# Pay Guide - Nurses Award

# [MA000034]

Published 26 June 2024

Pay rates change from 1 July each year, therates in this guide apply from the first full pay period on or after 01 July 2024.

Information about the definition and operation of allowances, penalties and overtime can be found in the [award](https://www.fairwork.gov.au/awards-and-agreements/awards/list-of-awards) and the [Pay and Conditions Tool](https://calculate.fairwork.gov.au/).

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If you need further assistance you can [contact us](https://www.fairwork.gov.au/about-us/contact-us/). Alternatively, you may wish to get independent advice from a union, employer association or lawyer on your particular circumstances.

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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 |
| 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**

| **Classification** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Saturday** | **Sunday** | **Overtime - Monday to Saturday - first 2 hours** |
| --- | --- | --- | --- | --- | --- |
| 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 |
| 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**

| **Classification** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Overtime - Public holiday** | **Less than 10 hour break after working overtime** | **Minimum break between shifts** |
| --- | --- | --- | --- | --- | --- |
| Nursing assistant - 1st year | $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 |
| 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 |
| 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**

| **Classification** | **Night shift - Monday to Friday** | **Saturday** | **Sunday** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** |
| --- | --- | --- | --- | --- | --- |
| Nursing assistant - 1st year | $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 |
| 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**

| **Classification** | **Overtime - Sunday** | **Overtime - Public holiday** | **Less than 10 hour break after working overtime** | **Minimum break between shifts** |
| --- | --- | --- | --- | --- |
| 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 |
| 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** |
| --- | --- | --- | --- | --- | --- |
| Nursing assistant - 1st year | $1,114.60 | $29.33 | $58.66 | $58.66 | $65.99 |
| Nursing assistant - 2nd year | $1,132.00 | $29.79 | $59.58 | $59.58 | $67.03 |
| Nursing assistant - 3rd year and thereafter | $1,150.20 | $30.27 | $60.54 | $60.54 | $68.11 |
| Nursing assistant - experienced (the holder of a relevant certificate III qualification) | $1,187.10 | $31.24 | $62.48 | $62.48 | $70.29 |
| 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 |
| 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** |
| --- | --- | --- | --- | --- | --- |
| Nursing assistant - 1st year | $33.00 | $33.73 | $44.00 | $51.33 | $44.00 |
| Nursing assistant - 2nd year | $33.51 | $34.26 | $44.69 | $52.13 | $44.69 |
| Nursing assistant - 3rd year and thereafter | $34.05 | $34.81 | $45.41 | $52.97 | $45.41 |
| Nursing assistant - experienced (the holder of a relevant certificate III qualification) | $35.15 | $35.93 | $46.86 | $54.67 | $46.86 |
| 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 |
| 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**

| **Classification** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Overtime - Public holiday** | **Less than 10 hour break after working overtime** | **Minimum break between shifts** |
| --- | --- | --- | --- | --- | --- |
| Nursing assistant - 1st year | $58.66 | $58.66 | $73.33 | $58.66 | $58.66 |
| Nursing assistant - 2nd year | $59.58 | $59.58 | $74.48 | $59.58 | $59.58 |
| Nursing assistant - 3rd year and thereafter | $60.54 | $60.54 | $75.68 | $60.54 | $60.54 |
| Nursing assistant - experienced (the holder of a relevant certificate III qualification) | $62.48 | $62.48 | $78.10 | $62.48 | $62.48 |
| 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 |
| 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** |
| --- | --- | --- | --- | --- | --- |
| Nursing assistant - 1st year | $36.66 | $73.32 | $73.32 | $82.49 | $40.33 |
| Nursing assistant - 2nd year | $37.24 | $74.48 | $74.48 | $83.79 | $40.96 |
| Nursing assistant - 3rd year and thereafter | $37.84 | $75.68 | $75.68 | $85.14 | $41.62 |
| Nursing assistant - experienced (the holder of a relevant certificate III qualification) | $39.05 | $78.10 | $78.10 | $87.86 | $42.96 |
| 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 |
| 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** |
| --- | --- | --- | --- | --- | --- |
| Nursing assistant - 1st year | $41.06 | $54.99 | $64.16 | $54.99 | $73.32 |
| Nursing assistant - 2nd year | $41.71 | $55.86 | $65.17 | $55.86 | $74.48 |
| Nursing assistant - 3rd year and thereafter | $42.38 | $56.76 | $66.22 | $56.76 | $75.68 |
| Nursing assistant - experienced (the holder of a relevant certificate III qualification) | $43.74 | $58.58 | $68.34 | $58.58 | $78.10 |
| 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 |
| 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**

| **Classification** | **Overtime - Sunday** | **Overtime - Public holiday** | **Less than 10 hour break after working overtime** | **Minimum break between shifts** |
| --- | --- | --- | --- | --- |
| Nursing assistant - 1st year | $73.32 | $91.65 | $73.32 | $73.32 |
| Nursing assistant - 2nd year | $74.48 | $93.10 | $74.48 | $74.48 |
| Nursing assistant - 3rd year and thereafter | $75.68 | $94.60 | $75.68 | $75.68 |
| Nursing assistant - experienced (the holder of a relevant certificate III qualification) | $78.10 | $97.63 | $78.10 | $78.10 |
| 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 |
| 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 |