



# DRAFT DETERMINATION

*Fair Work Act 2009*  
s.285—Annual wage review

**Annual Wage Review 2024–25**  
(C2025/1)

**NURSES AWARD 2020**  
[MA000034]

Health and welfare services

JUSTICE HATCHER, PRESIDENT  
VICE PRESIDENT ASBURY  
DEPUTY PRESIDENT MILLHOUSE  
DEPUTY PRESIDENT O’NEILL  
MS LABINE-ROMAIN  
PROFESSOR BAIRD  
MR CULLY

SYDNEY, XX JUNE 2025

*Annual Wage Review 2024–25.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2024–25 on 3 June 2025 [[2025] FWCFB 3500], the above award is varied as follows:

- By deleting the table appearing in clause 15.1(a) and inserting the following:

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
1st year	1003.10	26.40
2nd year	1018.90	26.81
3rd year and thereafter	1035.20	27.24
Experienced (the holder of a relevant certificate III qualification)	1068.40	28.12

2. By deleting the table appearing in clause 15.1(b)(i) and inserting the following:

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	\$	\$
Less than 21 years of age	931.90	24.52
21 years of age and over	978.20	25.74

3. By deleting the table appearing in clause 15.1(b)(ii) and inserting the following:

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	\$	\$
Pay point 1	1088.20	28.64
Pay point 2	1102.60	29.02
Pay point 3	1117.30	29.40
Pay point 4	1133.40	29.83
Pay point 5	1144.80	30.13

4. By deleting the table appearing in clause 15.1(c)(i) and inserting the following:

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	\$	\$
<b>Registered nurse—level 1</b>		
Pay point 1	1164.20	30.64
Pay point 2	1188.10	31.27
Pay point 3	1217.20	32.03
Pay point 4	1249.60	32.88
Pay point 5	1288.00	33.89
Pay point 6	1325.20	34.87
Pay point 7	1363.50	35.88
Pay point 8 and thereafter	1399.00	36.82

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
<b>Registered nurse—level 2</b>		
Pay point 1	1436.20	37.79
Pay point 2	1459.00	38.39
Pay point 3	1484.30	39.06
Pay point 4 and thereafter	1508.60	39.70
<b>Registered nurse—level 3</b>		
Pay point 1	1557.20	40.98
Pay point 2	1585.80	41.73
Pay point 3	1613.20	42.45
Pay point 4 and thereafter	1642.10	43.21
<b>Registered nurse—level 4</b>		
Grade 1	1777.30	46.77
Grade 2	1904.60	50.12
Grade 3	2015.80	53.05
<b>Registered nurse—level 5</b>		
Grade 1	1793.40	47.19
Grade 2	1888.70	49.70
Grade 3	2015.80	53.05
Grade 4	2141.40	56.35
Grade 5	2361.90	62.16
Grade 6	2584.20	68.01

5. By deleting the table appearing in clause 15.1(c)(ii) and inserting the following:

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
4 year degree <sup>1</sup>	1215.70	31.99
Masters degree <sup>1</sup>	1257.50	33.09

6. By deleting the table appearing in clause 15.1(d) and inserting the following:

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
1st year	1791.90	47.16
2nd year	1845.10	48.56

7. By deleting the table appearing in clause 15.1(e) and inserting the following:

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
<b>Occupational health nurse—level 1</b>		
Pay point 1	1249.60	32.88
Pay point 2	1288.00	33.89
Pay point 3	1325.20	34.87
Pay point 4	1363.50	35.88
Pay point 5	1399.00	36.82
<b>Occupational health nurse—level 2</b>		
Pay point 1	1436.20	37.79
Pay point 2	1459.00	38.39
Pay point 3	1484.30	39.06
Pay point 4	1508.60	39.70
<b>Senior occupational health clinical nurse</b>	1508.60	39.70
<b>Occupational health nurse—level 3</b>		
Pay point 1	1557.20	40.98
Pay point 2	1585.80	41.73
Pay point 3	1613.20	42.45
Pay point 4 and thereafter	1642.10	43.21

8. By deleting the table appearing in clause 15.3(a)(i) and inserting the following:

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	\$	\$
Less than 21 years of age	1071.70	28.20
21 years of age and over	1124.90	29.60

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

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	\$	\$
Enrolled nurse supervising other direct care employees	1347.20	35.45

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

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	\$	\$
<b>Registered nurse—level 1</b>		
First year of employment classified at this level	1392.70	36.65
In excess of 1 year and up to 4 years of employment classified at this level	1460.50	38.43
In excess of 4 years of employment classified at this level	1603.40	42.19
<b>Registered nurse—level 2</b>		
First 3 years of employment classified at this level	1738.90	45.76
In excess of 3 years of employment classified at this level	1807.60	47.57

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
<b>Registered nurse—level 3</b>	1892.70	49.81
<b>Registered nurse—level 4</b>	2216.80	58.34
<b>Registered nurse—level 5</b>	2496.50	65.70

11. By deleting the table appearing in clause 15.3(c) and inserting the following:

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
1st year	2060.70	54.23
2nd year	2121.90	55.84

12. By deleting the table appearing in clause 17.2(a)(i) and inserting the following:

<b>Between rostered shifts or ordinary hours on:</b>	<b>\$ per 24-hour period or part thereof</b>
Monday to Friday inclusive	27.36
Saturday	41.21
Sunday, public holiday or non-rostered day	48.08

13. By deleting the table appearing in clause B.1.1(a) and inserting the following:

	<b>Minimum hourly rate</b>	<b>Monday to Friday</b>		<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
		<b>Afternoon shift</b>	<b>Night shift</b>			
<b>% of minimum hourly rate</b>						
	<b>100%</b>	<b>112.5%</b>	<b>115%</b>	<b>150%</b>	<b>175%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
1st year	26.40	29.70	30.36	39.60	46.20	52.80
2nd year	26.81	30.16	30.83	40.22	46.92	53.62

	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%
	\$	\$	\$	\$	\$	\$
3rd year and thereafter	27.24	30.65	31.33	40.86	47.67	54.48
Experienced (the holder of a relevant certificate III qualification)	28.12	31.64	32.34	42.18	49.21	56.24

14. By deleting the table appearing in clause B.1.1(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%
	\$	\$	\$	\$
1st year	39.60	52.80	52.80	66.00
2nd year	40.22	53.62	53.62	67.03
3rd year and thereafter	40.86	54.48	54.48	68.10
Experienced (the holder of a relevant certificate III qualification)	42.18	56.24	56.24	70.30

15. By deleting the table appearing in clause B.1.1(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 <sup>1</sup>		
	125%	137.5%	140%	150%	175%	200%
	\$	\$	\$	\$	\$	\$
1st year	33.00	36.30	36.96	49.50	57.75	66.00
2nd year	33.51	36.86	37.53	50.27	58.64	67.02

3rd year and thereafter	34.05	37.46	38.14	51.08	59.59	68.10
Experienced (the holder of a relevant certificate III qualification)	35.15	38.67	39.37	52.73	61.51	70.30

16. By deleting the table appearing in clause B.1.2(a) and inserting the following:

	Minimum hourly rate	Monday to Friday		Saturday	Sunday	Public holiday
		Afternoon shift	Night shift			
<b>% of minimum hourly rate</b>						
	<b>100%</b>	<b>112.5%</b>	<b>115%</b>	<b>150%</b>	<b>175%</b>	<b>200%</b>
	\$	\$	\$	\$	\$	\$
<b>Student enrolled nurse</b>						
Less than 21 years	24.52	27.59	28.20	36.78	42.91	49.04
21 years and over	25.74	28.96	29.60	38.61	45.05	51.48
<b>Enrolled nurse</b>						
Pay point 1	28.64	32.22	32.94	42.96	50.12	57.28
Pay point 2	29.02	32.65	33.37	43.53	50.79	58.04
Pay point 3	29.40	33.08	33.81	44.10	51.45	58.80
Pay point 4	29.83	33.56	34.30	44.75	52.20	59.66
Pay point 5	30.13	33.90	34.65	45.20	52.73	60.26

17. By deleting the table appearing in clause B.1.2(b) and inserting the following:

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
<b>% of minimum hourly rate</b>				
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	\$	\$	\$	\$
<b>Student enrolled nurse</b>				
Less than 21 years	36.78	49.04	49.04	61.30
21 years and over	38.61	51.48	51.48	64.35



	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
<b>Enrolled nurse</b>				
Pay point 1	42.96	57.28	57.28	71.60
Pay point 2	43.53	58.04	58.04	72.55
Pay point 3	44.10	58.80	58.80	73.50
Pay point 4	44.75	59.66	59.66	74.58
Pay point 5	45.20	60.26	60.26	75.33

18. By deleting the table appearing in clause B.1.2(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 <sup>1</sup>		
	125%	137.5%	140%	150%	175%	200%
	\$	\$	\$	\$	\$	\$
<b>Student enrolled nurse</b>						
Less than 21 years	30.65	33.72	34.33	45.98	53.64	61.30
21 years and over	32.18	35.39	36.04	48.27	56.32	64.36
<b>Enrolled nurse</b>						
Pay point 1	35.80	39.38	40.10	53.70	62.65	71.60
Pay point 2	36.28	39.90	40.63	54.42	63.49	72.56
Pay point 3	36.75	40.43	41.16	55.13	64.31	73.50
Pay point 4	37.29	41.02	41.76	55.94	65.26	74.58
Pay point 5	37.66	41.43	42.18	56.49	65.91	75.32

19. By deleting the table appearing in clause B.1.3(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%
	\$	\$	\$	\$	\$	\$
<b>Registered nurse— level 1</b>						
Pay point 1	30.64	34.47	35.24	45.96	53.62	61.28
Pay point 2	31.27	35.18	35.96	46.91	54.72	62.54
Pay point 3	32.03	36.03	36.83	48.05	56.05	64.06
Pay point 4	32.88	36.99	37.81	49.32	57.54	65.76
Pay point 5	33.89	38.13	38.97	50.84	59.31	67.78
Pay point 6	34.87	39.23	40.10	52.31	61.02	69.74
Pay point 7	35.88	40.37	41.26	53.82	62.79	71.76
Pay point 8 and thereafter	36.82	41.42	42.34	55.23	64.44	73.64
<b>Registered nurse— level 2</b>						
Pay point 1	37.79	42.51	43.46	56.69	66.13	75.58
Pay point 2	38.39	43.19	44.15	57.59	67.18	76.78
Pay point 3	39.06	43.94	44.92	58.59	68.36	78.12
Pay point 4 and thereafter	39.70	44.66	45.66	59.55	69.48	79.40
<b>Registered nurse— level 3</b>						
Pay point 1	40.98	46.10	47.13	61.47	71.72	81.96
Pay point 2	41.73	46.95	47.99	62.60	73.03	83.46
Pay point 3	42.45	47.76	48.82	63.68	74.29	84.90
Pay point 4 and thereafter	43.21	48.61	49.69	64.82	75.62	86.42

	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%
	\$	\$	\$	\$	\$	\$
<b>Registered nurse— level 4<sup>1</sup></b>						
Grade 1	46.77	—	—	70.16	81.85	93.54
Grade 2	50.12	—	—	75.18	87.71	100.24
Grade 3	53.05	—	—	79.58	92.84	106.10
<b>Registered nurse— level 5<sup>1</sup></b>						
Grade 1	47.19	—	—	70.79	82.58	94.38
Grade 2	49.70	—	—	74.55	86.98	99.40
Grade 3	53.05	—	—	79.58	92.84	106.10
Grade 4	56.35	—	—	84.53	98.61	112.70
Grade 5	62.16	—	—	93.24	108.78	124.32
Grade 6	68.01	—	—	102.02	119.02	136.02
<b>Minimum entry rates</b>						
4 year degree	31.99	35.99	36.79	47.99	55.98	63.98
Masters degree	33.09	37.23	38.05	49.64	57.91	66.18

20. By deleting the table appearing in clause B.1.3(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%
	\$	\$	\$	\$
<b>Registered nurse— level 1</b>				
Pay point 1	45.96	61.28	61.28	76.60
Pay point 2	46.91	62.54	62.54	78.18
Pay point 3	48.05	64.06	64.06	80.08
Pay point 4	49.32	65.76	65.76	82.20

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Pay point 5	50.84	67.78	67.78	84.73
Pay point 6	52.31	69.74	69.74	87.18
Pay point 7	53.82	71.76	71.76	89.70
Pay point 8 and thereafter	55.23	73.64	73.64	92.05
<b>Registered nurse— level 2</b>				
Pay point 1	56.69	75.58	75.58	94.48
Pay point 2	57.59	76.78	76.78	95.98
Pay point 3	58.59	78.12	78.12	97.65
Pay point 4 and thereafter	59.55	79.40	79.40	99.25
<b>Registered nurse— level 3</b>				
Pay point 1	61.47	81.96	81.96	102.45
Pay point 2	62.60	83.46	83.46	104.33
Pay point 3	63.68	84.90	84.90	106.13
Pay point 4 and thereafter	64.82	86.42	86.42	108.03
<b>Registered nurse— level 4<sup>1</sup></b>	—	—	—	—
<b>Registered nurse— level 5<sup>1</sup></b>	—	—	—	—
<b>Minimum entry rates</b>				
4 year degree	47.99	63.98	63.98	79.98
Masters degree	49.64	66.18	66.18	82.73

21. By deleting the table appearing in clause B.1.3(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 <sup>1</sup>		
	125%	137.5%	140%	150%	175%	200%
	\$	\$	\$	\$	\$	\$
<b>Registered nurse— level 1</b>						
Pay point 1	38.30	42.13	42.90	57.45	67.03	76.60
Pay point 2	39.09	43.00	43.78	58.64	68.41	78.18
Pay point 3	40.04	44.04	44.84	60.06	70.07	80.08
Pay point 4	41.10	45.21	46.03	61.65	71.93	82.20
Pay point 5	42.36	46.60	47.45	63.54	74.13	84.72
Pay point 6	43.59	47.95	48.82	65.39	76.28	87.18
Pay point 7	44.85	49.34	50.23	67.28	78.49	89.70
Pay point 8 and thereafter	46.03	50.63	51.55	69.05	80.55	92.06
<b>Registered nurse— level 2</b>						
Pay point 1	47.24	51.96	52.91	70.86	82.67	94.48
Pay point 2	47.99	52.79	53.75	71.99	83.98	95.98
Pay point 3	48.83	53.71	54.68	73.25	85.45	97.66
Pay point 4 and thereafter	49.63	54.59	55.58	74.45	86.85	99.26
<b>Registered nurse— level 3</b>						
Pay point 1	51.23	56.35	57.37	76.85	89.65	102.46
Pay point 2	52.16	57.38	58.42	78.24	91.28	104.32
Pay point 3	53.06	58.37	59.43	79.59	92.86	106.12
Pay point 4 and thereafter	54.01	59.41	60.49	81.02	94.52	108.02

	Casual hourly rate	Monday to Friday		Saturday	Sunday	Public holiday
		Afternoon shift	Night shift			
	% of minimum hourly rate			% of casual hourly rate <sup>1</sup>		
	125%	137.5%	140%	150%	175%	200%
	\$	\$	\$	\$	\$	\$
<b>Registered nurse—level 4<sup>2</sup></b>						
Grade 1	58.46	—	—	87.69	102.31	116.92
Grade 2	62.65	—	—	93.98	109.64	125.30
Grade 3	66.31	—	—	99.47	116.04	132.62
<b>Registered nurse—level 5<sup>2</sup></b>						
Grade 1	58.99	—	—	88.49	103.23	117.98
Grade 2	62.13	—	—	93.20	108.73	124.26
Grade 3	66.31	—	—	99.47	116.04	132.62
Grade 4	70.44	—	—	105.66	123.27	140.88
Grade 5	77.70	—	—	116.55	135.98	155.40
Grade 6	85.01	—	—	127.52	148.77	170.02
<b>Minimum entry rates</b>						
4 year degree	39.99	43.99	44.79	59.99	69.98	79.98
Masters degree	41.36	45.50	46.33	62.04	72.38	82.72

22. By deleting the table appearing in clause B.1.4(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%
	\$	\$	\$	\$	\$	\$
1st year	47.16	53.06	54.23	70.74	82.53	94.32
2nd year	48.56	54.63	55.84	72.84	84.98	97.12

23. By deleting the table appearing in clause B.1.4(b) and inserting the following:

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	<b>% of minimum hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
1st year	70.74	94.32	94.32	117.90
2nd year	72.84	97.12	97.12	121.40

24. By deleting the table appearing in clause B.1.4(c) and inserting the following:

	Casual hourly rate	Monday to Friday		Saturday	Sunday	Public holiday
		Afternoon shift	Night shift			
	<b>% of minimum hourly rate</b>			<b>% of casual hourly rate<sup>1</sup></b>		
	<b>125%</b>	<b>137.5%</b>	<b>140%</b>	<b>150%</b>	<b>175%</b>	<b>200%</b>
1st year	58.95	64.85	66.02	88.43	103.16	117.90
2nd year	60.70	66.77	67.98	91.05	106.23	121.40

25. By deleting the table appearing in clause B.1.5(a) and inserting the following:

	Minimum hourly rate	Monday to Friday		Saturday	Sunday	Public holiday
		Afternoon shift	Night shift			
	<b>% of minimum hourly rate</b>					
	<b>100%</b>	<b>112.5%</b>	<b>115%</b>	<b>150%</b>	<b>175%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Occupational health nurse—level 1</b>						
Pay point 1	32.88	36.99	37.81	49.32	57.54	65.76
Pay point 2	33.89	38.13	38.97	50.84	59.31	67.78
Pay point 3	34.87	39.23	40.10	52.31	61.02	69.74
Pay point 4	35.88	40.37	41.26	53.82	62.79	71.76
Pay point 5	36.82	41.42	42.34	55.23	64.44	73.64

	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%
	\$	\$	\$	\$	\$	\$
<b>Occupational health nurse—level 2</b>						
Pay point 1	37.79	42.51	43.46	56.69	66.13	75.58
Pay point 2	38.39	43.19	44.15	57.59	67.18	76.78
Pay point 3	39.06	43.94	44.92	58.59	68.36	78.12
Pay point 4	39.70	44.66	45.66	59.55	69.48	79.40
<b>Senior occupational health clinical nurse</b>	39.70	44.66	45.66	59.55	69.48	79.40
<b>Occupational health nurse—level 3</b>						
Pay point 1	40.98	46.10	47.13	61.47	71.72	81.96
Pay point 2	41.73	46.95	47.99	62.60	73.03	83.46
Pay point 3	42.45	47.76	48.82	63.68	74.29	84.90
Pay point 4 and thereafter	43.21	48.61	49.69	64.82	75.62	86.42

26. By deleting the table appearing in clause B.1.5(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%
	\$	\$	\$	\$
<b>Occupational health nurse—level 1</b>				
Pay point 1	49.32	65.76	65.76	82.20
Pay point 2	50.84	67.78	67.78	84.73
Pay point 3	52.31	69.74	69.74	87.18



	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Pay point 4	53.82	71.76	71.76	89.70
Pay point 5	55.23	73.64	73.64	92.05
<b>Occupational health nurse—level 2</b>				
Pay point 1	56.69	75.58	75.58	94.48
Pay point 2	57.59	76.78	76.78	95.98
Pay point 3	58.59	78.12	78.12	97.65
Pay point 4	59.55	79.40	79.40	99.25
<b>Senior occupational health clinical nurse</b>	59.55	79.40	79.40	99.25
<b>Occupational health nurse—level 3</b>				
Pay point 1	61.47	81.96	81.96	102.45
Pay point 2	62.60	83.46	83.46	104.33
Pay point 3	63.68	84.90	84.90	106.13
Pay point 4 and thereafter	64.82	86.42	86.42	108.03

27. By deleting the table appearing in clause B.1.5(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 <sup>1</sup>		
	125%	137.5%	140%	150%	175%	200%
	\$	\$	\$	\$	\$	\$
<b>Occupational health nurse—level 1</b>						
Pay point 1	41.10	45.21	46.03	61.65	71.93	82.20
Pay point 2	42.36	46.60	47.45	63.54	74.13	84.72
Pay point 3	43.59	47.95	48.82	65.39	76.28	87.18
Pay point 4	44.85	49.34	50.23	67.28	78.49	89.70
Pay point 5	46.03	50.63	51.55	69.05	80.55	92.06
<b>Occupational health nurse—level 2</b>						
Pay point 1	47.24	51.96	52.91	70.86	82.67	94.48
Pay point 2	47.99	52.79	53.75	71.99	83.98	95.98
Pay point 3	48.83	53.71	54.68	73.25	85.45	97.66
Pay point 4	49.63	54.59	55.58	74.45	86.85	99.26
<b>Senior occupational health clinical nurse</b>	49.63	54.59	55.58	74.45	86.85	99.26
<b>Occupational health nurse—level 3</b>						
Pay point 1	51.23	56.35	57.37	76.85	89.65	102.46
Pay point 2	52.16	57.38	58.42	78.24	91.28	104.32
Pay point 3	53.06	58.37	59.43	79.59	92.86	106.12
Pay point 4 and thereafter	54.01	59.41	60.49	81.02	94.52	108.02

28. 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			
	<b>% of minimum hourly rate</b>					
	<b>100%</b>	<b>112.5%</b>	<b>115%</b>	<b>150%</b>	<b>175%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Student enrolled nurse</b>						
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
<b>Enrolled nurse supervising other direct care employees</b>	35.45	39.88	40.77	53.18	62.04	70.90

29. 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		
	<b>% of minimum hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Student enrolled nurse</b>				
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
<b>Enrolled nurse supervising other direct care employees</b>	53.18	70.90	70.90	88.63

30. 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 <sup>1</sup>		
	125%	137.5%	140%	150%	175%	200%
	\$	\$	\$	\$	\$	\$
<b>Student enrolled nurse</b>						
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
<b>Enrolled nurse supervising other direct care employees</b>	44.31	48.74	49.63	66.47	77.54	88.62

31. 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%
	\$	\$	\$	\$	\$	\$
<b>Registered nurse—level 1</b>						
First year of employment classified at this level	36.65	41.23	42.15	54.98	64.14	73.30
In excess of 1 year and up to 4 years of employment classified at this level	38.43	43.23	44.19	57.65	67.25	76.86
In excess of 4 years of employment classified at this level	42.19	47.46	48.52	63.29	73.83	84.38

	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%
	\$	\$	\$	\$	\$	\$
<b>Registered nurse— level 2</b>						
First 3 years of employment classified at this level	45.76	51.48	52.62	68.64	80.08	91.52
In excess of 3 years of employment classified at this level	47.57	53.52	54.71	71.36	83.25	95.14
<b>Registered nurse— level 3</b>	49.81	56.04	57.28	74.72	87.17	99.62
<b>Registered nurse— level 4<sup>1</sup></b>	58.34	—	—	87.51	102.10	116.68
<b>Registered nurse— level 5<sup>1</sup></b>	65.70	—	—	98.55	114.98	131.40

32. 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%
	\$	\$	\$	\$
<b>Registered nurse— level 1</b>				
First year of employment classified at this level	54.98	73.30	73.30	91.63
In excess of 1 year and up to 4 years of employment classified at this level	57.65	76.86	76.86	96.08
In excess of 4 years of employment classified at this level	63.29	84.38	84.38	105.48

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
<b>Registered nurse— level 2</b>				
First 3 years of employment classified at this level	68.64	91.52	91.52	114.40
In excess of 3 years of employment classified at this level	71.36	95.14	95.14	118.93
<b>Registered nurse— level 3</b>	74.72	99.62	99.62	124.53
<b>Registered nurse— level 4<sup>1</sup></b>	—	—	—	—
<b>Registered nurse— level 5<sup>1</sup></b>	—	—	—	—

33. 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 <sup>1</sup>		
	125%	137.5%	140%	150%	175%	200%
	\$	\$	\$	\$	\$	\$
<b>Registered nurse— level 1</b>						
First year of employment classified at this level	45.81	50.39	51.31	68.72	80.17	91.62
In excess of 1 year and up to 4 years of employment classified at this level	48.04	52.84	53.80	72.06	84.07	96.08
In excess of 4 years of employment classified at this level	52.74	58.01	59.07	79.11	92.30	105.48

	Casual hourly rate	Monday to Friday		Saturday	Sunday	Public holiday
		Afternoon shift	Night shift			
	% of minimum hourly rate			% of casual hourly rate <sup>1</sup>		
	125%	137.5%	140%	150%	175%	200%
	\$	\$	\$	\$	\$	\$
<b>Registered nurse— level 2</b>						
First 3 years of employment classified at this level	57.20	62.92	64.06	85.80	100.10	114.40
In excess of 3 years of employment classified at this level	59.46	65.41	66.60	89.19	104.06	118.92
<b>Registered nurse— level 3</b>	62.26	68.49	69.73	93.39	108.96	124.52
<b>Registered nurse— level 4<sup>2</sup></b>	72.93	—	—	109.40	127.63	145.86
<b>Registered nurse— level 5<sup>2</sup></b>	82.13	—	—	123.20	143.73	164.26

34. By deleting the table appearing in clause B.2.3(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%
	\$	\$	\$	\$	\$	\$
1st year	54.23	61.01	62.36	81.35	94.90	108.46
2nd year	55.84	62.82	64.22	83.76	97.72	111.68

35. By deleting the table appearing in clause B.2.3(b) and inserting the following:

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	<b>% of minimum hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
1st year	81.35	108.46	108.46	135.58
2nd year	83.76	111.68	111.68	139.60

36. By deleting the table appearing in clause B.2.3(c) and inserting the following:

	Casual hourly rate	Monday to Friday		Saturday	Sunday	Public holiday
		Afternoon shift	Night shift			
	<b>% of minimum hourly rate</b>			<b>% of casual hourly rate<sup>1</sup></b>		
	<b>125%</b>	<b>137.5%</b>	<b>140%</b>	<b>150%</b>	<b>175%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
1st year	67.79	74.57	75.92	101.69	118.63	135.58
2nd year	69.80	76.78	78.18	104.70	122.15	139.60

37. By deleting the amount “\$1124.80” appearing in clause C.1.1 and inserting “\$1164.20”.

38. By deleting the table appearing in clause C.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
On-call allowance— between rostered shifts or ordinary hours on— Monday to Friday inclusive	17.2(a)(i)	2.35	27.36	per 24-hour period or part thereof
On-call allowance— between rostered shifts or ordinary hours on— Saturday	17.2(a)(i)	3.54	41.21	per 24-hour period or part thereof



<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
On-call allowance— between rostered shifts or ordinary hours on— Sunday, public holiday or non-rostered day	17.2(a)(i)	4.13	48.08	per 24-hour period or part thereof

B. This determination comes into operation on 1 July 2025. In accordance with s 286(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 July 2025.

PRESIDENT