



DETERMINATION

Fair Work Act 2009

s.158—Application to vary or revoke a modern award

Australian Nursing and Midwifery Federation—Work value case—Aged care industry

(AM2021/63)

NURSES AWARD 2020

[MA000034]

Health and welfare services

JUSTICE HATCHER, PRESIDENT
VICE PRESIDENT ASBURY
DEPUTY PRESIDENT O'NEILL
PROFESSOR BAIRD
DR RISSE

SYDNEY, 27 AUGUST 2025

Applications to vary modern awards – work value – aged care industry – Nurses Award 2020 – stage 3.

A. Further to the Expert Panel decision issued by the Fair Work Commission on 6 December 2024 [[\[2024\] FWCFB 452](#)], the above award is varied as follows:

- By deleting the table appearing in clause 15.3(a)(ii) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Enrolled nurse supervising other direct care employees	1409.60	37.09

- By deleting the table appearing in clause 15.3(b) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Registered nurse—level 1		
First year of employment classified at this level	1446.50	38.07

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
In excess of 1 year and up to 4 years of employment classified at this level	1519.90	40.00
In excess of 4 years of employment classified at this level	1661.40	43.72
Registered nurse—level 2		
First 3 years of employment classified at this level	1799.10	47.34
In excess of 3 years of employment classified at this level	1880.40	49.48
Registered nurse—level 3	1946.00	51.21
Registered nurse—level 4	2249.40	59.19
Registered nurse—level 5	2542.40	66.91

3. By deleting the table appearing in clause B.2.1(a) and inserting the following:

	Minimum hourly rate	Monday to Friday		Saturday	Sunday	Public holiday
		Afternoon shift	Night shift			
	% of minimum hourly rate					
	100%	112.5%	115%	150%	175%	200%
	\$	\$	\$	\$	\$	\$
Student enrolled nurse						
Less than 21 years of age	28.20	31.73	32.43	42.30	49.35	56.40
21 years of age and over	29.60	33.30	34.04	44.40	51.80	59.20
Enrolled nurse supervising other direct care employees	37.09	41.73	42.65	55.64	64.91	74.18

4. By deleting the table appearing in clause B.2.1(b) and inserting the following:

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Student enrolled nurse				
Less than 21 years of age	42.30	56.40	56.40	70.50
21 years of age and over	44.40	59.20	59.20	74.00
Enrolled nurse supervising other direct care employees	55.64	74.18	74.18	92.73

5. By deleting the table appearing in clause B.2.1(c) and inserting the following:

	Casual hourly rate	Monday to Friday		Saturday	Sunday	Public holiday
		Afternoon shift	Night shift			
	% of minimum hourly rate			% of casual hourly rate ¹		
	125%	137.5%	140%	150%	175%	200%
	\$	\$	\$	\$	\$	\$
Student enrolled nurse						
Less than 21 years of age	35.25	38.78	39.48	52.88	61.69	70.50
21 years of age and over	37.00	40.70	41.44	55.50	64.75	74.00
Enrolled nurse supervising other direct care employees	46.36	51.00	51.93	69.54	81.13	92.72

6. By deleting the table appearing in clause B.2.2(a) and inserting the following:

	Minimum hourly rate	Monday to Friday		Saturday	Sunday	Public holiday
		Afternoon shift	Night shift			
	% of minimum hourly rate					
	100%	112.5%	115%	150%	175%	200%
	\$	\$	\$	\$	\$	\$
Registered nurse— level 1						
First year of employment classified at this level	38.07	42.83	43.78	57.11	66.62	76.14
In excess of 1 year and up to 4 years of employment classified at this level	40.00	45.00	46.00	60.00	70.00	80.00
In excess of 4 years of employment classified at this level	43.72	49.19	50.28	65.58	76.51	87.44
Registered nurse— level 2						
First 3 years of employment classified at this level	47.34	53.26	54.44	71.01	82.85	94.68
In excess of 3 years of employment classified at this level	49.48	55.67	56.90	74.22	86.59	98.96
Registered nurse— level 3	51.21	57.61	58.89	76.82	89.62	102.42
Registered nurse— level 4¹	59.19	—	—	88.79	103.58	118.38
Registered nurse— level 5¹	66.91	—	—	100.37	117.09	133.82

7. By deleting the table appearing in clause B.2.2(b) and inserting the following:

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Registered nurse— level 1				
First year of employment classified at this level	57.11	76.14	76.14	95.18
In excess of 1 year and up to 4 years of employment classified at this level	60.00	80.00	80.00	100.00
In excess of 4 years of employment classified at this level	65.58	87.44	87.44	109.30
Registered nurse— level 2				
First 3 years of employment classified at this level	71.01	94.68	94.68	118.35
In excess of 3 years of employment classified at this level	74.22	98.96	98.96	123.70
Registered nurse— level 3	76.82	102.42	102.42	128.03
Registered nurse— level 4 ¹	—	—	—	—
Registered nurse— level 5 ¹	—	—	—	—

8. By deleting the table appearing in clause B.2.2(c) and inserting the following:

	Casual hourly rate	Monday to Friday		Saturday	Sunday	Public holiday
		Afternoon shift	Night shift			
	% of minimum hourly rate			% of casual hourly rate ¹		
	125%	137.5%	140%	150%	175%	200%
	\$	\$	\$	\$	\$	\$
Registered nurse— level 1						
First year of employment classified at this level	47.59	52.35	53.30	71.39	83.28	95.18
In excess of 1 year and up to 4 years of employment classified at this level	50.00	55.00	56.00	75.00	87.50	100.00
In excess of 4 years of employment classified at this level	54.65	60.12	61.21	81.98	95.64	109.30
Registered nurse— level 2						
First 3 years of employment classified at this level	59.18	65.09	66.28	88.77	103.57	118.36
In excess of 3 years of employment classified at this level	61.85	68.04	69.27	92.78	108.24	123.70
Registered nurse— level 3	64.01	70.41	71.69	96.02	112.02	128.02

	Casual hourly rate	Monday to Friday		Saturday	Sunday	Public holiday
		Afternoon shift	Night shift			
	% of minimum hourly rate			% of casual hourly rate ¹		
	125%	137.5%	140%	150%	175%	200%
	\$	\$	\$	\$	\$	\$
Registered nurse— level 4 ²	73.99	—	—	110.99	129.48	147.98
Registered nurse— level 5 ²	83.64	—	—	125.46	146.37	167.28

B. This determination comes into operation on 1 October 2025. In accordance with s 166(5) of the *Fair Work Act 2009* (Cth) this determination does not take effect in relation to a particular employee until the start of the employee's first full pay period that starts on or after 1 October 2025.



PRESIDENT

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