



Fair Work  
OMBUDSMAN

# Pay Guide - Nurses Award

## [MA000034]

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# Rates of pay

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

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Public holiday	Christmas Day on Saturday	Christmas Day on Sunday
Nursing assistant - 1st year	\$969.20	\$25.51	\$51.02	\$51.02	\$57.40
Nursing assistant - 2nd year	\$984.40	\$25.91	\$51.82	\$51.82	\$58.30
Nursing assistant - 3rd year and thereafter	\$1,000.20	\$26.32	\$52.64	\$52.64	\$59.22
Nursing assistant - experienced (the holder of a relevant certificate III qualification)	\$1,032.30	\$27.17	\$54.34	\$54.34	\$61.13
Student enrolled nurse - less than 21 years of age	\$900.40	\$23.69	\$47.38	\$47.38	\$53.30
Student enrolled nurse - 21 years of age and over	\$945.10	\$24.87	\$49.74	\$49.74	\$55.96
Enrolled nurse - pay point 1	\$1,051.40	\$27.67	\$55.34	\$55.34	\$62.26
Enrolled nurse - pay point 2	\$1,065.30	\$28.03	\$56.06	\$56.06	\$63.07
Enrolled nurse - pay point 3	\$1,079.50	\$28.41	\$56.82	\$56.82	\$63.92
Enrolled nurse - pay point 4	\$1,095.10	\$28.82	\$57.64	\$57.64	\$64.85
Enrolled nurse - pay point 5	\$1,106.10	\$29.11	\$58.22	\$58.22	\$65.50
Registered nurse with a 4 year degree	\$1,174.60	\$30.91	\$61.82	\$61.82	\$69.55
Registered nurse with a masters degree	\$1,215.00	\$31.97	\$63.94	\$63.94	\$71.93
Registered nurse - level 1, pay point 1	\$1,124.80	\$29.60	\$59.20	\$59.20	\$66.60
Registered nurse - level 1, pay point 2	\$1,147.90	\$30.21	\$60.42	\$60.42	\$67.97
Registered nurse - level 1, pay point 3	\$1,176.00	\$30.95	\$61.90	\$61.90	\$69.64
Registered nurse - level 1, pay point 4	\$1,207.30	\$31.77	\$63.54	\$63.54	\$71.48
Registered nurse - level 1, pay point 5	\$1,244.40	\$32.75	\$65.50	\$65.50	\$73.69
Registered nurse - level 1, pay point 6	\$1,280.40	\$33.69	\$67.38	\$67.38	\$75.80
Registered nurse - level 1, pay point 7	\$1,317.40	\$34.67	\$69.34	\$69.34	\$78.01
Registered nurse - level 1, pay point 8 and thereafter	\$1,351.70	\$35.57	\$71.14	\$71.14	\$80.03
Registered nurse - level 2, pay point 1	\$1,387.60	\$36.52	\$73.04	\$73.04	\$82.17
Registered nurse - level 2, pay point 2	\$1,409.70	\$37.10	\$74.20	\$74.20	\$83.48
Registered nurse - level 2, pay point 3	\$1,434.10	\$37.74	\$75.48	\$75.48	\$84.92
Registered nurse - level 2, pay point 4 and thereafter	\$1,457.60	\$38.36	\$76.72	\$76.72	\$86.31
Registered nurse - level 3, pay point 1	\$1,504.50	\$39.59	\$79.18	\$79.18	\$89.08
Registered nurse - level 3, pay point 2	\$1,532.20	\$40.32	\$80.64	\$80.64	\$90.72
Registered nurse - level 3, pay point 3	\$1,558.60	\$41.02	\$82.04	\$82.04	\$92.30
Registered nurse - level 3, pay point 4 and thereafter	\$1,586.60	\$41.75	\$83.50	\$83.50	\$93.94
Registered nurse - level 4, grade 1	\$1,717.20	\$45.19	\$90.38	\$90.38	\$101.68

<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 2	\$1,840.20	\$48.43	\$96.86	\$96.86	\$108.97
Registered nurse - level 4, grade 3	\$1,947.60	\$51.25	\$102.50	\$102.50	\$115.31
Registered nurse - level 5, grade 1	\$1,732.80	\$45.60	\$91.20	\$91.20	\$102.60
Registered nurse - level 5, grade 2	\$1,824.80	\$48.02	\$96.04	\$96.04	\$108.05
Registered nurse - level 5, grade 3	\$1,947.60	\$51.25	\$102.50	\$102.50	\$115.31
Registered nurse - level 5, grade 4	\$2,069.00	\$54.45	\$108.90	\$108.90	\$122.51
Registered nurse - level 5, grade 5	\$2,282.00	\$60.05	\$120.10	\$120.10	\$135.11
Registered nurse - level 5, grade 6	\$2,496.80	\$65.71	\$131.42	\$131.42	\$147.85
Nurse practitioner - 1st year	\$1,731.30	\$45.56	\$91.12	\$91.12	\$102.51
Nurse practitioner - 2nd year	\$1,782.70	\$46.91	\$93.82	\$93.82	\$105.55
Occupational health nurse - level 1, pay point 1	\$1,207.30	\$31.77	\$63.54	\$63.54	\$71.48
Occupational health nurse - level 1, pay point 2	\$1,244.40	\$32.75	\$65.50	\$65.50	\$73.69
Occupational health nurse - level 1, pay point 3	\$1,280.40	\$33.69	\$67.38	\$67.38	\$75.80
Occupational health nurse - level 1, pay point 4	\$1,317.40	\$34.67	\$69.34	\$69.34	\$78.01
Occupational health nurse - level 1, pay point 5	\$1,351.70	\$35.57	\$71.14	\$71.14	\$80.03
Occupational health nurse - level 2, pay point 1	\$1,387.60	\$36.52	\$73.04	\$73.04	\$82.17
Occupational health nurse - level 2, pay point 2	\$1,409.70	\$37.10	\$74.20	\$74.20	\$83.48
Occupational health nurse - level 2, pay point 3	\$1,434.10	\$37.74	\$75.48	\$75.48	\$84.92
Occupational health nurse - level 2, pay point 4	\$1,457.60	\$38.36	\$76.72	\$76.72	\$86.31
Senior occupational health clinical nurse	\$1,457.60	\$38.36	\$76.72	\$76.72	\$86.31
Occupational health nurse - level 3, pay point 1	\$1,504.50	\$39.59	\$79.18	\$79.18	\$89.08
Occupational health nurse - level 3, pay point 2	\$1,532.20	\$40.32	\$80.64	\$80.64	\$90.72
Occupational health nurse - level 3, pay point 3	\$1,558.60	\$41.02	\$82.04	\$82.04	\$92.30
Occupational health nurse - level 3, pay point 4 and thereafter	\$1,586.60	\$41.75	\$83.50	\$83.50	\$93.94

**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	\$28.70	\$29.34	\$38.27	\$44.64	\$38.27
Nursing assistant - 2nd year	\$29.15	\$29.80	\$38.87	\$45.34	\$38.87
Nursing assistant - 3rd year and thereafter	\$29.61	\$30.27	\$39.48	\$46.06	\$39.48
Nursing assistant - experienced (the holder of a relevant certificate III qualification)	\$30.57	\$31.25	\$40.76	\$47.55	\$40.76
Student enrolled nurse - less than 21 years of age	\$26.65	\$27.24	\$35.54	\$41.46	\$35.54
Student enrolled nurse - 21 years of age and over	\$27.98	\$28.60	\$37.31	\$43.52	\$37.31
Enrolled nurse - pay point 1	\$31.13	\$31.82	\$41.51	\$48.42	\$41.51
Enrolled nurse - pay point 2	\$31.53	\$32.23	\$42.05	\$49.05	\$42.05
Enrolled nurse - pay point 3	\$31.96	\$32.67	\$42.62	\$49.72	\$42.62
Enrolled nurse - pay point 4	\$32.42	\$33.14	\$43.23	\$50.44	\$43.23
Enrolled nurse - pay point 5	\$32.75	\$33.48	\$43.67	\$50.94	\$43.67
Registered nurse with a 4 year degree	\$34.77	\$35.55	\$46.37	\$54.09	\$46.37
Registered nurse with a masters degree	\$35.97	\$36.77	\$47.96	\$55.95	\$47.96
Registered nurse - level 1, pay point 1	\$33.30	\$34.04	\$44.40	\$51.80	\$44.40
Registered nurse - level 1, pay point 2	\$33.99	\$34.74	\$45.32	\$52.87	\$45.32
Registered nurse - level 1, pay point 3	\$34.82	\$35.59	\$46.43	\$54.16	\$46.43
Registered nurse - level 1, pay point 4	\$35.74	\$36.54	\$47.66	\$55.60	\$47.66
Registered nurse - level 1, pay point 5	\$36.84	\$37.66	\$49.13	\$57.31	\$49.13
Registered nurse - level 1, pay point 6	\$37.90	\$38.74	\$50.54	\$58.96	\$50.54
Registered nurse - level 1, pay point 7	\$39.00	\$39.87	\$52.01	\$60.67	\$52.01
Registered nurse - level 1, pay point 8 and thereafter	\$40.02	\$40.91	\$53.36	\$62.25	\$53.36
Registered nurse - level 2, pay point 1	\$41.09	\$42.00	\$54.78	\$63.91	\$54.78
Registered nurse - level 2, pay point 2	\$41.74	\$42.67	\$55.65	\$64.93	\$55.65
Registered nurse - level 2, pay point 3	\$42.46	\$43.40	\$56.61	\$66.05	\$56.61
Registered nurse - level 2, pay point 4 and thereafter	\$43.16	\$44.11	\$57.54	\$67.13	\$57.54
Registered nurse - level 3, pay point 1	\$44.54	\$45.53	\$59.39	\$69.28	\$59.39
Registered nurse - level 3, pay point 2	\$45.36	\$46.37	\$60.48	\$70.56	\$60.48
Registered nurse - level 3, pay point 3	\$46.15	\$47.17	\$61.53	\$71.79	\$61.53
Registered nurse - level 3, pay point 4 and thereafter	\$46.97	\$48.01	\$62.63	\$73.06	\$62.63
Registered nurse - level 4, grade 1	N/A	N/A	\$67.79	\$79.08	N/A
Registered nurse - level 4, grade 2	N/A	N/A	\$72.65	\$84.75	N/A
Registered nurse - level 4, grade 3	N/A	N/A	\$76.88	\$89.69	N/A

<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>
Registered nurse - level 5, grade 1	N/A	N/A	\$68.40	\$79.80	N/A
Registered nurse - level 5, grade 2	N/A	N/A	\$72.03	\$84.04	N/A
Registered nurse - level 5, grade 3	N/A	N/A	\$76.88	\$89.69	N/A
Registered nurse - level 5, grade 4	N/A	N/A	\$81.68	\$95.29	N/A
Registered nurse - level 5, grade 5	N/A	N/A	\$90.08	\$105.09	N/A
Registered nurse - level 5, grade 6	N/A	N/A	\$98.57	\$114.99	N/A
Nurse practitioner - 1st year	\$51.26	\$52.39	\$68.34	\$79.73	\$68.34
Nurse practitioner - 2nd year	\$52.77	\$53.95	\$70.37	\$82.09	\$70.37
Occupational health nurse - level 1, pay point 1	\$35.74	\$36.54	\$47.66	\$55.60	\$47.66
Occupational health nurse - level 1, pay point 2	\$36.84	\$37.66	\$49.13	\$57.31	\$49.13
Occupational health nurse - level 1, pay point 3	\$37.90	\$38.74	\$50.54	\$58.96	\$50.54
Occupational health nurse - level 1, pay point 4	\$39.00	\$39.87	\$52.01	\$60.67	\$52.01
Occupational health nurse - level 1, pay point 5	\$40.02	\$40.91	\$53.36	\$62.25	\$53.36
Occupational health nurse - level 2, pay point 1	\$41.09	\$42.00	\$54.78	\$63.91	\$54.78
Occupational health nurse - level 2, pay point 2	\$41.74	\$42.67	\$55.65	\$64.93	\$55.65
Occupational health nurse - level 2, pay point 3	\$42.46	\$43.40	\$56.61	\$66.05	\$56.61
Occupational health nurse - level 2, pay point 4	\$43.16	\$44.11	\$57.54	\$67.13	\$57.54
Senior occupational health clinical nurse	\$43.16	\$44.11	\$57.54	\$67.13	\$57.54
Occupational health nurse - level 3, pay point 1	\$44.54	\$45.53	\$59.39	\$69.28	\$59.39
Occupational health nurse - level 3, pay point 2	\$45.36	\$46.37	\$60.48	\$70.56	\$60.48
Occupational health nurse - level 3, pay point 3	\$46.15	\$47.17	\$61.53	\$71.79	\$61.53
Occupational health nurse - level 3, pay point 4 and thereafter	\$46.97	\$48.01	\$62.63	\$73.06	\$62.63

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - Monday to Saturday - after 2 hours</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	\$51.02	\$51.02	\$63.78	\$51.02	\$51.02
Nursing assistant - 2nd year	\$51.82	\$51.82	\$64.78	\$51.82	\$51.82
Nursing assistant - 3rd year and thereafter	\$52.64	\$52.64	\$65.80	\$52.64	\$52.64
Nursing assistant - experienced (the holder of a relevant certificate III qualification)	\$54.34	\$54.34	\$67.93	\$54.34	\$54.34
Student enrolled nurse - less than 21 years of age	\$47.38	\$47.38	\$59.23	\$47.38	\$47.38
Student enrolled nurse - 21 years of age and over	\$49.74	\$49.74	\$62.18	\$49.74	\$49.74
Enrolled nurse - pay point 1	\$55.34	\$55.34	\$69.18	\$55.34	\$55.34
Enrolled nurse - pay point 2	\$56.06	\$56.06	\$70.08	\$56.06	\$56.06
Enrolled nurse - pay point 3	\$56.82	\$56.82	\$71.03	\$56.82	\$56.82
Enrolled nurse - pay point 4	\$57.64	\$57.64	\$72.05	\$57.64	\$57.64
Enrolled nurse - pay point 5	\$58.22	\$58.22	\$72.78	\$58.22	\$58.22
Registered nurse with a 4 year degree	\$61.82	\$61.82	\$77.28	\$61.82	\$61.82
Registered nurse with a masters degree	\$63.94	\$63.94	\$79.93	\$63.94	\$63.94
Registered nurse - level 1, pay point 1	\$59.20	\$59.20	\$74.00	\$59.20	\$59.20
Registered nurse - level 1, pay point 2	\$60.42	\$60.42	\$75.53	\$60.42	\$60.42
Registered nurse - level 1, pay point 3	\$61.90	\$61.90	\$77.38	\$61.90	\$61.90
Registered nurse - level 1, pay point 4	\$63.54	\$63.54	\$79.43	\$63.54	\$63.54
Registered nurse - level 1, pay point 5	\$65.50	\$65.50	\$81.88	\$65.50	\$65.50
Registered nurse - level 1, pay point 6	\$67.38	\$67.38	\$84.23	\$67.38	\$67.38
Registered nurse - level 1, pay point 7	\$69.34	\$69.34	\$86.68	\$69.34	\$69.34
Registered nurse - level 1, pay point 8 and thereafter	\$71.14	\$71.14	\$88.93	\$71.14	\$71.14
Registered nurse - level 2, pay point 1	\$73.04	\$73.04	\$91.30	\$73.04	\$73.04
Registered nurse - level 2, pay point 2	\$74.20	\$74.20	\$92.75	\$74.20	\$74.20
Registered nurse - level 2, pay point 3	\$75.48	\$75.48	\$94.35	\$75.48	\$75.48
Registered nurse - level 2, pay point 4 and thereafter	\$76.72	\$76.72	\$95.90	\$76.72	\$76.72
Registered nurse - level 3, pay point 1	\$79.18	\$79.18	\$98.98	\$79.18	\$79.18
Registered nurse - level 3, pay point 2	\$80.64	\$80.64	\$100.80	\$80.64	\$80.64
Registered nurse - level 3, pay point 3	\$82.04	\$82.04	\$102.55	\$82.04	\$82.04
Registered nurse - level 3, pay point 4 and thereafter	\$83.50	\$83.50	\$104.38	\$83.50	\$83.50
Registered nurse - level 4, grade 1	N/A	N/A	N/A	\$90.38	\$90.38
Registered nurse - level 4, grade 2	N/A	N/A	N/A	\$96.86	\$96.86
Registered nurse - level 4, grade 3	N/A	N/A	N/A	\$102.50	\$102.50

<b>Classification</b>	<b>Overtime - Monday to Saturday - after 2 hours</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	N/A	\$91.20	\$91.20
Registered nurse - level 5, grade 2	N/A	N/A	N/A	\$96.04	\$96.04
Registered nurse - level 5, grade 3	N/A	N/A	N/A	\$102.50	\$102.50
Registered nurse - level 5, grade 4	N/A	N/A	N/A	\$108.90	\$108.90
Registered nurse - level 5, grade 5	N/A	N/A	N/A	\$120.10	\$120.10
Registered nurse - level 5, grade 6	N/A	N/A	N/A	\$131.42	\$131.42
Nurse practitioner - 1st year	\$91.12	\$91.12	\$113.90	\$91.12	\$91.12
Nurse practitioner - 2nd year	\$93.82	\$93.82	\$117.28	\$93.82	\$93.82
Occupational health nurse - level 1, pay point 1	\$63.54	\$63.54	\$79.43	\$63.54	\$63.54
Occupational health nurse - level 1, pay point 2	\$65.50	\$65.50	\$81.88	\$65.50	\$65.50
Occupational health nurse - level 1, pay point 3	\$67.38	\$67.38	\$84.23	\$67.38	\$67.38
Occupational health nurse - level 1, pay point 4	\$69.34	\$69.34	\$86.68	\$69.34	\$69.34
Occupational health nurse - level 1, pay point 5	\$71.14	\$71.14	\$88.93	\$71.14	\$71.14
Occupational health nurse - level 2, pay point 1	\$73.04	\$73.04	\$91.30	\$73.04	\$73.04
Occupational health nurse - level 2, pay point 2	\$74.20	\$74.20	\$92.75	\$74.20	\$74.20
Occupational health nurse - level 2, pay point 3	\$75.48	\$75.48	\$94.35	\$75.48	\$75.48
Occupational health nurse - level 2, pay point 4	\$76.72	\$76.72	\$95.90	\$76.72	\$76.72
Senior occupational health clinical nurse	\$76.72	\$76.72	\$95.90	\$76.72	\$76.72
Occupational health nurse - level 3, pay point 1	\$79.18	\$79.18	\$98.98	\$79.18	\$79.18
Occupational health nurse - level 3, pay point 2	\$80.64	\$80.64	\$100.80	\$80.64	\$80.64
Occupational health nurse - level 3, pay point 3	\$82.04	\$82.04	\$102.55	\$82.04	\$82.04
Occupational health nurse - level 3, pay point 4 and thereafter	\$83.50	\$83.50	\$104.38	\$83.50	\$83.50

## 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	\$31.89	\$63.78	\$63.78	\$71.75	\$35.08
Nursing assistant - 2nd year	\$32.39	\$64.78	\$64.78	\$72.88	\$35.63
Nursing assistant - 3rd year and thereafter	\$32.90	\$65.80	\$65.80	\$74.03	\$36.19
Nursing assistant - experienced (the holder of a relevant certificate III qualification)	\$33.96	\$67.92	\$67.92	\$76.41	\$37.36
Student enrolled nurse - less than 21 years of age	\$29.61	\$59.22	\$59.22	\$66.62	\$32.57
Student enrolled nurse - 21 years of age and over	\$31.09	\$62.18	\$62.18	\$69.95	\$34.20
Enrolled nurse - pay point 1	\$34.59	\$69.18	\$69.18	\$77.83	\$38.05
Enrolled nurse - pay point 2	\$35.04	\$70.08	\$70.08	\$78.84	\$38.54
Enrolled nurse - pay point 3	\$35.51	\$71.02	\$71.02	\$79.90	\$39.06
Enrolled nurse - pay point 4	\$36.03	\$72.06	\$72.06	\$81.07	\$39.63
Enrolled nurse - pay point 5	\$36.39	\$72.78	\$72.78	\$81.88	\$40.03
Registered nurse with a 4 year degree	\$38.64	\$77.28	\$77.28	\$86.94	\$42.50
Registered nurse with a masters degree	\$39.96	\$79.92	\$79.92	\$89.91	\$43.96
Registered nurse - level 1, pay point 1	\$37.00	\$74.00	\$74.00	\$83.25	\$40.70
Registered nurse - level 1, pay point 2	\$37.76	\$75.52	\$75.52	\$84.96	\$41.54
Registered nurse - level 1, pay point 3	\$38.69	\$77.38	\$77.38	\$87.05	\$42.56
Registered nurse - level 1, pay point 4	\$39.71	\$79.42	\$79.42	\$89.35	\$43.68
Registered nurse - level 1, pay point 5	\$40.94	\$81.88	\$81.88	\$92.12	\$45.03
Registered nurse - level 1, pay point 6	\$42.11	\$84.22	\$84.22	\$94.75	\$46.32
Registered nurse - level 1, pay point 7	\$43.34	\$86.68	\$86.68	\$97.52	\$47.67
Registered nurse - level 1, pay point 8 and thereafter	\$44.46	\$88.92	\$88.92	\$100.04	\$48.91
Registered nurse - level 2, pay point 1	\$45.65	\$91.30	\$91.30	\$102.71	\$50.22
Registered nurse - level 2, pay point 2	\$46.38	\$92.76	\$92.76	\$104.36	\$51.01
Registered nurse - level 2, pay point 3	\$47.18	\$94.36	\$94.36	\$106.16	\$51.89
Registered nurse - level 2, pay point 4 and thereafter	\$47.95	\$95.90	\$95.90	\$107.89	\$52.75
Registered nurse - level 3, pay point 1	\$49.49	\$98.98	\$98.98	\$111.35	\$54.44
Registered nurse - level 3, pay point 2	\$50.40	\$100.80	\$100.80	\$113.40	\$55.44
Registered nurse - level 3, pay point 3	\$51.28	\$102.56	\$102.56	\$115.38	\$56.40
Registered nurse - level 3, pay point 4 and thereafter	\$52.19	\$104.38	\$104.38	\$117.43	\$57.41
Registered nurse - level 4, grade 1	\$56.49	\$112.98	\$112.98	\$127.10	N/A
Registered nurse - level 4, grade 2	\$60.54	\$121.08	\$121.08	\$136.22	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 3	\$64.06	\$128.12	\$128.12	\$144.14	N/A
Registered nurse - level 5, grade 1	\$57.00	\$114.00	\$114.00	\$128.25	N/A
Registered nurse - level 5, grade 2	\$60.03	\$120.06	\$120.06	\$135.07	N/A
Registered nurse - level 5, grade 3	\$64.06	\$128.12	\$128.12	\$144.14	N/A
Registered nurse - level 5, grade 4	\$68.06	\$136.12	\$136.12	\$153.14	N/A
Registered nurse - level 5, grade 5	\$75.06	\$150.12	\$150.12	\$168.89	N/A
Registered nurse - level 5, grade 6	\$82.14	\$164.28	\$164.28	\$184.82	N/A
Nurse practitioner - 1st year	\$56.95	\$113.90	\$113.90	\$128.14	\$62.65
Nurse practitioner - 2nd year	\$58.64	\$117.28	\$117.28	\$131.94	\$64.50
Occupational health nurse - level 1, pay point 1	\$39.71	\$79.42	\$79.42	\$89.35	\$43.68
Occupational health nurse - level 1, pay point 2	\$40.94	\$81.88	\$81.88	\$92.12	\$45.03
Occupational health nurse - level 1, pay point 3	\$42.11	\$84.22	\$84.22	\$94.75	\$46.32
Occupational health nurse - level 1, pay point 4	\$43.34	\$86.68	\$86.68	\$97.52	\$47.67
Occupational health nurse - level 1, pay point 5	\$44.46	\$88.92	\$88.92	\$100.04	\$48.91
Occupational health nurse - level 2, pay point 1	\$45.65	\$91.30	\$91.30	\$102.71	\$50.22
Occupational health nurse - level 2, pay point 2	\$46.38	\$92.76	\$92.76	\$104.36	\$51.01
Occupational health nurse - level 2, pay point 3	\$47.18	\$94.36	\$94.36	\$106.16	\$51.89
Occupational health nurse - level 2, pay point 4	\$47.95	\$95.90	\$95.90	\$107.89	\$52.75
Senior occupational health clinical nurse	\$47.95	\$95.90	\$95.90	\$107.89	\$52.75
Occupational health nurse - level 3, pay point 1	\$49.49	\$98.98	\$98.98	\$111.35	\$54.44
Occupational health nurse - level 3, pay point 2	\$50.40	\$100.80	\$100.80	\$113.40	\$55.44
Occupational health nurse - level 3, pay point 3	\$51.28	\$102.56	\$102.56	\$115.38	\$56.40
Occupational health nurse - level 3, pay point 4 and thereafter	\$52.19	\$104.38	\$104.38	\$117.43	\$57.41

**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	\$35.71	\$47.84	\$55.81	\$47.84	\$63.78
Nursing assistant - 2nd year	\$36.27	\$48.59	\$56.68	\$48.59	\$64.78
Nursing assistant - 3rd year and thereafter	\$36.85	\$49.35	\$57.58	\$49.35	\$65.80
Nursing assistant - experienced (the holder of a relevant certificate III qualification)	\$38.04	\$50.94	\$59.43	\$50.94	\$67.92
Student enrolled nurse - less than 21 years of age	\$33.17	\$44.42	\$51.82	\$44.42	\$59.22
Student enrolled nurse - 21 years of age and over	\$34.82	\$46.64	\$54.41	\$46.64	\$62.18
Enrolled nurse - pay point 1	\$38.74	\$51.89	\$60.53	\$51.89	\$69.18
Enrolled nurse - pay point 2	\$39.24	\$52.56	\$61.32	\$52.56	\$70.08
Enrolled nurse - pay point 3	\$39.77	\$53.27	\$62.14	\$53.27	\$71.02
Enrolled nurse - pay point 4	\$40.35	\$54.05	\$63.05	\$54.05	\$72.06
Enrolled nurse - pay point 5	\$40.75	\$54.59	\$63.68	\$54.59	\$72.78
Registered nurse with a 4 year degree	\$43.27	\$57.96	\$67.62	\$57.96	\$77.28
Registered nurse with a masters degree	\$44.76	\$59.94	\$69.93	\$59.94	\$79.92
Registered nurse - level 1, pay point 1	\$41.44	\$55.50	\$64.75	\$55.50	\$74.00
Registered nurse - level 1, pay point 2	\$42.29	\$56.64	\$66.08	\$56.64	\$75.52
Registered nurse - level 1, pay point 3	\$43.33	\$58.04	\$67.71	\$58.04	\$77.38
Registered nurse - level 1, pay point 4	\$44.48	\$59.57	\$69.49	\$59.57	\$79.42
Registered nurse - level 1, pay point 5	\$45.85	\$61.41	\$71.65	\$61.41	\$81.88
Registered nurse - level 1, pay point 6	\$47.17	\$63.17	\$73.69	\$63.17	\$84.22
Registered nurse - level 1, pay point 7	\$48.54	\$65.01	\$75.85	\$65.01	\$86.68
Registered nurse - level 1, pay point 8 and thereafter	\$49.80	\$66.69	\$77.81	\$66.69	\$88.92
Registered nurse - level 2, pay point 1	\$51.13	\$68.48	\$79.89	\$68.48	\$91.30
Registered nurse - level 2, pay point 2	\$51.94	\$69.57	\$81.17	\$69.57	\$92.76
Registered nurse - level 2, pay point 3	\$52.84	\$70.77	\$82.57	\$70.77	\$94.36
Registered nurse - level 2, pay point 4 and thereafter	\$53.70	\$71.93	\$83.91	\$71.93	\$95.90
Registered nurse - level 3, pay point 1	\$55.43	\$74.24	\$86.61	\$74.24	\$98.98
Registered nurse - level 3, pay point 2	\$56.45	\$75.60	\$88.20	\$75.60	\$100.80
Registered nurse - level 3, pay point 3	\$57.43	\$76.92	\$89.74	\$76.92	\$102.56
Registered nurse - level 3, pay point 4 and thereafter	\$58.45	\$78.29	\$91.33	\$78.29	\$104.38
Registered nurse - level 4, grade 1	N/A	\$84.74	\$98.86	N/A	N/A
Registered nurse - level 4, grade 2	N/A	\$90.81	\$105.95	N/A	N/A
Registered nurse - level 4, grade 3	N/A	\$96.09	\$112.11	N/A	N/A
Registered nurse - level 5, grade 1	N/A	\$85.50	\$99.75	N/A	N/A

<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 5, grade 2	N/A	\$90.05	\$105.05	N/A	N/A
Registered nurse - level 5, grade 3	N/A	\$96.09	\$112.11	N/A	N/A
Registered nurse - level 5, grade 4	N/A	\$102.09	\$119.11	N/A	N/A
Registered nurse - level 5, grade 5	N/A	\$112.59	\$131.36	N/A	N/A
Registered nurse - level 5, grade 6	N/A	\$123.21	\$143.75	N/A	N/A
Nurse practitioner - 1st year	\$63.78	\$85.43	\$99.66	\$85.43	\$113.90
Nurse practitioner - 2nd year	\$65.67	\$87.96	\$102.62	\$87.96	\$117.28
Occupational health nurse - level 1, pay point 1	\$44.48	\$59.57	\$69.49	\$59.57	\$79.42
Occupational health nurse - level 1, pay point 2	\$45.85	\$61.41	\$71.65	\$61.41	\$81.88
Occupational health nurse - level 1, pay point 3	\$47.17	\$63.17	\$73.69	\$63.17	\$84.22
Occupational health nurse - level 1, pay point 4	\$48.54	\$65.01	\$75.85	\$65.01	\$86.68
Occupational health nurse - level 1, pay point 5	\$49.80	\$66.69	\$77.81	\$66.69	\$88.92
Occupational health nurse - level 2, pay point 1	\$51.13	\$68.48	\$79.89	\$68.48	\$91.30
Occupational health nurse - level 2, pay point 2	\$51.94	\$69.57	\$81.17	\$69.57	\$92.76
Occupational health nurse - level 2, pay point 3	\$52.84	\$70.77	\$82.57	\$70.77	\$94.36
Occupational health nurse - level 2, pay point 4	\$53.70	\$71.93	\$83.91	\$71.93	\$95.90
Senior occupational health clinical nurse	\$53.70	\$71.93	\$83.91	\$71.93	\$95.90
Occupational health nurse - level 3, pay point 1	\$55.43	\$74.24	\$86.61	\$74.24	\$98.98
Occupational health nurse - level 3, pay point 2	\$56.45	\$75.60	\$88.20	\$75.60	\$100.80
Occupational health nurse - level 3, pay point 3	\$57.43	\$76.92	\$89.74	\$76.92	\$102.56
Occupational health nurse - level 3, pay point 4 and thereafter	\$58.45	\$78.29	\$91.33	\$78.29	\$104.38

**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	\$63.78	\$79.73	\$63.78	\$63.78
Nursing assistant - 2nd year	\$64.78	\$80.98	\$64.78	\$64.78
Nursing assistant - 3rd year and thereafter	\$65.80	\$82.25	\$65.80	\$65.80
Nursing assistant - experienced (the holder of a relevant certificate III qualification)	\$67.92	\$84.90	\$67.92	\$67.92
Student enrolled nurse - less than 21 years of age	\$59.22	\$74.03	\$59.22	\$59.22
Student enrolled nurse - 21 years of age and over	\$62.18	\$77.73	\$62.18	\$62.18
Enrolled nurse - pay point 1	\$69.18	\$86.48	\$69.18	\$69.18
Enrolled nurse - pay point 2	\$70.08	\$87.60	\$70.08	\$70.08
Enrolled nurse - pay point 3	\$71.02	\$88.78	\$71.02	\$71.02
Enrolled nurse - pay point 4	\$72.06	\$90.08	\$72.06	\$72.06
Enrolled nurse - pay point 5	\$72.78	\$90.98	\$72.78	\$72.78
Registered nurse with a 4 year degree	\$77.28	\$96.60	\$77.28	\$77.28
Registered nurse with a masters degree	\$79.92	\$99.90	\$79.92	\$79.92
Registered nurse - level 1, pay point 1	\$74.00	\$92.50	\$74.00	\$74.00
Registered nurse - level 1, pay point 2	\$75.52	\$94.40	\$75.52	\$75.52
Registered nurse - level 1, pay point 3	\$77.38	\$96.73	\$77.38	\$77.38
Registered nurse - level 1, pay point 4	\$79.42	\$99.28	\$79.42	\$79.42
Registered nurse - level 1, pay point 5	\$81.88	\$102.35	\$81.88	\$81.88
Registered nurse - level 1, pay point 6	\$84.22	\$105.28	\$84.22	\$84.22
Registered nurse - level 1, pay point 7	\$86.68	\$108.35	\$86.68	\$86.68
Registered nurse - level 1, pay point 8 and thereafter	\$88.92	\$111.15	\$88.92	\$88.92
Registered nurse - level 2, pay point 1	\$91.30	\$114.13	\$91.30	\$91.30
Registered nurse - level 2, pay point 2	\$92.76	\$115.95	\$92.76	\$92.76
Registered nurse - level 2, pay point 3	\$94.36	\$117.95	\$94.36	\$94.36
Registered nurse - level 2, pay point 4 and thereafter	\$95.90	\$119.88	\$95.90	\$95.90
Registered nurse - level 3, pay point 1	\$98.98	\$123.73	\$98.98	\$98.98
Registered nurse - level 3, pay point 2	\$100.80	\$126.00	\$100.80	\$100.80
Registered nurse - level 3, pay point 3	\$102.56	\$128.20	\$102.56	\$102.56
Registered nurse - level 3, pay point 4 and thereafter	\$104.38	\$130.48	\$104.38	\$104.38
Registered nurse - level 4, grade 1	N/A	N/A	\$112.98	\$112.98
Registered nurse - level 4, grade 2	N/A	N/A	\$121.08	\$121.08
Registered nurse - level 4, grade 3	N/A	N/A	\$128.12	\$128.12
Registered nurse - level 5, grade 1	N/A	N/A	\$114.00	\$114.00

<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 2	N/A	N/A	\$120.06	\$120.06
Registered nurse - level 5, grade 3	N/A	N/A	\$128.12	\$128.12
Registered nurse - level 5, grade 4	N/A	N/A	\$136.12	\$136.12
Registered nurse - level 5, grade 5	N/A	N/A	\$150.12	\$150.12
Registered nurse - level 5, grade 6	N/A	N/A	\$164.28	\$164.28
Nurse practitioner - 1st year	\$113.90	\$142.38	\$113.90	\$113.90
Nurse practitioner - 2nd year	\$117.28	\$146.60	\$117.28	\$117.28
Occupational health nurse - level 1, pay point 1	\$79.42	\$99.28	\$79.42	\$79.42
Occupational health nurse - level 1, pay point 2	\$81.88	\$102.35	\$81.88	\$81.88
Occupational health nurse - level 1, pay point 3	\$84.22	\$105.28	\$84.22	\$84.22
Occupational health nurse - level 1, pay point 4	\$86.68	\$108.35	\$86.68	\$86.68
Occupational health nurse - level 1, pay point 5	\$88.92	\$111.15	\$88.92	\$88.92
Occupational health nurse - level 2, pay point 1	\$91.30	\$114.13	\$91.30	\$91.30
Occupational health nurse - level 2, pay point 2	\$92.76	\$115.95	\$92.76	\$92.76
Occupational health nurse - level 2, pay point 3	\$94.36	\$117.95	\$94.36	\$94.36
Occupational health nurse - level 2, pay point 4	\$95.90	\$119.88	\$95.90	\$95.90
Senior occupational health clinical nurse	\$95.90	\$119.88	\$95.90	\$95.90
Occupational health nurse - level 3, pay point 1	\$98.98	\$123.73	\$98.98	\$98.98
Occupational health nurse - level 3, pay point 2	\$100.80	\$126.00	\$100.80	\$100.80
Occupational health nurse - level 3, pay point 3	\$102.56	\$128.20	\$102.56	\$102.56
Occupational health nurse - level 3, pay point 4 and thereafter	\$104.38	\$130.48	\$104.38	\$104.38

## 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
Student enrolled nurse - less than 21 years of age	\$1,035.50	\$27.25	\$54.50	\$54.50	\$61.31
Student enrolled nurse - 21 years of age and over	\$1,086.90	\$28.60	\$57.20	\$57.20	\$64.35
Enrolled nurse - pay point 1	\$1,209.10	\$31.82	\$63.64	\$63.64	\$71.60
Enrolled nurse - pay point 2	\$1,225.20	\$32.24	\$64.48	\$64.48	\$72.54
Enrolled nurse - pay point 3	\$1,241.50	\$32.67	\$65.34	\$65.34	\$73.51
Enrolled nurse - pay point 4	\$1,259.30	\$33.14	\$66.28	\$66.28	\$74.57
Enrolled nurse - pay point 5	\$1,272.00	\$33.47	\$66.94	\$66.94	\$75.31
Registered nurse with a 4 year degree	\$1,350.70	\$35.54	\$71.08	\$71.08	\$79.97
Registered nurse with a masters degree	\$1,397.20	\$36.77	\$73.54	\$73.54	\$82.73
Registered nurse - level 1, pay point 1	\$1,293.60	\$34.04	\$68.08	\$68.08	\$76.59
Registered nurse - level 1, pay point 2	\$1,320.00	\$34.74	\$69.48	\$69.48	\$78.17
Registered nurse - level 1, pay point 3	\$1,352.50	\$35.59	\$71.18	\$71.18	\$80.08
Registered nurse - level 1, pay point 4	\$1,388.50	\$36.54	\$73.08	\$73.08	\$82.22
Registered nurse - level 1, pay point 5	\$1,431.00	\$37.66	\$75.32	\$75.32	\$84.74
Registered nurse - level 1, pay point 6	\$1,472.50	\$38.75	\$77.50	\$77.50	\$87.19
Registered nurse - level 1, pay point 7	\$1,515.10	\$39.87	\$79.74	\$79.74	\$89.71
Registered nurse - level 1, pay point 8 and thereafter	\$1,554.50	\$40.91	\$81.82	\$81.82	\$92.05
Registered nurse - level 2, pay point 1	\$1,595.70	\$41.99	\$83.98	\$83.98	\$94.48
Registered nurse - level 2, pay point 2	\$1,621.10	\$42.66	\$85.32	\$85.32	\$95.99
Registered nurse - level 2, pay point 3	\$1,649.20	\$43.40	\$86.80	\$86.80	\$97.65
Registered nurse - level 2, pay point 4 and thereafter	\$1,676.20	\$44.11	\$88.22	\$88.22	\$99.25
Registered nurse - level 3, pay point 1	\$1,730.20	\$45.53	\$91.06	\$91.06	\$102.44
Registered nurse - level 3, pay point 2	\$1,762.00	\$46.37	\$92.74	\$92.74	\$104.33
Registered nurse - level 3, pay point 3	\$1,792.40	\$47.17	\$94.34	\$94.34	\$106.13
Registered nurse - level 3, pay point 4 and thereafter	\$1,824.50	\$48.01	\$96.02	\$96.02	\$108.02
Registered nurse - level 4, grade 1	\$1,974.80	\$51.97	\$103.94	\$103.94	\$116.93
Registered nurse - level 4, grade 2	\$2,116.30	\$55.69	\$111.38	\$111.38	\$125.30
Registered nurse - level 4, grade 3	\$2,239.80	\$58.94	\$117.88	\$117.88	\$132.62
Registered nurse - level 5, grade 1	\$1,992.70	\$52.44	\$104.88	\$104.88	\$117.99
Registered nurse - level 5, grade 2	\$2,098.60	\$55.23	\$110.46	\$110.46	\$124.27
Registered nurse - level 5, grade 3	\$2,239.80	\$58.94	\$117.88	\$117.88	\$132.62
Registered nurse - level 5, grade 4	\$2,379.40	\$62.62	\$125.24	\$125.24	\$140.90
Registered nurse - level 5, grade 5	\$2,624.30	\$69.06	\$138.12	\$138.12	\$155.39

Classification	Weekly pay rate	Hourly pay rate	Public holiday	Christmas Day on Saturday	Christmas Day on Sunday
Registered nurse - level 5, grade 6	\$2,871.40	\$75.56	\$151.12	\$151.12	\$170.01
Nurse practitioner - 1st year	\$1,991.00	\$52.39	\$104.78	\$104.78	\$117.88
Nurse practitioner - 2nd year	\$2,050.10	\$53.95	\$107.90	\$107.90	\$121.39

**Table 2 of 3**

Classification	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Saturday	Sunday	Overtime - Monday to Saturday - first 2 hours
Student enrolled nurse - less than 21 years of age	\$30.66	\$31.34	\$40.88	\$47.69	\$40.88
Student enrolled nurse - 21 years of age and over	\$32.18	\$32.89	\$42.90	\$50.05	\$42.90
Enrolled nurse - pay point 1	\$35.80	\$36.59	\$47.73	\$55.69	\$47.73
Enrolled nurse - pay point 2	\$36.27	\$37.08	\$48.36	\$56.42	\$48.36
Enrolled nurse - pay point 3	\$36.75	\$37.57	\$49.01	\$57.17	\$49.01
Enrolled nurse - pay point 4	\$37.28	\$38.11	\$49.71	\$58.00	\$49.71
Enrolled nurse - pay point 5	\$37.65	\$38.49	\$50.21	\$58.57	\$50.21
Registered nurse with a 4 year degree	\$39.98	\$40.87	\$53.31	\$62.20	\$53.31
Registered nurse with a masters degree	\$41.37	\$42.29	\$55.16	\$64.35	\$55.16
Registered nurse - level 1, pay point 1	\$38.30	\$39.15	\$51.06	\$59.57	\$51.06
Registered nurse - level 1, pay point 2	\$39.08	\$39.95	\$52.11	\$60.80	\$52.11
Registered nurse - level 1, pay point 3	\$40.04	\$40.93	\$53.39	\$62.28	\$53.39
Registered nurse - level 1, pay point 4	\$41.11	\$42.02	\$54.81	\$63.95	\$54.81
Registered nurse - level 1, pay point 5	\$42.37	\$43.31	\$56.49	\$65.91	\$56.49
Registered nurse - level 1, pay point 6	\$43.59	\$44.56	\$58.13	\$67.81	\$58.13
Registered nurse - level 1, pay point 7	\$44.85	\$45.85	\$59.81	\$69.77	\$59.81
Registered nurse - level 1, pay point 8 and thereafter	\$46.02	\$47.05	\$61.37	\$71.59	\$61.37
Registered nurse - level 2, pay point 1	\$47.24	\$48.29	\$62.99	\$73.48	\$62.99
Registered nurse - level 2, pay point 2	\$47.99	\$49.06	\$63.99	\$74.66	\$63.99
Registered nurse - level 2, pay point 3	\$48.83	\$49.91	\$65.10	\$75.95	\$65.10
Registered nurse - level 2, pay point 4 and thereafter	\$49.62	\$50.73	\$66.17	\$77.19	\$66.17
Registered nurse - level 3, pay point 1	\$51.22	\$52.36	\$68.30	\$79.68	\$68.30
Registered nurse - level 3, pay point 2	\$52.17	\$53.33	\$69.56	\$81.15	\$69.56
Registered nurse - level 3, pay point 3	\$53.07	\$54.25	\$70.76	\$82.55	\$70.76
Registered nurse - level 3, pay point 4 and thereafter	\$54.01	\$55.21	\$72.02	\$84.02	\$72.02
Registered nurse - level 4, grade 1	N/A	N/A	\$77.96	\$90.95	N/A
Registered nurse - level 4, grade 2	N/A	N/A	\$83.54	\$97.46	N/A
Registered nurse - level 4, grade 3	N/A	N/A	\$88.41	\$103.15	N/A

<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>
Registered nurse - level 5, grade 1	N/A	N/A	\$78.66	\$91.77	N/A
Registered nurse - level 5, grade 2	N/A	N/A	\$82.85	\$96.65	N/A
Registered nurse - level 5, grade 3	N/A	N/A	\$88.41	\$103.15	N/A
Registered nurse - level 5, grade 4	N/A	N/A	\$93.93	\$109.59	N/A
Registered nurse - level 5, grade 5	N/A	N/A	\$103.59	\$120.86	N/A
Registered nurse - level 5, grade 6	N/A	N/A	\$113.34	\$132.23	N/A
Nurse practitioner - 1st year	\$58.94	\$60.25	\$78.59	\$91.68	\$78.59
Nurse practitioner - 2nd year	\$60.69	\$62.04	\$80.93	\$94.41	\$80.93

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - Monday to Saturday - after 2 hours</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>
Student enrolled nurse - less than 21 years of age	\$54.50	\$54.50	\$68.13	\$54.50	\$54.50
Student enrolled nurse - 21 years of age and over	\$57.20	\$57.20	\$71.50	\$57.20	\$57.20
Enrolled nurse - pay point 1	\$63.64	\$63.64	\$79.55	\$63.64	\$63.64
Enrolled nurse - pay point 2	\$64.48	\$64.48	\$80.60	\$64.48	\$64.48
Enrolled nurse - pay point 3	\$65.34	\$65.34	\$81.68	\$65.34	\$65.34
Enrolled nurse - pay point 4	\$66.28	\$66.28	\$82.85	\$66.28	\$66.28
Enrolled nurse - pay point 5	\$66.94	\$66.94	\$83.68	\$66.94	\$66.94
Registered nurse with a 4 year degree	\$71.08	\$71.08	\$88.85	\$71.08	\$71.08
Registered nurse with a masters degree	\$73.54	\$73.54	\$91.93	\$73.54	\$73.54
Registered nurse - level 1, pay point 1	\$68.08	\$68.08	\$85.10	\$68.08	\$68.08
Registered nurse - level 1, pay point 2	\$69.48	\$69.48	\$86.85	\$69.48	\$69.48
Registered nurse - level 1, pay point 3	\$71.18	\$71.18	\$88.98	\$71.18	\$71.18
Registered nurse - level 1, pay point 4	\$73.08	\$73.08	\$91.35	\$73.08	\$73.08
Registered nurse - level 1, pay point 5	\$75.32	\$75.32	\$94.15	\$75.32	\$75.32
Registered nurse - level 1, pay point 6	\$77.50	\$77.50	\$96.88	\$77.50	\$77.50
Registered nurse - level 1, pay point 7	\$79.74	\$79.74	\$99.68	\$79.74	\$79.74
Registered nurse - level 1, pay point 8 and thereafter	\$81.82	\$81.82	\$102.28	\$81.82	\$81.82
Registered nurse - level 2, pay point 1	\$83.98	\$83.98	\$104.98	\$83.98	\$83.98
Registered nurse - level 2, pay point 2	\$85.32	\$85.32	\$106.65	\$85.32	\$85.32
Registered nurse - level 2, pay point 3	\$86.80	\$86.80	\$108.50	\$86.80	\$86.80
Registered nurse - level 2, pay point 4 and thereafter	\$88.22	\$88.22	\$110.28	\$88.22	\$88.22



<b>Classification</b>	<b>Overtime - Monday to Saturday - after 2 hours</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 3, pay point 1	\$91.06	\$91.06	\$113.83	\$91.06	\$91.06
Registered nurse - level 3, pay point 2	\$92.74	\$92.74	\$115.93	\$92.74	\$92.74
Registered nurse - level 3, pay point 3	\$94.34	\$94.34	\$117.93	\$94.34	\$94.34
Registered nurse - level 3, pay point 4 and thereafter	\$96.02	\$96.02	\$120.03	\$96.02	\$96.02
Registered nurse - level 4, grade 1	N/A	N/A	N/A	\$103.94	\$103.94
Registered nurse - level 4, grade 2	N/A	N/A	N/A	\$111.38	\$111.38
Registered nurse - level 4, grade 3	N/A	N/A	N/A	\$117.88	\$117.88
Registered nurse - level 5, grade 1	N/A	N/A	N/A	\$104.88	\$104.88
Registered nurse - level 5, grade 2	N/A	N/A	N/A	\$110.46	\$110.46
Registered nurse - level 5, grade 3	N/A	N/A	N/A	\$117.88	\$117.88
Registered nurse - level 5, grade 4	N/A	N/A	N/A	\$125.24	\$125.24
Registered nurse - level 5, grade 5	N/A	N/A	N/A	\$138.12	\$138.12
Registered nurse - level 5, grade 6	N/A	N/A	N/A	\$151.12	\$151.12
Nurse practitioner - 1st year	\$104.78	\$104.78	\$130.98	\$104.78	\$104.78
Nurse practitioner - 2nd year	\$107.90	\$107.90	\$134.88	\$107.90	\$107.90

## 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
Student enrolled nurse - less than 21 years of age	\$34.06	\$68.12	\$68.12	\$76.64	\$37.47
Student enrolled nurse - 21 years of age and over	\$35.75	\$71.50	\$71.50	\$80.44	\$39.33
Enrolled nurse - pay point 1	\$39.78	\$79.56	\$79.56	\$89.51	\$43.75
Enrolled nurse - pay point 2	\$40.30	\$80.60	\$80.60	\$90.68	\$44.33
Enrolled nurse - pay point 3	\$40.84	\$81.68	\$81.68	\$91.89	\$44.92
Enrolled nurse - pay point 4	\$41.43	\$82.86	\$82.86	\$93.22	\$45.57
Enrolled nurse - pay point 5	\$41.84	\$83.68	\$83.68	\$94.14	\$46.02
Registered nurse with a 4 year degree	\$44.43	\$88.86	\$88.86	\$99.97	\$48.87
Registered nurse with a masters degree	\$45.96	\$91.92	\$91.92	\$103.41	\$50.56
Registered nurse - level 1, pay point 1	\$42.55	\$85.10	\$85.10	\$95.74	\$46.81
Registered nurse - level 1, pay point 2	\$43.43	\$86.86	\$86.86	\$97.72	\$47.77
Registered nurse - level 1, pay point 3	\$44.49	\$88.98	\$88.98	\$100.10	\$48.94
Registered nurse - level 1, pay point 4	\$45.68	\$91.36	\$91.36	\$102.78	\$50.24
Registered nurse - level 1, pay point 5	\$47.08	\$94.16	\$94.16	\$105.93	\$51.78
Registered nurse - level 1, pay point 6	\$48.44	\$96.88	\$96.88	\$108.99	\$53.28
Registered nurse - level 1, pay point 7	\$49.84	\$99.68	\$99.68	\$112.14	\$54.82
Registered nurse - level 1, pay point 8 and thereafter	\$51.14	\$102.28	\$102.28	\$115.07	\$56.25
Registered nurse - level 2, pay point 1	\$52.49	\$104.98	\$104.98	\$118.10	\$57.74
Registered nurse - level 2, pay point 2	\$53.33	\$106.66	\$106.66	\$119.99	\$58.66
Registered nurse - level 2, pay point 3	\$54.25	\$108.50	\$108.50	\$122.06	\$59.68
Registered nurse - level 2, pay point 4 and thereafter	\$55.14	\$110.28	\$110.28	\$124.07	\$60.65
Registered nurse - level 3, pay point 1	\$56.91	\$113.82	\$113.82	\$128.05	\$62.60
Registered nurse - level 3, pay point 2	\$57.96	\$115.92	\$115.92	\$130.41	\$63.76
Registered nurse - level 3, pay point 3	\$58.96	\$117.92	\$117.92	\$132.66	\$64.86
Registered nurse - level 3, pay point 4 and thereafter	\$60.01	\$120.02	\$120.02	\$135.02	\$66.01
Registered nurse - level 4, grade 1	\$64.96	\$129.92	\$129.92	\$146.16	N/A
Registered nurse - level 4, grade 2	\$69.61	\$139.22	\$139.22	\$156.62	N/A
Registered nurse - level 4, grade 3	\$73.68	\$147.36	\$147.36	\$165.78	N/A
Registered nurse - level 5, grade 1	\$65.55	\$131.10	\$131.10	\$147.49	N/A
Registered nurse - level 5, grade 2	\$69.04	\$138.08	\$138.08	\$155.34	N/A
Registered nurse - level 5, grade 3	\$73.68	\$147.36	\$147.36	\$165.78	N/A
Registered nurse - level 5, grade 4	\$78.28	\$156.56	\$156.56	\$176.13	N/A

Classification	Hourly pay rate	Public holiday	Christmas Day on Saturday	Christmas Day on Sunday	Afternoon shift - Monday to Friday
Registered nurse - level 5, grade 5	\$86.33	\$172.66	\$172.66	\$194.24	N/A
Registered nurse - level 5, grade 6	\$94.45	\$188.90	\$188.90	\$212.51	N/A
Nurse practitioner - 1st year	\$65.49	\$130.98	\$130.98	\$147.35	\$72.04
Nurse practitioner - 2nd year	\$67.44	\$134.88	\$134.88	\$151.74	\$74.18

**Table 2 of 3**

Classification	Night shift - Monday to Friday	Saturday	Sunday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours
Student enrolled nurse - less than 21 years of age	\$38.15	\$51.09	\$59.61	\$51.09	\$68.12
Student enrolled nurse - 21 years of age and over	\$40.04	\$53.63	\$62.56	\$53.63	\$71.50
Enrolled nurse - pay point 1	\$44.55	\$59.67	\$69.62	\$59.67	\$79.56
Enrolled nurse - pay point 2	\$45.14	\$60.45	\$70.53	\$60.45	\$80.60
Enrolled nurse - pay point 3	\$45.74	\$61.26	\$71.47	\$61.26	\$81.68
Enrolled nurse - pay point 4	\$46.40	\$62.15	\$72.50	\$62.15	\$82.86
Enrolled nurse - pay point 5	\$46.86	\$62.76	\$73.22	\$62.76	\$83.68
Registered nurse with a 4 year degree	\$49.76	\$66.65	\$77.75	\$66.65	\$88.86
Registered nurse with a masters degree	\$51.48	\$68.94	\$80.43	\$68.94	\$91.92
Registered nurse - level 1, pay point 1	\$47.66	\$63.83	\$74.46	\$63.83	\$85.10
Registered nurse - level 1, pay point 2	\$48.64	\$65.15	\$76.00	\$65.15	\$86.86
Registered nurse - level 1, pay point 3	\$49.83	\$66.74	\$77.86	\$66.74	\$88.98
Registered nurse - level 1, pay point 4	\$51.16	\$68.52	\$79.94	\$68.52	\$91.36
Registered nurse - level 1, pay point 5	\$52.72	\$70.62	\$82.39	\$70.62	\$94.16
Registered nurse - level 1, pay point 6	\$54.25	\$72.66	\$84.77	\$72.66	\$96.88
Registered nurse - level 1, pay point 7	\$55.82	\$74.76	\$87.22	\$74.76	\$99.68
Registered nurse - level 1, pay point 8 and thereafter	\$57.27	\$76.71	\$89.50	\$76.71	\$102.28
Registered nurse - level 2, pay point 1	\$58.79	\$78.74	\$91.86	\$78.74	\$104.98
Registered nurse - level 2, pay point 2	\$59.72	\$80.00	\$93.33	\$80.00	\$106.66
Registered nurse - level 2, pay point 3	\$60.76	\$81.38	\$94.94	\$81.38	\$108.50
Registered nurse - level 2, pay point 4 and thereafter	\$61.75	\$82.71	\$96.50	\$82.71	\$110.28
Registered nurse - level 3, pay point 1	\$63.74	\$85.37	\$99.59	\$85.37	\$113.82
Registered nurse - level 3, pay point 2	\$64.92	\$86.94	\$101.43	\$86.94	\$115.92
Registered nurse - level 3, pay point 3	\$66.04	\$88.44	\$103.18	\$88.44	\$117.92
Registered nurse - level 3, pay point 4 and thereafter	\$67.21	\$90.02	\$105.02	\$90.02	\$120.02
Registered nurse - level 4, grade 1	N/A	\$97.44	\$113.68	N/A	N/A

<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 4, grade 2	N/A	\$104.42	\$121.82	N/A	N/A
Registered nurse - level 4, grade 3	N/A	\$110.52	\$128.94	N/A	N/A
Registered nurse - level 5, grade 1	N/A	\$98.33	\$114.71	N/A	N/A
Registered nurse - level 5, grade 2	N/A	\$103.56	\$120.82	N/A	N/A
Registered nurse - level 5, grade 3	N/A	\$110.52	\$128.94	N/A	N/A
Registered nurse - level 5, grade 4	N/A	\$117.42	\$136.99	N/A	N/A
Registered nurse - level 5, grade 5	N/A	\$129.50	\$151.08	N/A	N/A
Registered nurse - level 5, grade 6	N/A	\$141.68	\$165.29	N/A	N/A
Nurse practitioner - 1st year	\$73.35	\$98.24	\$114.61	\$98.24	\$130.98
Nurse practitioner - 2nd year	\$75.53	\$101.16	\$118.02	\$101.16	\$134.88

**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>
Student enrolled nurse - less than 21 years of age	\$68.12	\$85.15	\$68.12	\$68.12
Student enrolled nurse - 21 years of age and over	\$71.50	\$89.38	\$71.50	\$71.50
Enrolled nurse - pay point 1	\$79.56	\$99.45	\$79.56	\$79.56
Enrolled nurse - pay point 2	\$80.60	\$100.75	\$80.60	\$80.60
Enrolled nurse - pay point 3	\$81.68	\$102.10	\$81.68	\$81.68
Enrolled nurse - pay point 4	\$82.86	\$103.58	\$82.86	\$82.86
Enrolled nurse - pay point 5	\$83.68	\$104.60	\$83.68	\$83.68
Registered nurse with a 4 year degree	\$88.86	\$111.08	\$88.86	\$88.86
Registered nurse with a masters degree	\$91.92	\$114.90	\$91.92	\$91.92
Registered nurse - level 1, pay point 1	\$85.10	\$106.38	\$85.10	\$85.10
Registered nurse - level 1, pay point 2	\$86.86	\$108.58	\$86.86	\$86.86
Registered nurse - level 1, pay point 3	\$88.98	\$111.23	\$88.98	\$88.98
Registered nurse - level 1, pay point 4	\$91.36	\$114.20	\$91.36	\$91.36
Registered nurse - level 1, pay point 5	\$94.16	\$117.70	\$94.16	\$94.16
Registered nurse - level 1, pay point 6	\$96.88	\$121.10	\$96.88	\$96.88
Registered nurse - level 1, pay point 7	\$99.68	\$124.60	\$99.68	\$99.68
Registered nurse - level 1, pay point 8 and thereafter	\$102.28	\$127.85	\$102.28	\$102.28
Registered nurse - level 2, pay point 1	\$104.98	\$131.23	\$104.98	\$104.98
Registered nurse - level 2, pay point 2	\$106.66	\$133.33	\$106.66	\$106.66
Registered nurse - level 2, pay point 3	\$108.50	\$135.63	\$108.50	\$108.50

<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 2, pay point 4 and thereafter	\$110.28	\$137.85	\$110.28	\$110.28
Registered nurse - level 3, pay point 1	\$113.82	\$142.28	\$113.82	\$113.82
Registered nurse - level 3, pay point 2	\$115.92	\$144.90	\$115.92	\$115.92
Registered nurse - level 3, pay point 3	\$117.92	\$147.40	\$117.92	\$117.92
Registered nurse - level 3, pay point 4 and thereafter	\$120.02	\$150.03	\$120.02	\$120.02
Registered nurse - level 4, grade 1	N/A	N/A	\$129.92	\$129.92
Registered nurse - level 4, grade 2	N/A	N/A	\$139.22	\$139.22
Registered nurse - level 4, grade 3	N/A	N/A	\$147.36	\$147.36
Registered nurse - level 5, grade 1	N/A	N/A	\$131.10	\$131.10
Registered nurse - level 5, grade 2	N/A	N/A	\$138.08	\$138.08
Registered nurse - level 5, grade 3	N/A	N/A	\$147.36	\$147.36
Registered nurse - level 5, grade 4	N/A	N/A	\$156.56	\$156.56
Registered nurse - level 5, grade 5	N/A	N/A	\$172.66	\$172.66
Registered nurse - level 5, grade 6	N/A	N/A	\$188.90	\$188.90
Nurse practitioner - 1st year	\$130.98	\$163.73	\$130.98	\$130.98
Nurse practitioner - 2nd year	\$134.88	\$168.60	\$134.88	\$134.88

## 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	\$16.20 for the first meal and \$14.60 for an extra meal after every 4 hours
On call allowance - Monday to Friday	\$26.43 for each on call period of up to 24 hours
On call allowance - Saturday	\$39.82 for each on call period of up to 24 hours
On call allowance - Sunday, public holidays and rostered days off	\$46.45 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	\$0.99 per km
Uniform allowance	\$1.23 per shift up to a maximum of \$6.24 per week