, 2nd year                                    | \$56.53                | \$113.06              | \$113.06                         | \$127.19                       | \$62.18                                   |
| Occupational health nurse - level 1, pay point 1                | \$38.28                | \$76.56               | \$76.56                          | \$86.13                        | \$42.10                                   |
| Occupational health nurse - level 1, pay point 2                | \$39.45                | \$78.90               | \$78.90                          | \$88.76                        | \$43.40                                   |
| Occupational health nurse - level 1, pay point 3                | \$40.60                | \$81.20               | \$81.20                          | \$91.35                        | \$44.66                                   |
| Occupational health nurse - level 1, pay point 4                | \$41.78                | \$83.56               | \$83.56                          | \$94.01                        | \$45.95                                   |
| Occupational health nurse - level 1, pay point 5                | \$42.85                | \$85.70               | \$85.70                          | \$96.41                        | \$47.14                                   |
| Occupational health nurse - level 2, pay point 1                | \$43.99                | \$87.98               | \$87.98                          | \$98.98                        | \$48.39                                   |
| Occupational health nurse - level 2, pay point 2                | \$44.70                | \$89.40               | \$89.40                          | \$100.58                       | \$49.17                                   |
| Occupational health nurse - level 2, pay point 3                | \$45.48                | \$90.96               | \$90.96                          | \$102.33                       | \$50.02                                   |
| Occupational health nurse - level 2, pay point 4                | \$46.21                | \$92.42               | \$92.42                          | \$103.97                       | \$50.83                                   |
| Senior occupational health clinical nurse                       | \$46.21                | \$92.42               | \$92.42                          | \$103.97                       | \$50.83                                   |
| Occupational health nurse - level 3, pay point 1                | \$47.70                | \$95.40               | \$95.40                          | \$107.33                       | \$52.47                                   |
| Occupational health nurse - level 3, pay point 2                | \$48.58                | \$97.16               | \$97.16                          | \$109.31                       | \$53.43                                   |
| Occupational health nurse - level 3, pay point 3                | \$49.41                | \$98.82               | \$98.82                          | \$111.17                       | \$54.35                                   |
| Occupational health nurse - level 3, pay point 4 and thereafter | \$50.30                | \$100.60              | \$100.60                         | \$113.18                       | \$55.33                                   |

**Table 2 of 3**

| <b>Classification</b>   | <b>Night shift -<br/>Monday to<br/>Friday</b> | <b>Saturday</b> | <b>Sunday</b> | <b>Overtime -<br/>Monday to<br/>Saturday - first<br/>2 hours</b> | <b>Overtime -<br/>Monday to<br/>Saturday - after<br/>2 hours</b> |
|---|---|-----------------|---------------|--|--|
| Nursing assistant, 1st year   | \$34.41                                       | \$46.10         | \$53.78       | \$46.10  | \$61.46  |
| Nursing assistant, 2nd year   | \$34.96                                       | \$46.82         | \$54.62       | \$46.82  | \$62.42  |
| Nursing assistant, 3rd year and thereafter  | \$35.52                                       | \$47.57         | \$55.49       | \$47.57  | \$63.42  |
| Nursing assistant, experienced (the holder of a relevant certificate III qualification) | \$36.65                                       | \$49.10         | \$57.28       | \$49.10  | \$65.46  |
| Student enrolled nurse - less than 21 years of age                                      | \$31.98                                       | \$42.83         | \$49.96       | \$42.83  | \$57.10  |
| Student enrolled nurse - 21 years of age and over                                       | \$33.56                                       | \$44.94         | \$52.43       | \$44.94  | \$59.92  |
| Enrolled nurse - pay point 1  | \$37.34                                       | \$50.01         | \$58.35       | \$50.01  | \$66.68  |
| Enrolled nurse - pay point 2  | \$37.83                                       | \$50.67         | \$59.12       | \$50.67  | \$67.56  |
| Enrolled nurse - pay point 3  | \$38.33                                       | \$51.35         | \$59.90       | \$51.35  | \$68.46  |
| Enrolled nurse - pay point 4  | \$38.89                                       | \$52.10         | \$60.78       | \$52.10  | \$69.46  |
| Enrolled nurse - pay point 5  | \$39.28                                       | \$52.62         | \$61.39       | \$52.62  | \$70.16  |
| Registered nurse with a 4 year degree   | \$41.71                                       | \$55.86         | \$65.17       | \$55.86  | \$74.48  |
| Registered nurse with a masters degree  | \$43.15                                       | \$57.80         | \$67.43       | \$57.80  | \$77.06  |
| Registered nurse - level 1, pay point 1   | \$39.94                                       | \$53.49         | \$62.41       | \$53.49  | \$71.32  |
| Registered nurse - level 1, pay point 2   | \$40.77                                       | \$54.60         | \$63.70       | \$54.60  | \$72.80  |
| Registered nurse - level 1, pay point 3   | \$41.76                                       | \$55.94         | \$65.26       | \$55.94  | \$74.58  |
| Registered nurse - level 1, pay point 4   | \$42.87                                       | \$57.42         | \$66.99       | \$57.42  | \$76.56  |
| Registered nurse - level 1, pay point 5   | \$44.18                                       | \$59.18         | \$69.04       | \$59.18  | \$78.90  |
| Registered nurse - level 1, pay point 6   | \$45.47                                       | \$60.90         | \$71.05       | \$60.90  | \$81.20  |
| Registered nurse - level 1, pay point 7   | \$46.79                                       | \$62.67         | \$73.12       | \$62.67  | \$83.56  |
| Registered nurse - level 1, pay point 8 and thereafter                                  | \$47.99                                       | \$64.28         | \$74.99       | \$64.28  | \$85.70  |
| Registered nurse - level 2, pay point 1   | \$49.27                                       | \$65.99         | \$76.98       | \$65.99  | \$87.98  |
| Registered nurse - level 2, pay point 2   | \$50.06                                       | \$67.05         | \$78.23       | \$67.05  | \$89.40  |
| Registered nurse - level 2, pay point 3   | \$50.93                                       | \$68.22         | \$79.59       | \$68.22  | \$90.96  |
| Registered nurse - level 2, pay point 4 and thereafter                                  | \$51.76                                       | \$69.32         | \$80.87       | \$69.32  | \$92.42  |
| Registered nurse - level 3, pay point 1   | \$53.42                                       | \$71.55         | \$83.48       | \$71.55  | \$95.40  |
| Registered nurse - level 3, pay point 2   | \$54.40                                       | \$72.87         | \$85.02       | \$72.87  | \$97.16  |
| Registered nurse - level 3, pay point 3   | \$55.34                                       | \$74.12         | \$86.47       | \$74.12  | \$98.82  |
| Registered nurse - level 3, pay point 4 and thereafter                                  | \$56.34                                       | \$75.45         | \$88.03       | \$75.45  | \$100.60   |
| Registered nurse - level 4, grade 1   | N/A   | \$81.68         | \$95.29       | N/A  | N/A  |
| Registered nurse - level 4, grade 2   | N/A   | \$87.53         | \$102.11      | N/A  | N/A  |

| <b>Classification</b>  | <b>Night shift -<br/>Monday to<br/>Friday</b> | <b>Saturday</b> | <b>Sunday</b> | <b>Overtime -<br/>Monday to<br/>Saturday - first<br/>2 hours</b> | <b>Overtime -<br/>Monday to<br/>Saturday - after<br/>2 hours</b> |
|--|---|-----------------|---------------|--|--|
| Registered nurse - level 4, grade 3                                | N/A   | \$92.63         | \$108.06      | N/A  | N/A  |
| Registered nurse - level 5, grade 1                                | N/A   | \$82.41         | \$96.15       | N/A  | N/A  |
| Registered nurse - level 5, grade 2                                | N/A   | \$86.78         | \$101.24      | N/A  | N/A  |
| Registered nurse - level 5, grade 3                                | N/A   | \$92.63         | \$108.06      | N/A  | N/A  |
| Registered nurse - level 5, grade 4                                | N/A   | \$98.40         | \$114.80      | N/A  | N/A  |
| Registered nurse - level 5, grade 5                                | N/A   | \$108.53        | \$126.61      | N/A  | N/A  |
| Registered nurse - level 5, grade 6                                | N/A   | \$118.74        | \$138.53      | N/A  | N/A  |
| Nurse practitioner, 1st year                                       | \$61.47                                       | \$82.34         | \$96.06       | \$82.34  | \$109.78   |
| Nurse practitioner, 2nd year                                       | \$63.31                                       | \$84.80         | \$98.93       | \$84.80  | \$113.06   |
| Occupational health nurse - level 1, pay point 1                   | \$42.87                                       | \$57.42         | \$66.99       | \$57.42  | \$76.56  |
| Occupational health nurse - level 1, pay point 2                   | \$44.18                                       | \$59.18         | \$69.04       | \$59.18  | \$78.90  |
| Occupational health nurse - level 1, pay point 3                   | \$45.47                                       | \$60.90         | \$71.05       | \$60.90  | \$81.20  |
| Occupational health nurse - level 1, pay point 4                   | \$46.79                                       | \$62.67         | \$73.12       | \$62.67  | \$83.56  |
| Occupational health nurse - level 1, pay point 5                   | \$47.99                                       | \$64.28         | \$74.99       | \$64.28  | \$85.70  |
| Occupational health nurse - level 2, pay point 1                   | \$49.27                                       | \$65.99         | \$76.98       | \$65.99  | \$87.98  |
| Occupational health nurse - level 2, pay point 2                   | \$50.06                                       | \$67.05         | \$78.23       | \$67.05  | \$89.40  |
| Occupational health nurse - level 2, pay point 3                   | \$50.93                                       | \$68.22         | \$79.59       | \$68.22  | \$90.96  |
| Occupational health nurse - level 2, pay point 4                   | \$51.76                                       | \$69.32         | \$80.87       | \$69.32  | \$92.42  |
| Senior occupational health clinical nurse                          | \$51.76                                       | \$69.32         | \$80.87       | \$69.32  | \$92.42  |
| Occupational health nurse - level 3, pay point 1                   | \$53.42                                       | \$71.55         | \$83.48       | \$71.55  | \$95.40  |
| Occupational health nurse - level 3, pay point 2                   | \$54.40                                       | \$72.87         | \$85.02       | \$72.87  | \$97.16  |
| Occupational health nurse - level 3, pay point 3                   | \$55.34                                       | \$74.12         | \$86.47       | \$74.12  | \$98.82  |
| Occupational health nurse - level 3, pay point 4 and<br>thereafter | \$56.34                                       | \$75.45         | \$88.03       | \$75.45  | \$100.60   |

**Table 3 of 3**

| <b>Classification</b>   | <b>Overtime - Sunday</b> | <b>Overtime - Public holiday</b> | <b>Less than 10 hour break after working overtime</b> | <b>Minimum break between shifts</b> |
|---|--------------------------|----------------------------------|---|-------------------------------------|
| Nursing assistant, 1st year   | \$61.46                  | \$76.83                          | \$61.46   | \$61.46                             |
| Nursing assistant, 2nd year   | \$62.42                  | \$78.03                          | \$62.42   | \$62.42                             |
| Nursing assistant, 3rd year and thereafter  | \$63.42                  | \$79.28                          | \$63.42   | \$63.42                             |
| Nursing assistant, experienced (the holder of a relevant certificate III qualification) | \$65.46                  | \$81.83                          | \$65.46   | \$65.46                             |
| Student enrolled nurse - less than 21 years of age                                      | \$57.10                  | \$71.38                          | \$57.10   | \$57.10                             |
| Student enrolled nurse - 21 years of age and over                                       | \$59.92                  | \$74.90                          | \$59.92   | \$59.92                             |
| Enrolled nurse - pay point 1  | \$66.68                  | \$83.35                          | \$66.68   | \$66.68                             |
| Enrolled nurse - pay point 2  | \$67.56                  | \$84.45                          | \$67.56   | \$67.56                             |
| Enrolled nurse - pay point 3  | \$68.46                  | \$85.58                          | \$68.46   | \$68.46                             |
| Enrolled nurse - pay point 4  | \$69.46                  | \$86.83                          | \$69.46   | \$69.46                             |
| Enrolled nurse - pay point 5  | \$70.16                  | \$87.70                          | \$70.16   | \$70.16                             |
| Registered nurse with a 4 year degree   | \$74.48                  | \$93.10                          | \$74.48   | \$74.48                             |
| Registered nurse with a masters degree  | \$77.06                  | \$96.33                          | \$77.06   | \$77.06                             |
| Registered nurse - level 1, pay point 1   | \$71.32                  | \$89.15                          | \$71.32   | \$71.32                             |
| Registered nurse - level 1, pay point 2   | \$72.80                  | \$91.00                          | \$72.80   | \$72.80                             |
| Registered nurse - level 1, pay point 3   | \$74.58                  | \$93.23                          | \$74.58   | \$74.58                             |
| Registered nurse - level 1, pay point 4   | \$76.56                  | \$95.70                          | \$76.56   | \$76.56                             |
| Registered nurse - level 1, pay point 5   | \$78.90                  | \$98.63                          | \$78.90   | \$78.90                             |
| Registered nurse - level 1, pay point 6   | \$81.20                  | \$101.50                         | \$81.20   | \$81.20                             |
| Registered nurse - level 1, pay point 7   | \$83.56                  | \$104.45                         | \$83.56   | \$83.56                             |
| Registered nurse - level 1, pay point 8 and thereafter                                  | \$85.70                  | \$107.13                         | \$85.70   | \$85.70                             |
| Registered nurse - level 2, pay point 1   | \$87.98                  | \$109.98                         | \$87.98   | \$87.98                             |
| Registered nurse - level 2, pay point 2   | \$89.40                  | \$111.75                         | \$89.40   | \$89.40                             |
| Registered nurse - level 2, pay point 3   | \$90.96                  | \$113.70                         | \$90.96   | \$90.96                             |
| Registered nurse - level 2, pay point 4 and thereafter                                  | \$92.42                  | \$115.53                         | \$92.42   | \$92.42                             |
| Registered nurse - level 3, pay point 1   | \$95.40                  | \$119.25                         | \$95.40   | \$95.40                             |
| Registered nurse - level 3, pay point 2   | \$97.16                  | \$121.45                         | \$97.16   | \$97.16                             |
| Registered nurse - level 3, pay point 3   | \$98.82                  | \$123.53                         | \$98.82   | \$98.82                             |
| Registered nurse - level 3, pay point 4 and thereafter                                  | \$100.60                 | \$125.75                         | \$100.60  | \$100.60                            |
| Registered nurse - level 4, grade 1   | N/A                      | N/A                              | \$108.90  | \$108.90                            |
| Registered nurse - level 4, grade 2   | N/A                      | N/A                              | \$116.70  | \$116.70                            |
| Registered nurse - level 4, grade 3   | N/A                      | N/A                              | \$123.50  | \$123.50                            |

| <b>Classification</b>   | <b>Overtime - Sunday</b> | <b>Overtime - Public holiday</b> | <b>Less than 10 hour break after working overtime</b> | <b>Minimum break between shifts</b> |
|---|--------------------------|----------------------------------|---|-------------------------------------|
| Registered nurse - level 5, grade 1                             | N/A                      | N/A                              | \$109.88  | \$109.88                            |
| Registered nurse - level 5, grade 2                             | N/A                      | N/A                              | \$115.70  | \$115.70                            |
| Registered nurse - level 5, grade 3                             | N/A                      | N/A                              | \$123.50  | \$123.50                            |
| Registered nurse - level 5, grade 4                             | N/A                      | N/A                              | \$131.20  | \$131.20                            |
| Registered nurse - level 5, grade 5                             | N/A                      | N/A                              | \$144.70  | \$144.70                            |
| Registered nurse - level 5, grade 6                             | N/A                      | N/A                              | \$158.32  | \$158.32                            |
| Nurse practitioner, 1st year                                    | \$109.78                 | \$137.23                         | \$109.78  | \$109.78                            |
| Nurse practitioner, 2nd year                                    | \$113.06                 | \$141.33                         | \$113.06  | \$113.06                            |
| Occupational health nurse - level 1, pay point 1                | \$76.56                  | \$95.70                          | \$76.56   | \$76.56                             |
| Occupational health nurse - level 1, pay point 2                | \$78.90                  | \$98.63                          | \$78.90   | \$78.90                             |
| Occupational health nurse - level 1, pay point 3                | \$81.20                  | \$101.50                         | \$81.20   | \$81.20                             |
| Occupational health nurse - level 1, pay point 4                | \$83.56                  | \$104.45                         | \$83.56   | \$83.56                             |
| Occupational health nurse - level 1, pay point 5                | \$85.70                  | \$107.13                         | \$85.70   | \$85.70                             |
| Occupational health nurse - level 2, pay point 1                | \$87.98                  | \$109.98                         | \$87.98   | \$87.98                             |
| Occupational health nurse - level 2, pay point 2                | \$89.40                  | \$111.75                         | \$89.40   | \$89.40                             |
| Occupational health nurse - level 2, pay point 3                | \$90.96                  | \$113.70                         | \$90.96   | \$90.96                             |
| Occupational health nurse - level 2, pay point 4                | \$92.42                  | \$115.53                         | \$92.42   | \$92.42                             |
| Senior occupational health clinical nurse                       | \$92.42                  | \$115.53                         | \$92.42   | \$92.42                             |
| Occupational health nurse - level 3, pay point 1                | \$95.40                  | \$119.25                         | \$95.40   | \$95.40                             |
| Occupational health nurse - level 3, pay point 2                | \$97.16                  | \$121.45                         | \$97.16   | \$97.16                             |
| Occupational health nurse - level 3, pay point 3                | \$98.82                  | \$123.53                         | \$98.82   | \$98.82                             |
| Occupational health nurse - level 3, pay point 4 and thereafter | \$100.60                 | \$125.75                         | \$100.60  | \$100.60                            |

## 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   | \$1,074.30      | \$28.27         | \$56.54        | \$56.54                   | \$63.61                 |
| Nursing assistant - 2nd year   | \$1,091.10      | \$28.71         | \$57.42        | \$57.42                   | \$64.60                 |
| Nursing assistant - 3rd year and thereafter  | \$1,108.60      | \$29.17         | \$58.34        | \$58.34                   | \$65.63                 |
| Nursing assistant - experienced (the holder of a relevant certificate III qualification) | \$1,144.20      | \$30.11         | \$60.22        | \$60.22                   | \$67.75                 |
| Student enrolled nurse - less than 21 years of age                                       | \$998.10        | \$26.27         | \$52.54        | \$52.54                   | \$59.11                 |
| Student enrolled nurse - 21 years of age and over  | \$1,047.60      | \$27.57         | \$55.14        | \$55.14                   | \$62.03                 |
| Enrolled nurse - pay point 1   | \$1,165.40      | \$30.67         | \$61.34        | \$61.34                   | \$69.01                 |
| Enrolled nurse - pay point 2   | \$1,180.90      | \$31.08         | \$62.16        | \$62.16                   | \$69.93                 |
| Enrolled nurse - pay point 3   | \$1,196.60      | \$31.49         | \$62.98        | \$62.98                   | \$70.85                 |
| Enrolled nurse - pay point 4   | \$1,213.80      | \$31.94         | \$63.88        | \$63.88                   | \$71.87                 |
| Enrolled nurse - pay point 5   | \$1,226.00      | \$32.26         | \$64.52        | \$64.52                   | \$72.59                 |
| Registered nurse with a 4 year degree  | \$1,301.90      | \$34.26         | \$68.52        | \$68.52                   | \$77.09                 |
| Registered nurse with a masters degree   | \$1,346.70      | \$35.44         | \$70.88        | \$70.88                   | \$79.74                 |
| Registered nurse - level 1, pay point 1  | \$1,246.80      | \$32.81         | \$65.62        | \$65.62                   | \$73.82                 |
| Registered nurse - level 1, pay point 2  | \$1,272.30      | \$33.48         | \$66.96        | \$66.96                   | \$75.33                 |
| Registered nurse - level 1, pay point 3  | \$1,303.60      | \$34.31         | \$68.62        | \$68.62                   | \$77.20                 |
| Registered nurse - level 1, pay point 4  | \$1,338.30      | \$35.22         | \$70.44        | \$70.44                   | \$79.25                 |
| Registered nurse - level 1, pay point 5  | \$1,379.30      | \$36.30         | \$72.60        | \$72.60                   | \$81.68                 |
| Registered nurse - level 1, pay point 6  | \$1,419.30      | \$37.35         | \$74.70        | \$74.70                   | \$84.04                 |
| Registered nurse - level 1, pay point 7  | \$1,460.30      | \$38.43         | \$76.86        | \$76.86                   | \$86.47                 |
| Registered nurse - level 1, pay point 8 and thereafter                                   | \$1,498.30      | \$39.43         | \$78.86        | \$78.86                   | \$88.72                 |
| Registered nurse - level 2, pay point 1  | \$1,538.00      | \$40.47         | \$80.94        | \$80.94                   | \$91.06                 |
| Registered nurse - level 2, pay point 2  | \$1,562.50      | \$41.12         | \$82.24        | \$82.24                   | \$92.52                 |
| Registered nurse - level 2, pay point 3  | \$1,589.60      | \$41.83         | \$83.66        | \$83.66                   | \$94.12                 |
| Registered nurse - level 2, pay point 4 and thereafter                                   | \$1,615.60      | \$42.52         | \$85.04        | \$85.04                   | \$95.67                 |
| Registered nurse - level 3, pay point 1  | \$1,667.70      | \$43.89         | \$87.78        | \$87.78                   | \$98.75                 |
| Registered nurse - level 3, pay point 2  | \$1,698.30      | \$44.69         | \$89.38        | \$89.38                   | \$100.55                |
| Registered nurse - level 3, pay point 3  | \$1,727.60      | \$45.46         | \$90.92        | \$90.92                   | \$102.29                |
| Registered nurse - level 3, pay point 4 and thereafter                                   | \$1,758.60      | \$46.28         | \$92.56        | \$92.56                   | \$104.13                |
| Registered nurse - level 4, grade 1  | \$1,903.40      | \$50.09         | \$100.18       | \$100.18                  | \$112.70                |
| Registered nurse - level 4, grade 2  | \$2,039.80      | \$53.68         | \$107.36       | \$107.36                  | \$120.78                |

| <b>Classification</b>               | <b>Weekly pay rate</b> | <b>Hourly pay rate</b> | <b>Public holiday</b> | <b>Christmas Day on Saturday</b> | <b>Christmas Day on Sunday</b> |
|-------------------------------------|------------------------|------------------------|-----------------------|----------------------------------|--------------------------------|
| Registered nurse - level 4, grade 3 | \$2,158.80             | \$56.81                | \$113.62              | \$113.62                         | \$127.82                       |
| Registered nurse - level 5, grade 1 | \$1,920.70             | \$50.54                | \$101.08              | \$101.08                         | \$113.72                       |
| Registered nurse - level 5, grade 2 | \$2,022.70             | \$53.23                | \$106.46              | \$106.46                         | \$119.77                       |
| Registered nurse - level 5, grade 3 | \$2,158.80             | \$56.81                | \$113.62              | \$113.62                         | \$127.82                       |
| Registered nurse - level 5, grade 4 | \$2,293.40             | \$60.35                | \$120.70              | \$120.70                         | \$135.79                       |
| Registered nurse - level 5, grade 5 | \$2,529.40             | \$66.56                | \$133.12              | \$133.12                         | \$149.76                       |
| Registered nurse - level 5, grade 6 | \$2,767.60             | \$72.83                | \$145.66              | \$145.66                         | \$163.87                       |
| Nurse practitioner - 1st year       | \$1,919.00             | \$50.50                | \$101.00              | \$101.00                         | \$113.63                       |
| Nurse practitioner - 2nd year       | \$1,976.00             | \$52.00                | \$104.00              | \$104.00                         | \$117.00                       |

**Table 2 of 3**

| <b>Classification</b>  | <b>Afternoon shift - Monday to Friday</b> | <b>Night shift - Monday to Friday</b> | <b>Saturday</b> | <b>Sunday</b> | <b>Overtime - Monday to Saturday - first 2 hours</b> |
|--|---|---------------------------------------|-----------------|---------------|--|
| Nursing assistant - 1st year   | \$31.80                                   | \$32.51                               | \$42.41         | \$49.47       | \$42.41  |
| Nursing assistant - 2nd year   | \$32.30                                   | \$33.02                               | \$43.07         | \$50.24       | \$43.07  |
| Nursing assistant - 3rd year and thereafter  | \$32.82                                   | \$33.55                               | \$43.76         | \$51.05       | \$43.76  |
| Nursing assistant - experienced (the holder of a relevant certificate III qualification) | \$33.87                                   | \$34.63                               | \$45.17         | \$52.69       | \$45.17  |
| Student enrolled nurse - less than 21 years of age                                       | \$29.55                                   | \$30.21                               | \$39.41         | \$45.97       | \$39.41  |
| Student enrolled nurse - 21 years of age and over  | \$31.02                                   | \$31.71                               | \$41.36         | \$48.25       | \$41.36  |
| Enrolled nurse - pay point 1   | \$34.50                                   | \$35.27                               | \$46.01         | \$53.67       | \$46.01  |
| Enrolled nurse - pay point 2   | \$34.97                                   | \$35.74                               | \$46.62         | \$54.39       | \$46.62  |
| Enrolled nurse - pay point 3   | \$35.43                                   | \$36.21                               | \$47.24         | \$55.11       | \$47.24  |
| Enrolled nurse - pay point 4   | \$35.93                                   | \$36.73                               | \$47.91         | \$55.90       | \$47.91  |
| Enrolled nurse - pay point 5   | \$36.29                                   | \$37.10                               | \$48.39         | \$56.46       | \$48.39  |
| Registered nurse with a 4 year degree  | \$38.54                                   | \$39.40                               | \$51.39         | \$59.96       | \$51.39  |
| Registered nurse with a masters degree   | \$39.87                                   | \$40.76                               | \$53.16         | \$62.02       | \$53.16  |
| Registered nurse - level 1, pay point 1  | \$36.91                                   | \$37.73                               | \$49.22         | \$57.42       | \$49.22  |
| Registered nurse - level 1, pay point 2  | \$37.67                                   | \$38.50                               | \$50.22         | \$58.59       | \$50.22  |
| Registered nurse - level 1, pay point 3  | \$38.60                                   | \$39.46                               | \$51.47         | \$60.04       | \$51.47  |
| Registered nurse - level 1, pay point 4  | \$39.62                                   | \$40.50                               | \$52.83         | \$61.64       | \$52.83  |
| Registered nurse - level 1, pay point 5  | \$40.84                                   | \$41.75                               | \$54.45         | \$63.53       | \$54.45  |
| Registered nurse - level 1, pay point 6  | \$42.02                                   | \$42.95                               | \$56.03         | \$65.36       | \$56.03  |
| Registered nurse - level 1, pay point 7  | \$43.23                                   | \$44.19                               | \$57.65         | \$67.25       | \$57.65  |

| <b>Classification</b>                                  | <b>Afternoon shift<br/>- Monday to<br/>Friday</b> | <b>Night shift -<br/>Monday to<br/>Friday</b> | <b>Saturday</b> | <b>Sunday</b> | <b>Overtime - Monday<br/>to Saturday - first 2<br/>hours</b> |
|--|---|---|-----------------|---------------|--|
| Registered nurse - level 1, pay point 8 and thereafter | \$44.36   | \$45.34                                       | \$59.15         | \$69.00       | \$59.15  |
| Registered nurse - level 2, pay point 1                | \$45.53   | \$46.54                                       | \$60.71         | \$70.82       | \$60.71  |
| Registered nurse - level 2, pay point 2                | \$46.26   | \$47.29                                       | \$61.68         | \$71.96       | \$61.68  |
| Registered nurse - level 2, pay point 3                | \$47.06   | \$48.10                                       | \$62.75         | \$73.20       | \$62.75  |
| Registered nurse - level 2, pay point 4 and thereafter | \$47.84   | \$48.90                                       | \$63.78         | \$74.41       | \$63.78  |
| Registered nurse - level 3, pay point 1                | \$49.38   | \$50.47                                       | \$65.84         | \$76.81       | \$65.84  |
| Registered nurse - level 3, pay point 2                | \$50.28   | \$51.39                                       | \$67.04         | \$78.21       | \$67.04  |
| Registered nurse - level 3, pay point 3                | \$51.14   | \$52.28                                       | \$68.19         | \$79.56       | \$68.19  |
| Registered nurse - level 3, pay point 4 and thereafter | \$52.07   | \$53.22                                       | \$69.42         | \$80.99       | \$69.42  |
| Registered nurse - level 4, grade 1                    | N/A   | N/A   | \$75.14         | \$87.66       | N/A  |
| Registered nurse - level 4, grade 2                    | N/A   | N/A   | \$80.52         | \$93.94       | N/A  |
| Registered nurse - level 4, grade 3                    | N/A   | N/A   | \$85.22         | \$99.42       | N/A  |
| Registered nurse - level 5, grade 1                    | N/A   | N/A   | \$75.81         | \$88.45       | N/A  |
| Registered nurse - level 5, grade 2                    | N/A   | N/A   | \$79.85         | \$93.15       | N/A  |
| Registered nurse - level 5, grade 3                    | N/A   | N/A   | \$85.22         | \$99.42       | N/A  |
| Registered nurse - level 5, grade 4                    | N/A   | N/A   | \$90.53         | \$105.61      | N/A  |
| Registered nurse - level 5, grade 5                    | N/A   | N/A   | \$99.84         | \$116.48      | N/A  |
| Registered nurse - level 5, grade 6                    | N/A   | N/A   | \$109.25        | \$127.45      | N/A  |
| Nurse practitioner - 1st year                          | \$56.81   | \$58.08                                       | \$75.75         | \$88.38       | \$75.75  |
| Nurse practitioner - 2nd year                          | \$58.50   | \$59.80                                       | \$78.00         | \$91.00       | \$78.00  |

**Table 3 of 3**

| <b>Classification</b>  | <b>Overtime -<br/>Monday to<br/>Saturday -<br/>after 2 hours</b> | <b>Overtime -<br/>Sunday</b> | <b>Overtime -<br/>Public holiday</b> | <b>Less than 10<br/>hour break after<br/>working<br/>overtime</b> | <b>Minimum break<br/>between shifts</b> |
|--|--|------------------------------|--------------------------------------|---|---|
| Nursing assistant - 1st year   | \$56.54  | \$56.54                      | \$70.68                              | \$56.54   | \$56.54                                 |
| Nursing assistant - 2nd year   | \$57.42  | \$57.42                      | \$71.78                              | \$57.42   | \$57.42                                 |
| Nursing assistant - 3rd year and thereafter  | \$58.34  | \$58.34                      | \$72.93                              | \$58.34   | \$58.34                                 |
| Nursing assistant - experienced (the holder of a relevant certificate III qualification) | \$60.22  | \$60.22                      | \$75.28                              | \$60.22   | \$60.22                                 |
| Student enrolled nurse - less than 21 years of age                                       | \$52.54  | \$52.54                      | \$65.68                              | \$52.54   | \$52.54                                 |
| Student enrolled nurse - 21 years of age and over  | \$55.14  | \$55.14                      | \$68.93                              | \$55.14   | \$55.14                                 |
| Enrolled nurse - pay point 1   | \$61.34  | \$61.34                      | \$76.68                              | \$61.34   | \$61.34                                 |
| Enrolled nurse - pay point 2   | \$62.16  | \$62.16                      | \$77.70                              | \$62.16   | \$62.16                                 |



| <b>Classification</b>                                  | <b>Overtime -<br/>Monday to<br/>Saturday -<br/>after 2 hours</b> | <b>Overtime -<br/>Sunday</b> | <b>Overtime -<br/>Public holiday</b> | <b>Less than 10<br/>hour break after<br/>working<br/>overtime</b> | <b>Minimum break<br/>between shifts</b> |
|--|--|------------------------------|--------------------------------------|---|---|
| Enrolled nurse - pay point 3                           | \$62.98  | \$62.98                      | \$78.73                              | \$62.98   | \$62.98                                 |
| Enrolled nurse - pay point 4                           | \$63.88  | \$63.88                      | \$79.85                              | \$63.88   | \$63.88                                 |
| Enrolled nurse - pay point 5                           | \$64.52  | \$64.52                      | \$80.65                              | \$64.52   | \$64.52                                 |
| Registered nurse with a 4 year degree                  | \$68.52  | \$68.52                      | \$85.65                              | \$68.52   | \$68.52                                 |
| Registered nurse with a masters degree                 | \$70.88  | \$70.88                      | \$88.60                              | \$70.88   | \$70.88                                 |
| Registered nurse - level 1, pay point 1                | \$65.62  | \$65.62                      | \$82.03                              | \$65.62   | \$65.62                                 |
| Registered nurse - level 1, pay point 2                | \$66.96  | \$66.96                      | \$83.70                              | \$66.96   | \$66.96                                 |
| Registered nurse - level 1, pay point 3                | \$68.62  | \$68.62                      | \$85.78                              | \$68.62   | \$68.62                                 |
| Registered nurse - level 1, pay point 4                | \$70.44  | \$70.44                      | \$88.05                              | \$70.44   | \$70.44                                 |
| Registered nurse - level 1, pay point 5                | \$72.60  | \$72.60                      | \$90.75                              | \$72.60   | \$72.60                                 |
| Registered nurse - level 1, pay point 6                | \$74.70  | \$74.70                      | \$93.38                              | \$74.70   | \$74.70                                 |
| Registered nurse - level 1, pay point 7                | \$76.86  | \$76.86                      | \$96.08                              | \$76.86   | \$76.86                                 |
| Registered nurse - level 1, pay point 8 and thereafter | \$78.86  | \$78.86                      | \$98.58                              | \$78.86   | \$78.86                                 |
| Registered nurse - level 2, pay point 1                | \$80.94  | \$80.94                      | \$101.18                             | \$80.94   | \$80.94                                 |
| Registered nurse - level 2, pay point 2                | \$82.24  | \$82.24                      | \$102.80                             | \$82.24   | \$82.24                                 |
| Registered nurse - level 2, pay point 3                | \$83.66  | \$83.66                      | \$104.58                             | \$83.66   | \$83.66                                 |
| Registered nurse - level 2, pay point 4 and thereafter | \$85.04  | \$85.04                      | \$106.30                             | \$85.04   | \$85.04                                 |
| Registered nurse - level 3, pay point 1                | \$87.78  | \$87.78                      | \$109.73                             | \$87.78   | \$87.78                                 |
| Registered nurse - level 3, pay point 2                | \$89.38  | \$89.38                      | \$111.73                             | \$89.38   | \$89.38                                 |
| Registered nurse - level 3, pay point 3                | \$90.92  | \$90.92                      | \$113.65                             | \$90.92   | \$90.92                                 |
| Registered nurse - level 3, pay point 4 and thereafter | \$92.56  | \$92.56                      | \$115.70                             | \$92.56   | \$92.56                                 |
| Registered nurse - level 4, grade 1                    | N/A  | N/A                          | N/A                                  | \$100.18  | \$100.18                                |
| Registered nurse - level 4, grade 2                    | N/A  | N/A                          | N/A                                  | \$107.36  | \$107.36                                |
| Registered nurse - level 4, grade 3                    | N/A  | N/A                          | N/A                                  | \$113.62  | \$113.62                                |
| Registered nurse - level 5, grade 1                    | N/A  | N/A                          | N/A                                  | \$101.08  | \$101.08                                |
| Registered nurse - level 5, grade 2                    | N/A  | N/A                          | N/A                                  | \$106.46  | \$106.46                                |
| Registered nurse - level 5, grade 3                    | N/A  | N/A                          | N/A                                  | \$113.62  | \$113.62                                |
| Registered nurse - level 5, grade 4                    | N/A  | N/A                          | N/A                                  | \$120.70  | \$120.70                                |
| Registered nurse - level 5, grade 5                    | N/A  | N/A                          | N/A                                  | \$133.12  | \$133.12                                |
| Registered nurse - level 5, grade 6                    | N/A  | N/A                          | N/A                                  | \$145.66  | \$145.66                                |
| Nurse practitioner - 1st year                          | \$101.00   | \$101.00                     | \$126.25                             | \$101.00  | \$101.00                                |
| Nurse practitioner - 2nd year                          | \$104.00   | \$104.00                     | \$130.00                             | \$104.00  | \$104.00                                |

## 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   | \$35.34         | \$70.68        | \$70.68                   | \$79.52                 | \$38.87                            |
| Nursing assistant - 2nd year   | \$35.89         | \$71.78        | \$71.78                   | \$80.75                 | \$39.48                            |
| Nursing assistant - 3rd year and thereafter  | \$36.46         | \$72.92        | \$72.92                   | \$82.04                 | \$40.11                            |
| Nursing assistant - experienced (the holder of a relevant certificate III qualification) | \$37.64         | \$75.28        | \$75.28                   | \$84.69                 | \$41.40                            |
| Student enrolled nurse - less than 21 years of age                                       | \$32.84         | \$65.68        | \$65.68                   | \$73.89                 | \$36.12                            |
| Student enrolled nurse - 21 years of age and over  | \$34.46         | \$68.92        | \$68.92                   | \$77.54                 | \$37.91                            |
| Enrolled nurse - pay point 1   | \$38.34         | \$76.68        | \$76.68                   | \$86.27                 | \$42.17                            |
| Enrolled nurse - pay point 2   | \$38.85         | \$77.70        | \$77.70                   | \$87.41                 | \$42.74                            |
| Enrolled nurse - pay point 3   | \$39.36         | \$78.72        | \$78.72                   | \$88.56                 | \$43.30                            |
| Enrolled nurse - pay point 4   | \$39.93         | \$79.86        | \$79.86                   | \$89.84                 | \$43.92                            |
| Enrolled nurse - pay point 5   | \$40.33         | \$80.66        | \$80.66                   | \$90.74                 | \$44.36                            |
| Registered nurse with a 4 year degree  | \$42.83         | \$85.66        | \$85.66                   | \$96.37                 | \$47.11                            |
| Registered nurse with a masters degree   | \$44.30         | \$88.60        | \$88.60                   | \$99.68                 | \$48.73                            |
| Registered nurse - level 1, pay point 1  | \$41.01         | \$82.02        | \$82.02                   | \$92.27                 | \$45.11                            |
| Registered nurse - level 1, pay point 2  | \$41.85         | \$83.70        | \$83.70                   | \$94.16                 | \$46.04                            |
| Registered nurse - level 1, pay point 3  | \$42.89         | \$85.78        | \$85.78                   | \$96.50                 | \$47.18                            |
| Registered nurse - level 1, pay point 4  | \$44.03         | \$88.06        | \$88.06                   | \$99.07                 | \$48.43                            |
| Registered nurse - level 1, pay point 5  | \$45.38         | \$90.76        | \$90.76                   | \$102.11                | \$49.91                            |
| Registered nurse - level 1, pay point 6  | \$46.69         | \$93.38        | \$93.38                   | \$105.05                | \$51.36                            |
| Registered nurse - level 1, pay point 7  | \$48.04         | \$96.08        | \$96.08                   | \$108.09                | \$52.84                            |
| Registered nurse - level 1, pay point 8 and thereafter                                   | \$49.29         | \$98.58        | \$98.58                   | \$110.90                | \$54.22                            |
| Registered nurse - level 2, pay point 1  | \$50.59         | \$101.18       | \$101.18                  | \$113.83                | \$55.65                            |
| Registered nurse - level 2, pay point 2  | \$51.40         | \$102.80       | \$102.80                  | \$115.65                | \$56.54                            |
| Registered nurse - level 2, pay point 3  | \$52.29         | \$104.58       | \$104.58                  | \$117.65                | \$57.52                            |
| Registered nurse - level 2, pay point 4 and thereafter                                   | \$53.15         | \$106.30       | \$106.30                  | \$119.59                | \$58.47                            |
| Registered nurse - level 3, pay point 1  | \$54.86         | \$109.72       | \$109.72                  | \$123.44                | \$60.35                            |
| Registered nurse - level 3, pay point 2  | \$55.86         | \$111.72       | \$111.72                  | \$125.69                | \$61.45                            |
| Registered nurse - level 3, pay point 3  | \$56.83         | \$113.66       | \$113.66                  | \$127.87                | \$62.51                            |
| Registered nurse - level 3, pay point 4 and thereafter                                   | \$57.85         | \$115.70       | \$115.70                  | \$130.16                | \$63.64                            |
| Registered nurse - level 4, grade 1  | \$62.61         | \$125.22       | \$125.22                  | \$140.87                | N/A                                |

| <b>Classification</b>               | <b>Hourly pay rate</b> | <b>Public holiday</b> | <b>Christmas Day on Saturday</b> | <b>Christmas Day on Sunday</b> | <b>Afternoon shift - Monday to Friday</b> |
|-------------------------------------|------------------------|-----------------------|----------------------------------|--------------------------------|---|
| Registered nurse - level 4, grade 2 | \$67.10                | \$134.20              | \$134.20                         | \$150.98                       | N/A                                       |
| Registered nurse - level 4, grade 3 | \$71.01                | \$142.02              | \$142.02                         | \$159.77                       | N/A                                       |
| Registered nurse - level 5, grade 1 | \$63.18                | \$126.36              | \$126.36                         | \$142.16                       | N/A                                       |
| Registered nurse - level 5, grade 2 | \$66.54                | \$133.08              | \$133.08                         | \$149.72                       | N/A                                       |
| Registered nurse - level 5, grade 3 | \$71.01                | \$142.02              | \$142.02                         | \$159.77                       | N/A                                       |
| Registered nurse - level 5, grade 4 | \$75.44                | \$150.88              | \$150.88                         | \$169.74                       | N/A                                       |
| Registered nurse - level 5, grade 5 | \$83.20                | \$166.40              | \$166.40                         | \$187.20                       | N/A                                       |
| Registered nurse - level 5, grade 6 | \$91.04                | \$182.08              | \$182.08                         | \$204.84                       | N/A                                       |
| Nurse practitioner - 1st year       | \$63.13                | \$126.26              | \$126.26                         | \$142.04                       | \$69.44                                   |
| Nurse practitioner - 2nd year       | \$65.00                | \$130.00              | \$130.00                         | \$146.25                       | \$71.50                                   |

**Table 2 of 3**

| <b>Classification</b>  | <b>Night shift - Monday to Friday</b> | <b>Saturday</b> | <b>Sunday</b> | <b>Overtime - Monday to Saturday - first 2 hours</b> | <b>Overtime - Monday to Saturday - after 2 hours</b> |
|--|---------------------------------------|-----------------|---------------|--|--|
| Nursing assistant - 1st year   | \$39.58                               | \$53.01         | \$61.85       | \$53.01  | \$70.68  |
| Nursing assistant - 2nd year   | \$40.19                               | \$53.84         | \$62.81       | \$53.84  | \$71.78  |
| Nursing assistant - 3rd year and thereafter  | \$40.84                               | \$54.69         | \$63.81       | \$54.69  | \$72.92  |
| Nursing assistant - experienced (the holder of a relevant certificate III qualification) | \$42.15                               | \$56.46         | \$65.87       | \$56.46  | \$75.28  |
| Student enrolled nurse - less than 21 years of age                                       | \$36.78                               | \$49.26         | \$57.47       | \$49.26  | \$65.68  |
| Student enrolled nurse - 21 years of age and over  | \$38.60                               | \$51.69         | \$60.31       | \$51.69  | \$68.92  |
| Enrolled nurse - pay point 1   | \$42.94                               | \$57.51         | \$67.10       | \$57.51  | \$76.68  |
| Enrolled nurse - pay point 2   | \$43.51                               | \$58.28         | \$67.99       | \$58.28  | \$77.70  |
| Enrolled nurse - pay point 3   | \$44.09                               | \$59.04         | \$68.88       | \$59.04  | \$78.72  |
| Enrolled nurse - pay point 4   | \$44.72                               | \$59.90         | \$69.88       | \$59.90  | \$79.86  |
| Enrolled nurse - pay point 5   | \$45.16                               | \$60.50         | \$70.58       | \$60.50  | \$80.66  |
| Registered nurse with a 4 year degree  | \$47.96                               | \$64.25         | \$74.95       | \$64.25  | \$85.66  |
| Registered nurse with a masters degree   | \$49.62                               | \$66.45         | \$77.53       | \$66.45  | \$88.60  |
| Registered nurse - level 1, pay point 1  | \$45.93                               | \$61.52         | \$71.77       | \$61.52  | \$82.02  |
| Registered nurse - level 1, pay point 2  | \$46.87                               | \$62.78         | \$73.24       | \$62.78  | \$83.70  |
| Registered nurse - level 1, pay point 3  | \$48.03                               | \$64.34         | \$75.06       | \$64.34  | \$85.78  |
| Registered nurse - level 1, pay point 4  | \$49.31                               | \$66.05         | \$77.05       | \$66.05  | \$88.06  |
| Registered nurse - level 1, pay point 5  | \$50.82                               | \$68.07         | \$79.42       | \$68.07  | \$90.76  |

| <b>Classification</b>                                  | <b>Night shift - Monday to Friday</b> | <b>Saturday</b> | <b>Sunday</b> | <b>Overtime - Monday to Saturday - first 2 hours</b> | <b>Overtime - Monday to Saturday - after 2 hours</b> |
|--|---------------------------------------|-----------------|---------------|--|--|
| Registered nurse - level 1, pay point 6                | \$52.29                               | \$70.04         | \$81.71       | \$70.04  | \$93.38  |
| Registered nurse - level 1, pay point 7                | \$53.80                               | \$72.06         | \$84.07       | \$72.06  | \$96.08  |
| Registered nurse - level 1, pay point 8 and thereafter | \$55.20                               | \$73.94         | \$86.26       | \$73.94  | \$98.58  |
| Registered nurse - level 2, pay point 1                | \$56.66                               | \$75.89         | \$88.53       | \$75.89  | \$101.18   |
| Registered nurse - level 2, pay point 2                | \$57.57                               | \$77.10         | \$89.95       | \$77.10  | \$102.80   |
| Registered nurse - level 2, pay point 3                | \$58.56                               | \$78.44         | \$91.51       | \$78.44  | \$104.58   |
| Registered nurse - level 2, pay point 4 and thereafter | \$59.53                               | \$79.73         | \$93.01       | \$79.73  | \$106.30   |
| Registered nurse - level 3, pay point 1                | \$61.45                               | \$82.29         | \$96.01       | \$82.29  | \$109.72   |
| Registered nurse - level 3, pay point 2                | \$62.57                               | \$83.79         | \$97.76       | \$83.79  | \$111.72   |
| Registered nurse - level 3, pay point 3                | \$63.64                               | \$85.25         | \$99.45       | \$85.25  | \$113.66   |
| Registered nurse - level 3, pay point 4 and thereafter | \$64.79                               | \$86.78         | \$101.24      | \$86.78  | \$115.70   |
| Registered nurse - level 4, grade 1                    | N/A                                   | \$93.92         | \$109.57      | N/A  | N/A  |
| Registered nurse - level 4, grade 2                    | N/A                                   | \$100.65        | \$117.43      | N/A  | N/A  |
| Registered nurse - level 4, grade 3                    | N/A                                   | \$106.52        | \$124.27      | N/A  | N/A  |
| Registered nurse - level 5, grade 1                    | N/A                                   | \$94.77         | \$110.57      | N/A  | N/A  |
| Registered nurse - level 5, grade 2                    | N/A                                   | \$99.81         | \$116.45      | N/A  | N/A  |
| Registered nurse - level 5, grade 3                    | N/A                                   | \$106.52        | \$124.27      | N/A  | N/A  |
| Registered nurse - level 5, grade 4                    | N/A                                   | \$113.16        | \$132.02      | N/A  | N/A  |
| Registered nurse - level 5, grade 5                    | N/A                                   | \$124.80        | \$145.60      | N/A  | N/A  |
| Registered nurse - level 5, grade 6                    | N/A                                   | \$136.56        | \$159.32      | N/A  | N/A  |
| Nurse practitioner - 1st year                          | \$70.70                               | \$94.70         | \$110.48      | \$94.70  | \$126.26   |
| Nurse practitioner - 2nd year                          | \$72.80                               | \$97.50         | \$113.75      | \$97.50  | \$130.00   |

**Table 3 of 3**

| <b>Classification</b>  | <b>Overtime - Sunday</b> | <b>Overtime - Public holiday</b> | <b>Less than 10 hour break after working overtime</b> | <b>Minimum break between shifts</b> |
|--|--------------------------|----------------------------------|---|-------------------------------------|
| Nursing assistant - 1st year   | \$70.68                  | \$88.35                          | \$70.68   | \$70.68                             |
| Nursing assistant - 2nd year   | \$71.78                  | \$89.73                          | \$71.78   | \$71.78                             |
| Nursing assistant - 3rd year and thereafter  | \$72.92                  | \$91.15                          | \$72.92   | \$72.92                             |
| Nursing assistant - experienced (the holder of a relevant certificate III qualification) | \$75.28                  | \$94.10                          | \$75.28   | \$75.28                             |
| Student enrolled nurse - less than 21 years of age                                       | \$65.68                  | \$82.10                          | \$65.68   | \$65.68                             |
| Student enrolled nurse - 21 years of age and over  | \$68.92                  | \$86.15                          | \$68.92   | \$68.92                             |

| <b>Classification</b>                                  | <b>Overtime - Sunday</b> | <b>Overtime - Public holiday</b> | <b>Less than 10 hour break after working overtime</b> | <b>Minimum break between shifts</b> |
|--|--------------------------|----------------------------------|---|-------------------------------------|
| Enrolled nurse - pay point 1                           | \$76.68                  | \$95.85                          | \$76.68   | \$76.68                             |
| Enrolled nurse - pay point 2                           | \$77.70                  | \$97.13                          | \$77.70   | \$77.70                             |
| Enrolled nurse - pay point 3                           | \$78.72                  | \$98.40                          | \$78.72   | \$78.72                             |
| Enrolled nurse - pay point 4                           | \$79.86                  | \$99.83                          | \$79.86   | \$79.86                             |
| Enrolled nurse - pay point 5                           | \$80.66                  | \$100.83                         | \$80.66   | \$80.66                             |
| Registered nurse with a 4 year degree                  | \$85.66                  | \$107.08                         | \$85.66   | \$85.66                             |
| Registered nurse with a masters degree                 | \$88.60                  | \$110.75                         | \$88.60   | \$88.60                             |
| Registered nurse - level 1, pay point 1                | \$82.02                  | \$102.53                         | \$82.02   | \$82.02                             |
| Registered nurse - level 1, pay point 2                | \$83.70                  | \$104.63                         | \$83.70   | \$83.70                             |
| Registered nurse - level 1, pay point 3                | \$85.78                  | \$107.23                         | \$85.78   | \$85.78                             |
| Registered nurse - level 1, pay point 4                | \$88.06                  | \$110.08                         | \$88.06   | \$88.06                             |
| Registered nurse - level 1, pay point 5                | \$90.76                  | \$113.45                         | \$90.76   | \$90.76                             |
| Registered nurse - level 1, pay point 6                | \$93.38                  | \$116.73                         | \$93.38   | \$93.38                             |
| Registered nurse - level 1, pay point 7                | \$96.08                  | \$120.10                         | \$96.08   | \$96.08                             |
| Registered nurse - level 1, pay point 8 and thereafter | \$98.58                  | \$123.23                         | \$98.58   | \$98.58                             |
| Registered nurse - level 2, pay point 1                | \$101.18                 | \$126.48                         | \$101.18  | \$101.18                            |
| Registered nurse - level 2, pay point 2                | \$102.80                 | \$128.50                         | \$102.80  | \$102.80                            |
| Registered nurse - level 2, pay point 3                | \$104.58                 | \$130.73                         | \$104.58  | \$104.58                            |
| Registered nurse - level 2, pay point 4 and thereafter | \$106.30                 | \$132.88                         | \$106.30  | \$106.30                            |
| Registered nurse - level 3, pay point 1                | \$109.72                 | \$137.15                         | \$109.72  | \$109.72                            |
| Registered nurse - level 3, pay point 2                | \$111.72                 | \$139.65                         | \$111.72  | \$111.72                            |
| Registered nurse - level 3, pay point 3                | \$113.66                 | \$142.08                         | \$113.66  | \$113.66                            |
| Registered nurse - level 3, pay point 4 and thereafter | \$115.70                 | \$144.63                         | \$115.70  | \$115.70                            |
| Registered nurse - level 4, grade 1                    | N/A                      | N/A                              | \$125.22  | \$125.22                            |
| Registered nurse - level 4, grade 2                    | N/A                      | N/A                              | \$134.20  | \$134.20                            |
| Registered nurse - level 4, grade 3                    | N/A                      | N/A                              | \$142.02  | \$142.02                            |
| Registered nurse - level 5, grade 1                    | N/A                      | N/A                              | \$126.36  | \$126.36                            |
| Registered nurse - level 5, grade 2                    | N/A                      | N/A                              | \$133.08  | \$133.08                            |
| Registered nurse - level 5, grade 3                    | N/A                      | N/A                              | \$142.02  | \$142.02                            |
| Registered nurse - level 5, grade 4                    | N/A                      | N/A                              | \$150.88  | \$150.88                            |
| Registered nurse - level 5, grade 5                    | N/A                      | N/A                              | \$166.40  | \$166.40                            |
| Registered nurse - level 5, grade 6                    | N/A                      | N/A                              | \$182.08  | \$182.08                            |
| Nurse practitioner - 1st year                          | \$126.26                 | \$157.83                         | \$126.26  | \$126.26                            |
| Nurse practitioner - 2nd year                          | \$130.00                 | \$162.50                         | \$130.00  | \$130.00                            |

## 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  | \$15.20 for the first meal and \$13.70 for an extra meal after every 4 hours   |
| On call allowance - Monday to Friday                              | \$25.48 for each on call period of up to 24 hours  |
| On call allowance - Saturday                                      | \$38.38 for each on call period of up to 24 hours  |
| On call allowance - Sunday, public holidays and rostered days off | \$44.77 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   | \$0.96 per km  |
| Uniform allowance   | \$1.23 per shift up to a maximum of \$6.24 per week  |