



# DRAFT DETERMINATION

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

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

### **NURSES AND MIDWIVES (VICTORIA) STATE REFERENCE PUBLIC SECTOR AWARD 2015** [MA000125]

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:

1. By deleting the table appearing in clause 14.9(a)(i) and inserting the following:

	<b>\$ per week</b>	<b>% of standard rate</b>
In their second year	11.86	1.09
In their third year	41.36	3.802
In their fourth year	75.81	6.969

2. By deleting the table appearing in clause 14.9(a)(ii) and inserting the following:

	<b>\$ per week</b>	<b>% of standard rate</b>
In their first year	115.33	10.602
In their second year	149.14	13.71
In their third year	181.60	16.694
In their fourth year	213.89	19.663

3. By deleting the amounts “\$1.09” and “\$13.72” appearing in clause 14.9(b) and inserting “\$1.13” and “\$14.20” respectively.

4. By deleting the table appearing in clause A.1 and inserting the following:

	<b>Minimum weekly rate \$</b>
<b>Registered Nurse/Midwife Grade 2:</b>	
Year 1 (Graduate Year and standard rate for shift allowances)	1149.80
Year 2	1194.40
Year 3 (standard rate for other allowances)	1238.90
Year 4	1283.70
Year 5	1328.30
Year 6	1372.90
Year 7	1417.40
Year 8	1452.20
Year 9	1487.40
Year 10	1521.90
<b>Clinical Nurse/Midwife Specialist</b>	1566.60
<b>Registered Nurse Grade 3A:</b>	
Year 1	1585.30
Year 2	1600.90
<b>Registered Nurse/Midwife Grade 3B:</b>	
Year 1	1626.10
Year 2	1648.50
<b>Associate Nurse Unit Manager (ANUM)</b>	
Year 1	1657.30
Year 2	1693.60

	<b>Minimum weekly rate \$</b>
<b>Registered Nurse/Midwife Grade 4A:</b>	
Year 1	1735.50
Year 2	1770.30
<b>Registered Nurse/Midwife Grade 4B:</b>	
Year 1	1811.90
Year 2	1848.60
<b>Nurse/Midwife Unit Manager (NUM)</b>	
Year 1	1939.50
Year 2	1987.30
Year 3	2034.10
<b>Registered Nurse/Midwife Grade 5:</b>	
13-50 beds	1848.30
51-200 beds	1885.30
201-400 beds	1959.70
401-600 beds	2034.30
601 and over beds	2109.10
<b>Nurse/Midwife Practitioner</b>	
Year 1	2034.30
Year 2	2109.10
<b>Registered Nurse/Midwife Grade 6:</b>	
51-100 beds	1885.30
101-200 beds	1959.70
201-300 beds	2034.30
301-400 beds	2109.10
401- 500 beds	2208.50
501-700 beds	2303.20
701 and over beds	2427.80
<b>Registered Nurse/Midwife Grade 7:</b>	
less than 13 beds	1885.30
13-24 beds	1959.70
25-50 beds	2034.30
51-100 beds	2109.10

	<b>Minimum weekly rate \$</b>
101-200 beds	2208.50
201-300 beds	2303.20
301-400 beds	2427.80
401-500 beds	2551.90
501-600 beds	2676.30
601-700 beds	2825.40
701 and over beds	2982.20

5. By deleting the table appearing in clause A.2 and inserting the following:

	<b>Minimum weekly rate \$</b>
<b>Trainee Enrolled Nurse</b>	
Year 1	948.00
Year 2	978.20
<b>Enrolled Nurse Level 1</b>	
Level 1.1	1087.80
Level 1.2	1110.50
Level 1.3	1133.10
EN Level 1.4	1155.90
EN Level 1.5	1200.80
EN Level 1.6	1238.70
<b>Enrolled Nurse Level 2</b>	
Level 2.1	1169.60
Level 2.2	1196.40
Level 2.3	1223.10
Level 2.4	1249.60
Level 2.5	1276.10
Level 2.6	1289.40
Level 2.7	1302.50

	<b>Minimum weekly rate \$</b>
<b>Enrolled Nurse Level 3</b>	
Level 3.1	1368.90
Level 3.2	1418.70
Level 3.3	1442.30

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