



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2024–25 (C2025/1)

CHRISTMAS ISLAND ADMINISTRATION ENTERPRISE AWARD 2016 [MA000149]

Christmas Island

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 10.4 and inserting the following:

Classification	Minimum annual salary	Minimum hourly rate
	\$	\$
Administrative Service Officers (ASO)		
ASO 1	50,727	26.46
ASO 2	54,945	28.66
ASO 3	59,623	31.10
ASO 4	63,476	33.11
ASO 5	68,537	35.75
ASO 6	72,333	37.73

Classification	Minimum annual salary	Minimum hourly rate
	\$	\$
Senior Officers Grade (SOG)		
SOG C	82,227	41.48
SOG B	89,185	44.99
SOG A	102,506	51.71
General Service Officers (GSO)		
GSO 2	48,805	24.62
GSO 3	51,045	25.75
GSO 4	52,234	26.35
GSO 5	54,395	27.44
GSO 6	56,358	28.43
GSO 7	59,252	29.89
GSO 8	62,325	31.44
GSO 9	65,338	32.96
GSO 10	72,553	36.60
Hospital employees		
Director of Nursing (RN 5)	104,251	52.59
Registered Nurses (RN)		
RN1.1	59,034	29.78
RN1.2	60,897	30.72
RN1.3	62,364	31.46
RN1.4	63,772	32.17
RN1.5	65,675	33.13
RN1.6	67,498	34.05
RN1.7	69,322	34.97
RN2.1	71,086	35.86
RN2.2	72,316	36.48
RN2.3	73,525	37.09
RN2.4	74,615	37.64
RN3.1	76,954	38.82
RN3.2	78,342	39.52
RN3.3	79,769	40.24

Classification	Minimum annual salary	Minimum hourly rate
	\$	\$
RN3.4	81,077	40.90
RN3B	83,516	42.13
RN4.1	88,551	44.67
RN4.2	93,982	47.41
RN4.3	99,414	50.15
RN5	104,251	52.59
Enrolled Nurses (EN)		
EN (Level 1)	53,860	27.17
EN (Level 2)	54,732	27.61
EN (Level 3)	55,525	28.01
EN (Level 4)	56,259	28.38
EN (Level 5)	56,992	28.75
Hospital Service Employees (HSE)		
HSE (Level 1)	48,765	24.60
HSE (Level 2)	51,025	25.74
HSE (Level 3)	52,215	26.34
HSE (Level 4)	54,395	27.44
HSE (Level 5)	56,358	28.43
HSE (Level 6)	59,272	29.90
HSE (Level 7)	62,384	31.47
HSE (Level 8)	65,437	33.01
HSE (Level 9)	69,164	34.89
Hospital Technical Employees (HTE)		
HTE (Level 1)	52,294	26.38
HTE (Level 2)	60,600	30.57
HTE (Level 3)	66,487	33.54
HTE (Level 4)	73,981	37.32
HTE (Level 5)	81,395	41.06
HTE (Level 6)	88,035	44.41
Hospital Professional Employees (HPE)		
HPE (Level 1)	58,023	29.27

Classification	Minimum annual salary	Minimum hourly rate
	\$	\$
HPE (Level 2)	72,653	36.65
HPE (Level 3)	88,035	44.41
HPE (Level 4)	96,262	48.56
Hospital Administrative Officers (HAO)		
HAO (Level 1)	51,045	25.75
HAO (Level 2)	55,267	27.88

2. By deleting the amount “\$1064.76” appearing in clause 11.10(b) and inserting “\$1102.06”.

3. By deleting the table appearing in clause B.1 and inserting the following:

	Ordinary hourly rate
	\$
Administrative Service Officers (ASO)	
ASO 1	26.46
ASO 2	28.66
ASO 3	31.10
ASO 4	33.11
ASO 5	35.75
ASO 6	37.73
Senior Officers Grade (SOG)	
SOG C	41.48
SOG B	44.99
SOG A	51.71
General Service Officers (GSO)	
GSO 2	24.62
GSO 3	25.75
GSO 4	26.35
GSO 5	27.44
GSO 6	28.43

	Ordinary hourly rate
	\$
GSO 7	29.89
GSO 8	31.44
GSO 9	32.96
GSO 10	36.60
Hospital employees	
Director of Nursing (RN 5)	52.59
Registered Nurses (RN)	
RN1.1	29.78
RN1.2	30.72
RN1.3	31.46
RN1.4	32.17
RN1.5	33.13
RN1.6	34.05
RN1.7	34.97
RN2.1	35.86
RN2.2	36.48
RN2.3	37.09
RN2.4	37.64
RN3.1	38.82
RN3.2	39.52
RN3.3	40.24
RN3.4	40.90
RN3B	42.13
RN4.1	44.67
RN4.2	47.41
RN4.3	50.15
RN5	52.59
Enrolled Nurses (EN)	
EN (Level 1)	27.17
EN (Level 2)	27.61
EN (Level 3)	28.01

	Ordinary hourly rate
	\$
EN (Level 4)	28.38
EN (Level 5)	28.75
Hospital Service Employees (HSE)	
HSE (Level 1)	24.60
HSE (Level 2)	25.74
HSE (Level 3)	26.34
HSE (Level 4)	27.44
HSE (Level 5)	28.43
HSE (Level 6)	29.90
HSE (Level 7)	31.47
HSE (Level 8)	33.01
HSE (Level 9)	34.89
Hospital Technical Employees (HTE)	
HTE (Level 1)	26.38
HTE (Level 2)	30.57
HTE (Level 3)	33.54
HTE (Level 4)	37.32
HTE (Level 5)	41.06
HTE (Level 6)	44.41
Hospital Professional Employees (HPE)	
HPE (Level 1)	29.27
HPE (Level 2)	36.65
HPE (Level 3)	44.41
HPE (Level 4)	48.56
Hospital Administrative Officers (HAO)	
HAO (Level 1)	25.75
HAO (Level 2)	27.88

4. By deleting the table appearing in clause B.2 and inserting the following:

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public holiday - within 7:00am - 6:00pm	Public holiday - outside 7:00 am - 6:00 pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
Administrative Service Officers (ASO)					
ASO 1	39.69	52.92	52.92	39.69	52.92
ASO 2	42.99	57.32	57.32	42.99	57.32
ASO 3	46.65	62.20	62.20	46.65	62.20
ASO 4	49.67	66.22	66.22	49.67	66.22
ASO 5	53.63	71.50	71.50	53.63	71.50
ASO 6	56.60	75.46	75.46	56.60	75.46
Senior Officers Grade (SOG)					
SOG C	62.22	82.96	82.96	62.22	82.96
SOG B	67.49	89.98	89.98	67.49	89.98
SOG A	77.57	103.42	103.42	77.57	103.42
General Service Officers (GSO)					
GSO 2	36.93	49.24	49.24	36.93	49.24
GSO 3	38.63	51.50	51.50	38.63	51.50
GSO 4	39.53	52.70	52.70	39.53	52.70
GSO 5	41.16	54.88	54.88	41.16	54.88
GSO 6	42.65	56.86	56.86	42.65	56.86
GSO 7	44.84	59.78	59.78	44.84	59.78
GSO 8	47.16	62.88	62.88	47.16	62.88
GSO 9	49.44	65.92	65.92	49.44	65.92
GSO 10	54.90	73.20	73.20	54.90	73.20

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public holiday - within 7:00am - 6:00pm	Public holiday - outside 7:00 am - 6:00 pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
Hospital employees					
Director of Nursing (RN 5)	78.89	105.18	105.18	78.89	105.18
Registered Nurses (RN)					
RN1.1	44.67	59.56	59.56	44.67	59.56
RN1.2	46.08	61.44	61.44	46.08	61.44
RN1.3	47.19	62.92	62.92	47.19	62.92
RN1.4	48.26	64.34	64.34	48.26	64.34
RN1.5	49.70	66.26	66.26	49.70	66.26
RN1.6	51.08	68.10	68.10	51.08	68.10
RN1.7	52.46	69.94	69.94	52.46	69.94
RN2.1	53.79	71.72	71.72	53.79	71.72
RN2.2	54.72	72.96	72.96	54.72	72.96
RN2.3	55.64	74.18	74.18	55.64	74.18
RN2.4	56.46	75.28	75.28	56.46	75.28
RN3.1	58.23	77.64	77.64	58.23	77.64
RN3.2	59.28	79.04	79.04	59.28	79.04
RN3.3	60.36	80.48	80.48	60.36	80.48
RN3.4	61.35	81.80	81.80	61.35	81.80
RN3B	63.20	84.26	84.26	63.20	84.26
RN4.1	67.01	89.34	89.34	67.01	89.34
RN4.2	71.12	94.82	94.82	71.12	94.82
RN4.3	75.23	100.30	100.30	75.23	100.30
RN5	78.89	105.18	105.18	78.89	105.18
Enrolled Nurses (EN)					
EN (Level 1)	40.76	54.34	54.34	40.76	54.34

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public holiday - within 7:00am - 6:00pm	Public holiday - outside 7:00 am - 6:00 pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
EN (Level 2)	41.42	55.22	55.22	41.42	55.22
EN (Level 3)	42.02	56.02	56.02	42.02	56.02
EN (Level 4)	42.57	56.76	56.76	42.57	56.76
EN (Level 5)	43.13	57.50	57.50	43.13	57.50
Hospital Service Employees (HSE)					
HSE (Level 1)	36.90	49.20	49.20	36.90	49.20
HSE (Level 2)	38.61	51.48	51.48	38.61	51.48
HSE (Level 3)	39.51	52.68	52.68	39.51	52.68
HSE (Level 4)	41.16	54.88	54.88	41.16	54.88
HSE (Level 5)	42.65	56.86	56.86	42.65	56.86
HSE (Level 6)	44.85	59.80	59.80	44.85	59.80
HSE (Level 7)	47.21	62.94	62.94	47.21	62.94
HSE (Level 8)	49.52	66.02	66.02	49.52	66.02
HSE (Level 9)	52.34	69.78	69.78	52.34	69.78
Hospital Technical Employees (HTE)					
HTE (Level 1)	39.57	52.76	52.76	39.57	52.76
HTE (Level 2)	45.86	61.14	61.14	45.86	61.14
HTE (Level 3)	50.31	67.08	67.08	50.31	67.08
HTE (Level 4)	55.98	74.64	74.64	55.98	74.64
HTE (Level 5)	61.59	82.12	82.12	61.59	82.12
HTE (Level 6)	66.62	88.82	88.82	66.62	88.82
Hospital Professional Employees (HPE)					
HPE (Level 1)	43.91	58.54	58.54	43.91	58.54
HPE (Level 2)	54.98	73.30	73.30	54.98	73.30
HPE (Level 3)	66.62	88.82	88.82	66.62	88.82

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public holiday - within 7:00am - 6:00pm	Public holiday - outside 7:00 am - 6:00 pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
HPE (Level 4)	72.84	97.12	97.12	72.84	97.12
Hospital Administrative Officers (HAO)					
HAO (Level 1)	38.63	51.50	51.50	38.63	51.50
HAO (Level 2)	41.82	55.76	55.76	41.82	55.76

5. By deleting the table appearing in clause B.3 and inserting the following:

	Day	Night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate				
	100%	115%	150%	200%	250%
	\$	\$	\$	\$	\$
Administrative Service Officers (ASO)					
ASO 1	26.46	30.43	39.69	52.92	66.15
ASO 2	28.66	32.96	42.99	57.32	71.65
ASO 3	31.10	35.77	46.65	62.20	77.75
ASO 4	33.11	38.08	49.67	66.22	82.78
ASO 5	35.75	41.11	53.63	71.50	89.38
ASO 6	37.73	43.39	56.60	75.46	94.33
Senior Officers Grade (SOG)					
SOG C	41.48	47.70	62.22	82.96	103.70
SOG B	44.99	51.74	67.49	89.98	112.48
SOG A	51.71	59.47	77.57	103.42	129.28
General Service Officers (GSO)					
GSO 2	24.62	28.31	36.93	49.24	61.55
GSO 3	25.75	29.61	38.63	51.50	64.38

	Day	Night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate				
	100%	115%	150%	200%	250%
	\$	\$	\$	\$	\$
GSO 4	26.35	30.30	39.53	52.70	65.88
GSO 5	27.44	31.56	41.16	54.88	68.60
GSO 6	28.43	32.69	42.65	56.86	71.08
GSO 7	29.89	34.37	44.84	59.78	74.73
GSO 8	31.44	36.16	47.16	62.88	78.60
GSO 9	32.96	37.90	49.44	65.92	82.40
GSO 10	36.60	42.09	54.90	73.20	91.50
Hospital employees					
Director of Nursing (RN 5)	52.59	60.48	78.89	105.18	131.48
Registered Nurses (RN)					
RN1.1	29.78	34.25	44.67	59.56	74.45
RN1.2	30.72	35.33	46.08	61.44	76.80
RN1.3	31.46	36.18	47.19	62.92	78.65
RN1.4	32.17	37.00	48.26	64.34	80.43
RN1.5	33.13	38.10	49.70	66.26	82.83
RN1.6	34.05	39.16	51.08	68.10	85.13
RN1.7	34.97	40.22	52.46	69.94	87.43
RN2.1	35.86	41.24	53.79	71.72	89.65
RN2.2	36.48	41.95	54.72	72.96	91.20
RN2.3	37.09	42.65	55.64	74.18	92.73
RN2.4	37.64	43.29	56.46	75.28	94.10
RN3.1	38.82	44.64	58.23	77.64	97.05
RN3.2	39.52	45.45	59.28	79.04	98.80
RN3.3	40.24	46.28	60.36	80.48	100.60
RN3.4	40.90	47.04	61.35	81.80	102.25
RN3B	42.13	48.45	63.20	84.26	105.33
RN4.1	44.67	51.37	67.01	89.34	111.68
RN4.2	47.41	54.52	71.12	94.82	118.53
RN4.3	50.15	57.67	75.23	100.30	125.38

	Day	Night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate				
	100%	115%	150%	200%	250%
	\$	\$	\$	\$	\$
RN5	52.59	60.48	78.89	105.18	131.48
Enrolled Nurses (EN)					
EN (Level 1)	27.17	31.25	40.76	54.34	67.93
EN (Level 2)	27.61	31.75	41.42	55.22	69.03
EN (Level 3)	28.01	32.21	42.02	56.02	70.03
EN (Level 4)	28.38	32.64	42.57	56.76	70.95
EN (Level 5)	28.75	33.06	43.13	57.50	71.88
Hospital Service Employees (HSE)					
HSE (Level 1)	24.60	28.29	36.90	49.20	61.50
HSE (Level 2)	25.74	29.60	38.61	51.48	64.35
HSE (Level 3)	26.34	30.29	39.51	52.68	65.85
HSE (Level 4)	27.44	31.56	41.16	54.88	68.60
HSE (Level 5)	28.43	32.69	42.65	56.86	71.08
HSE (Level 6)	29.90	34.39	44.85	59.80	74.75
HSE (Level 7)	31.47	36.19	47.21	62.94	78.68
HSE (Level 8)	33.01	37.96	49.52	66.02	82.53
HSE (Level 9)	34.89	40.12	52.34	69.78	87.23
Hospital Technical Employees (HTE)					
HTE (Level 1)	26.38	30.34	39.57	52.76	65.95
HTE (Level 2)	30.57	35.16	45.86	61.14	76.43
HTE (Level 3)	33.54	38.57	50.31	67.08	83.85
HTE (Level 4)	37.32	42.92	55.98	74.64	93.30
HTE (Level 5)	41.06	47.22	61.59	82.12	102.65
HTE (Level 6)	44.41	51.07	66.62	88.82	111.03
Hospital Professional Employees (HPE)					
HPE (Level 1)	29.27	33.66	43.91	58.54	73.18
HPE (Level 2)	36.65	42.15	54.98	73.30	91.63

	Day	Night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate				
	100%	115%	150%	200%	250%
	\$	\$	\$	\$	\$
HPE (Level 3)	44.41	51.07	66.62	88.82	111.03
HPE (Level 4)	48.56	55.84	72.84	97.12	121.40
Hospital Administrative Officers (HAO)					
HAO (Level 1)	25.75	29.61	38.63	51.50	64.38
HAO (Level 2)	27.88	32.06	41.82	55.76	69.70

6. By deleting the table appearing in clause B.4 and inserting the following:

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public holiday - within 7:00am - 6:00pm	Public holiday - outside 7:00am - 6:00pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
Administrative Service Officers (ASO)					
ASO 1	39.69	52.92	52.92	39.69	52.92
ASO 2	42.99	57.32	57.32	42.99	57.32
ASO 3	46.65	62.20	62.20	46.65	62.20
ASO 4	49.67	66.22	66.22	49.67	66.22
ASO 5	53.63	71.50	71.50	53.63	71.50
ASO 6	56.60	75.46	75.46	56.60	75.46
Senior Officers Grade (SOG)					
SOG C	62.22	82.96	82.96	62.22	82.96
SOG B	67.49	89.98	89.98	67.49	89.98
SOG A	77.57	103.42	103.42	77.57	103.42
General Service Officers (GSO)					
GSO 2	36.93	49.24	49.24	36.93	49.24

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public holiday - within 7:00am - 6:00pm	Public holiday - outside 7:00am - 6:00pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
GSO 3	38.63	51.50	51.50	38.63	51.50
GSO 4	39.53	52.70	52.70	39.53	52.70
GSO 5	41.16	54.88	54.88	41.16	54.88
GSO 6	42.65	56.86	56.86	42.65	56.86
GSO 7	44.84	59.78	59.78	44.84	59.78
GSO 8	47.16	62.88	62.88	47.16	62.88
GSO 9	49.44	65.92	65.92	49.44	65.92
GSO 10	54.90	73.20	73.20	54.90	73.20
Hospital employees					
Director of Nursing (RN 5)	78.89	105.18	105.18	78.89	105.18
Registered Nurses (RN)					
RN1.1	44.67	59.56	59.56	44.67	59.56
RN1.2	46.08	61.44	61.44	46.08	61.44
RN1.3	47.19	62.92	62.92	47.19	62.92
RN1.4	48.26	64.34	64.34	48.26	64.34
RN1.5	49.70	66.26	66.26	49.70	66.26
RN1.6	51.08	68.10	68.10	51.08	68.10
RN1.7	52.46	69.94	69.94	52.46	69.94
RN2.1	53.79	71.72	71.72	53.79	71.72
RN2.2	54.72	72.96	72.96	54.72	72.96
RN2.3	55.64	74.18	74.18	55.64	74.18
RN2.4	56.46	75.28	75.28	56.46	75.28
RN3.1	58.23	77.64	77.64	58.23	77.64
RN3.2	59.28	79.04	79.04	59.28	79.04
RN3.3	60.36	80.48	80.48	60.36	80.48
RN3.4	61.35	81.80	81.80	61.35	81.80
RN3B	63.20	84.26	84.26	63.20	84.26

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public holiday - within 7:00am - 6:00pm	Public holiday - outside 7:00am - 6:00pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
RN4.1	67.01	89.34	89.34	67.01	89.34
RN4.2	71.12	94.82	94.82	71.12	94.82
RN4.3	75.23	100.30	100.30	75.23	100.30
RN5	78.89	105.18	105.18	78.89	105.18
Enrolled Nurses (EN)					
EN (Level 1)	40.76	54.34	54.34	40.76	54.34
EN (Level 2)	41.42	55.22	55.22	41.42	55.22
EN (Level 3)	42.02	56.02	56.02	42.02	56.02
EN (Level 4)	42.57	56.76	56.76	42.57	56.76
EN (Level 5)	43.13	57.50	57.50	43.13	57.50
Hospital Service Employees (HSE)					
HSE (Level 1)	36.90	49.20	49.20	36.90	49.20
HSE (Level 2)	38.61	51.48	51.48	38.61	51.48
HSE (Level 3)	39.51	52.68	52.68	39.51	52.68
HSE (Level 4)	41.16	54.88	54.88	41.16	54.88
HSE (Level 5)	42.65	56.86	56.86	42.65	56.86
HSE (Level 6)	44.85	59.80	59.80	44.85	59.80
HSE (Level 7)	47.21	62.94	62.94	47.21	62.94
HSE (Level 8)	49.52	66.02	66.02	49.52	66.02
HSE (Level 9)	52.34	69.78	69.78	52.34	69.78
Hospital Technical Employees (HTE)					
HTE (Level 1)	39.57	52.76	52.76	39.57	52.76
HTE (Level 2)	45.86	61.14	61.14	45.86	61.14
HTE (Level 3)	50.31	67.08	67.08	50.31	67.08
HTE (Level 4)	55.98	74.64	74.64	55.98	74.64
HTE (Level 5)	61.59	82.12	82.12	61.59	82.12

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public holiday - within 7:00am - 6:00pm	Public holiday - outside 7:00am - 6:00pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
HTE (Level 6)	66.62	88.82	88.82	66.62	88.82
Hospital Professional Employees (HPE)					
HPE (Level 1)	43.91	58.54	58.54	43.91	58.54
HPE (Level 2)	54.98	73.30	73.30	54.98	73.30
HPE (Level 3)	66.62	88.82	88.82	66.62	88.82
HPE (Level 4)	72.84	97.12	97.12	72.84	97.12
Hospital Administrative Officers (HAO)					
HAO (Level 1)	38.63	51.50	51.50	38.63	51.50
HAO (Level 2)	41.82	55.76	55.76	41.82	55.76

7. By deleting the table appearing in clause B.5 and inserting the following:

	% of ordinary hourly rate
	125%
	\$
Administrative Service Officers (ASO)	
ASO 1	33.08
ASO 2	35.83
ASO 3	38.88
ASO 4	41.39
ASO 5	44.69
ASO 6	47.16
Senior Officers Grade (SOG)	
SOG C	51.85
SOG B	56.24

	% of ordinary hourly rate
	125%
	\$
SOG A	64.64
General Service Officers (GSO)	
GSO 2	30.78
GSO 3	32.19
GSO 4	32.94
GSO 5	34.30
GSO 6	35.54
GSO 7	37.36
GSO 8	39.30
GSO 9	41.20
GSO 10	45.75
Hospital employees	
Director of Nursing (RN 5)	65.74
Registered Nurses (RN)	
RN1.1	37.23
RN1.2	38.40
RN1.3	39.33
RN1.4	40.21
RN1.5	41.41
RN1.6	42.56
RN1.7	43.71
RN2.1	44.83
RN2.2	45.60
RN2.3	46.36
RN2.4	47.05
RN3.1	48.53
RN3.2	49.40
RN3.3	50.30
RN3.4	51.13

	% of ordinary hourly rate
	125%
	\$
RN3B	52.66
RN4.1	55.84
RN4.2	59.26
RN4.3	62.69
RN5	65.74
Enrolled Nurses (EN)	
EN (Level 1)	33.96
EN (Level 2)	34.51
EN (Level 3)	35.01
EN (Level 4)	35.48
EN (Level 5)	35.94
Hospital Service Employees (HSE)	
HSE (Level 1)	30.75
HSE (Level 2)	32.18
HSE (Level 3)	32.93
HSE (Level 4)	34.30
HSE (Level 5)	35.54
HSE (Level 6)	37.38
HSE (Level 7)	39.34
HSE (Level 8)	41.26
HSE (Level 9)	43.61
Hospital Technical Employees (HTE)	
HTE (Level 1)	32.98
HTE (Level 2)	38.21
HTE (Level 3)	41.93
HTE (Level 4)	46.65
HTE (Level 5)	51.33
HTE (Level 6)	55.51

	% of ordinary hourly rate
	125%
	\$
Hospital Professional Employees (HPE)	
HPE (Level 1)	36.59
HPE (Level 2)	45.81
HPE (Level 3)	55.51
HPE (Level 4)	60.70
Hospital Administrative Officers (HAO)	
HAO (Level 1)	32.19
HAO (Level 2)	34.85

8. By deleting the table appearing in clause B.6 and inserting the following:

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public holiday - within 7:00am - 6:00pm	Public holiday - outside 7:00am - 6:00pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
Administrative Service Officers (ASO)					
ASO 1	39.69	52.92	52.92	39.69	52.92
ASO 2	42.99	57.32	57.32	42.99	57.32
ASO 3	46.65	62.20	62.20	46.65	62.20
ASO 4	49.67	66.22	66.22	49.67	66.22
ASO 5	53.63	71.50	71.50	53.63	71.50
ASO 6	56.60	75.46	75.46	56.60	75.46
Senior Officers Grade (SOG)					
SOG C	62.22	82.96	82.96	62.22	82.96
SOG B	67.49	89.98	89.98	67.49	89.98
SOG A	77.57	103.42	103.42	77.57	103.42

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public holiday - within 7:00am - 6:00pm	Public holiday - outside 7:00am - 6:00pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
General Service Officers (GSO)					
GSO 2	36.93	49.24	49.24	36.93	49.24
GSO 3	38.63	51.50	51.50	38.63	51.50
GSO 4	39.53	52.70	52.70	39.53	52.70
GSO 5	41.16	54.88	54.88	41.16	54.88
GSO 6	42.65	56.86	56.86	42.65	56.86
GSO 7	44.84	59.78	59.78	44.84	59.78
GSO 8	47.16	62.88	62.88	47.16	62.88
GSO 9	49.44	65.92	65.92	49.44	65.92
GSO 10	54.90	73.20	73.20	54.90	73.20
Hospital employees					
Director of Nursing (RN 5)	78.89	105.18	105.18	78.89	105.18
Registered Nurses (RN)					
RN1.1	44.67	59.56	59.56	44.67	59.56
RN1.2	46.08	61.44	61.44	46.08	61.44
RN1.3	47.19	62.92	62.92	47.19	62.92
RN1.4	48.26	64.34	64.34	48.26	64.34
RN1.5	49.70	66.26	66.26	49.70	66.26
RN1.6	51.08	68.10	68.10	51.08	68.10
RN1.7	52.46	69.94	69.94	52.46	69.94
RN2.1	53.79	71.72	71.72	53.79	71.72
RN2.2	54.72	72.96	72.96	54.72	72.96
RN2.3	55.64	74.18	74.18	55.64	74.18
RN2.4	56.46	75.28	75.28	56.46	75.28
RN3.1	58.23	77.64	77.64	58.23	77.64
RN3.2	59.28	79.04	79.04	59.28	79.04

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public holiday - within 7:00am - 6:00pm	Public holiday - outside 7:00am - 6:00pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
RN3.3	60.36	80.48	80.48	60.36	80.48
RN3.4	61.35	81.80	81.80	61.35	81.80
RN3B	63.20	84.26	84.26	63.20	84.26
RN4.1	67.01	89.34	89.34	67.01	89.34
RN4.2	71.12	94.82	94.82	71.12	94.82
RN4.3	75.23	100.30	100.30	75.23	100.30
RN5	78.89	105.18	105.18	78.89	105.18
Enrolled Nurses (EN)					
EN (Level 1)	40.76	54.34	54.34	40.76	54.34
EN (Level 2)	41.42	55.22	55.22	41.42	55.22
EN (Level 3)	42.02	56.02	56.02	42.02	56.02
EN (Level 4)	42.57	56.76	56.76	42.57	56.76
EN (Level 5)	43.13	57.50	57.50	43.13	57.50
Hospital Service Employees (HSE)					
HSE (Level 1)	36.90	49.20	49.20	36.90	49.20
HSE (Level 2)	38.61	51.48	51.48	38.61	51.48
HSE (Level 3)	39.51	52.68	52.68	39.51	52.68
HSE (Level 4)	41.16	54.88	54.88	41.16	54.88
HSE (Level 5)	42.65	56.86	56.86	42.65	56.86
HSE (Level 6)	44.85	59.80	59.80	44.85	59.80
HSE (Level 7)	47.21	62.94	62.94	47.21	62.94
HSE (Level 8)	49.52	66.02	66.02	49.52	66.02
HSE (Level 9)	52.34	69.78	69.78	52.34	69.78
Hospital Technical Employees (HTE)					
HTE (Level 1)	39.57	52.76	52.76	39.57	52.76
HTE (Level 2)	45.86	61.14	61.14	45.86	61.14

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public holiday - within 7:00am - 6:00pm	Public holiday - outside 7:00am - 6:00pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
HTE (Level 3)	50.31	67.08	67.08	50.31	67.08
HTE (Level 4)	55.98	74.64	74.64	55.98	74.64
HTE (Level 5)	61.59	82.12	82.12	61.59	82.12
HTE (Level 6)	66.62	88.82	88.82	66.62	88.82
Hospital Professional Employees (HPE)					
HPE (Level 1)	43.91	58.54	58.54	43.91	58.54
HPE (Level 2)	54.98	73.30	73.30	54.98	73.30
HPE (Level 3)	66.62	88.82	88.82	66.62	88.82
HPE (Level 4)	72.84	97.12	97.12	72.84	97.12
Hospital Administrative Officers (HAO)					
HAO (Level 1)	38.63	51.50	51.50	38.63	51.50
HAO (Level 2)	41.82	55.76	55.76	41.82	55.76

9. By deleting the table appearing in clause B.7 and inserting the following:

	Day	Night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate				
	125%	140%	175%	225%	275%
	\$	\$	\$	\$	\$
Administrative Service Officers (ASO)					
ASO 1	33.08	37.04	46.31	59.54	72.77
ASO 2	35.83	40.12	50.16	64.49	78.82
ASO 3	38.88	43.54	54.43	69.98	85.53
ASO 4	41.39	46.35	57.94	74.50	91.05
ASO 5	44.69	50.05	62.56	80.44	98.31

	Day	Night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate				
	125%	140%	175%	225%	275%
	\$	\$	\$	\$	\$
ASO 6	47.16	52.82	66.03	84.89	103.76
Senior Officers Grade (SOG)					
SOG C	51.85	58.07	72.59	93.33	114.07
SOG B	56.24	62.99	78.73	101.23	123.72
SOG A	64.64	72.39	90.49	116.35	142.20
General Service Officers (GSO)					
GSO 2	30.78	34.47	43.09	55.40	67.71
GSO 3	32.19	36.05	45.06	57.94	70.81
GSO 4	32.94	36.89	46.11	59.29	72.46
GSO 5	34.30	38.42	48.02	61.74	75.46
GSO 6	35.54	39.80	49.75	63.97	78.18
GSO 7	37.36	41.85	52.31	67.25	82.20
GSO 8	39.30	44.02	55.02	70.74	86.46
GSO 9	41.20	46.14	57.68	74.16	90.64
GSO 10	45.75	51.24	64.05	82.35	100.65
Hospital employees					
Director of Nursing (RN 5)	65.74	73.63	92.03	118.33	144.62
Registered Nurses (RN)					
RN1.1	37.23	41.69	52.12	67.01	81.90
RN1.2	38.40	43.01	53.76	69.12	84.48
RN1.3	39.33	44.04	55.06	70.79	86.52
RN1.4	40.21	45.04	56.30	72.38	88.47
RN1.5	41.41	46.38	57.98	74.54	91.11
RN1.6	42.56	47.67	59.59	76.61	93.64
RN1.7	43.71	48.96	61.20	78.68	96.17
RN2.1	44.83	50.20	62.76	80.69	98.62
RN2.2	45.60	51.07	63.84	82.08	100.32
RN2.3	46.36	51.93	64.91	83.45	102.00

	Day	Night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate				
	125%	140%	175%	225%	275%
	\$	\$	\$	\$	\$
RN2.4	47.05	52.70	65.87	84.69	103.51
RN3.1	48.53	54.35	67.94	87.35	106.76
RN3.2	49.40	55.33	69.16	88.92	108.68
RN3.3	50.30	56.34	70.42	90.54	110.66
RN3.4	51.13	57.26	71.58	92.03	112.48
RN3B	52.66	58.98	73.73	94.79	115.86
RN4.1	55.84	62.54	78.17	100.51	122.84
RN4.2	59.26	66.37	82.97	106.67	130.38
RN4.3	62.69	70.21	87.76	112.84	137.91
RN5	65.74	73.63	92.03	118.33	144.62
Enrolled Nurses (EN)					
EN (Level 1)	33.96	38.04	47.55	61.13	74.72
EN (Level 2)	34.51	38.65	48.32	62.12	75.93
EN (Level 3)	35.01	39.21	49.02	63.02	77.03
EN (Level 4)	35.48	39.73	49.67	63.86	78.05
EN (Level 5)	35.94	40.25	50.31	64.69	79.06
Hospital Service Employees (HSE)					
HSE (Level 1)	30.75	34.44	43.05	55.35	67.65
HSE (Level 2)	32.18	36.04	45.05	57.92	70.79
HSE (Level 3)	32.93	36.88	46.10	59.27	72.44
HSE (Level 4)	34.30	38.42	48.02	61.74	75.46
HSE (Level 5)	35.54	39.80	49.75	63.97	78.18
HSE (Level 6)	37.38	41.86	52.33	67.28	82.23
HSE (Level 7)	39.34	44.06	55.07	70.81	86.54
HSE (Level 8)	41.26	46.21	57.77	74.27	90.78
HSE (Level 9)	43.61	48.85	61.06	78.50	95.95
Hospital Technical Employees (HTE)					
HTE (Level 1)	32.98	36.93	46.17	59.36	72.55

	Day	Night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate				
	125%	140%	175%	225%	275%
	\$	\$	\$	\$	\$
HTE (Level 2)	38.21	42.80	53.50	68.78	84.07
HTE (Level 3)	41.93	46.96	58.70	75.47	92.24
HTE (Level 4)	46.65	52.25	65.31	83.97	102.63
HTE (Level 5)	51.33	57.48	71.86	92.39	112.92
HTE (Level 6)	55.51	62.17	77.72	99.92	122.13
Hospital Professional Employees (HPE)					
HPE (Level 1)	36.59	40.98	51.22	65.86	80.49
HPE (Level 2)	45.81	51.31	64.14	82.46	100.79
HPE (Level 3)	55.51	62.17	77.72	99.92	122.13
HPE (Level 4)	60.70	67.98	84.98	109.26	133.54
Hospital Administrative Officers (HAO)					
HAO (Level 1)	32.19	36.05	45.06	57.94	70.81
HAO (Level 2)	34.85	39.03	48.79	62.73	76.67

10. By deleting the table appearing in clause B.8 and inserting the following:

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public holiday - within 7:00am - 6:00pm	Public holiday - outside 7:00am - 6:00pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
Administrative Service Officers (ASO)					
ASO 1	39.69	52.92	52.92	39.69	52.92
ASO 2	42.99	57.32	57.32	42.99	57.32
ASO 3	46.65	62.20	62.20	46.65	62.20
ASO 4	49.67	66.22	66.22	49.67	66.22

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public holiday - within 7:00am - 6:00pm	Public holiday - outside 7:00am - 6:00pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
ASO 5	53.63	71.50	71.50	53.63	71.50
ASO 6	56.60	75.46	75.46	56.60	75.46
Senior Officers Grade (SOG)					
SOG C	62.22	82.96	82.96	62.22	82.96
SOG B	67.49	89.98	89.98	67.49	89.98
SOG A	77.57	103.42	103.42	77.57	103.42
General Service Officers (GSO)					
GSO 2	36.93	49.24	49.24	36.93	49.24
GSO 3	38.63	51.50	51.50	38.63	51.50
GSO 4	39.53	52.70	52.70	39.53	52.70
GSO 5	41.16	54.88	54.88	41.16	54.88
GSO 6	42.65	56.86	56.86	42.65	56.86
GSO 7	44.84	59.78	59.78	44.84	59.78
GSO 8	47.16	62.88	62.88	47.16	62.88
GSO 9	49.44	65.92	65.92	49.44	65.92
GSO 10	54.90	73.20	73.20	54.90	73.20
Hospital employees					
Director of Nursing (RN 5)	78.89	105.18	105.18	78.89	105.18
Registered Nurses (RN)					
RN1.1	44.67	59.56	59.56	44.67	59.56
RN1.2	46.08	61.44	61.44	46.08	61.44
RN1.3	47.19	62.92	62.92	47.19	62.92
RN1.4	48.26	64.34	64.34	48.26	64.34
RN1.5	49.70	66.26	66.26	49.70	66.26
RN1.6	51.08	68.10	68.10	51.08	68.10
RN1.7	52.46	69.94	69.94	52.46	69.94

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public holiday - within 7:00am - 6:00pm	Public holiday - outside 7:00am - 6:00pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
RN2.1	53.79	71.72	71.72	53.79	71.72
RN2.2	54.72	72.96	72.96	54.72	72.96
RN2.3	55.64	74.18	74.18	55.64	74.18
RN2.4	56.46	75.28	75.28	56.46	75.28
RN3.1	58.23	77.64	77.64	58.23	77.64
RN3.2	59.28	79.04	79.04	59.28	79.04
RN3.3	60.36	80.48	80.48	60.36	80.48
RN3.4	61.35	81.80	81.80	61.35	81.80
RN3B	63.20	84.26	84.26	63.20	84.26
RN4.1	67.01	89.34	89.34	67.01	89.34
RN4.2	71.12	94.82	94.82	71.12	94.82
RN4.3	75.23	100.30	100.30	75.23	100.30
RN5	78.89	105.18	105.18	78.89	105.18
Enrolled Nurses (EN)					
EN (Level 1)	40.76	54.34	54.34	40.76	54.34
EN (Level 2)	41.42	55.22	55.22	41.42	55.22
EN (Level 3)	42.02	56.02	56.02	42.02	56.02
EN (Level 4)	42.57	56.76	56.76	42.57	56.76
EN (Level 5)	43.13	57.50	57.50	43.13	57.50
Hospital Service Employees (HSE)					
HSE (Level 1)	36.90	49.20	49.20	36.90	49.20
HSE (Level 2)	38.61	51.48	51.48	38.61	51.48
HSE (Level 3)	39.51	52.68	52.68	39.51	52.68
HSE (Level 4)	41.16	54.88	54.88	41.16	54.88
HSE (Level 5)	42.65	56.86	56.86	42.65	56.86
HSE (Level 6)	44.85	59.80	59.80	44.85	59.80

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public holiday - within 7:00am - 6:00pm	Public holiday - outside 7:00am - 6:00pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
HSE (Level 7)	47.21	62.94	62.94	47.21	62.94
HSE (Level 8)	49.52	66.02	66.02	49.52	66.02
HSE (Level 9)	52.34	69.78	69.78	52.34	69.78
Hospital Technical Employees (HTE)					
HTE (Level 1)	39.57	52.76	52.76	39.57	52.76
HTE (Level 2)	45.86	61.14	61.14	45.86	61.14
HTE (Level 3)	50.31	67.08	67.08	50.31	67.08
HTE (Level 4)	55.98	74.64	74.64	55.98	74.64
HTE (Level 5)	61.59	82.12	82.12	61.59	82.12
HTE (Level 6)	66.62	88.82	88.82	66.62	88.82
Hospital Professional Employees (HPE)					
HPE (Level 1)	43.91	58.54	58.54	43.91	58.54
HPE (Level 2)	54.98	73.30	73.30	54.98	73.30
HPE (Level 3)	66.62	88.82	88.82	66.62	88.82
HPE (Level 4)	72.84	97.12	97.12	72.84	97.12
Hospital Administrative Officers (HAO)					
HAO (Level 1)	38.63	51.50	51.50	38.63	51.50
HAO (Level 2)	41.82	55.76	55.76	41.82	55.76

11. By deleting the amount “\$27.69” appearing in clause C.1 and inserting “\$28.66”.

12. By deleting the table appearing in clause C.1 and inserting the following:

Allowance	Payable	\$	% of standard rate
Interpreting allowance	Per annum	1102.06	3845.3

13. By deleting clause E.5.1 and inserting the following:

E.5.1 Minimum wages for traineeships

(a) Wage Level A

Subject to clause E.5.2 and E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time or part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level A by clause E.7 are:

	Highest year of schooling completed					
	Year 10		Year 11		Year 12	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$	\$	\$
School leaver	412.70	13.57	454.40	14.95	540.50	17.77
Plus 1 year out of school	454.40	14.95	540.50	17.77	629.00	20.69
Plus 2 years out of school	540.50	17.77	629.00	20.69	732.00	24.07
Plus 3 years out of school	629.00	20.69	732.00	24.07	838.00	27.57
Plus 4 years out of school	732.00	24.07	838.00	27.57		
Plus 5 or more years out of school	838.00	27.57				

(b) Wage Level B

Subject to clause E.5.2 and E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time or part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level B by clause E.7 are:

	Highest year of schooling completed					
	Year 10		Year 11		Year 12	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$	\$	\$
School leaver	412.70	13.57	454.40	14.95	526.70	17.34
Plus 1 year out of school	454.40	14.95	526.70	17.34	605.90	19.93
Plus 2 years out of school	526.70	17.34	605.90	19.93	710.60	23.38
Plus 3 years out of school	605.90	19.93	710.60	23.38	810.40	26.66

	Highest year of schooling completed					
	Year 10		Year 11		Year 12	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$	\$	\$
Plus 4 years out of school	710.60	23.38	810.40	26.66		
Plus 5 or more years out of school	810.40	26.66				

(c) Wage Level C

Subject to clause E.5.2 and E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time or part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level C by clause E.7 are:

	Highest year of schooling completed					
	Year 10		Year 11		Year 12	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$	\$	\$
School leaver	412.70	13.57	454.40	14.95	526.70	17.34
Plus 1 year out of school	454.40	14.95	526.70	17.34	595.60	19.58
Plus 2 years out of school	526.70	17.34	595.60	19.58	665.40	21.89
Plus 3 years out of school	595.60	19.58	665.40	21.89	741.20	24.37
Plus 4 years out of school	665.40	21.89	741.20	24.37		
Plus 5 or more years out of school	741.20	24.37				

(d) AQF Certificate Level IV traineeships

- (i)** Subject to clause E.5.2 and E.5.3 of this schedule, the minimum wages for a trainee undertaking a traineeship are the minimum wages for the relevant Level III traineeship with the addition of 3.8% to those minimum wages.
- (ii)** Subject to clause E.5.2 and E.5.3 of this schedule, the minimum wages for an adult trainee undertaking an AQF Certificate Level IV traineeship are

as follows, provided that the relevant wage level is that for the relevant AQF Certificate Level III traineeship:

Wage level	First year of traineeship		Second and subsequent years of traineeship	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$
Wage Level A	869.80	28.62	902.80	29.69
Wage Level B	841.20	27.68	873.20	28.72
Wage Level C	769.40	25.31	798.50	26.27

(e) School-based traineeships

Subject to clauses E.5.2 and E.5.3 of this schedule, the minimum hourly wages for a trainee undertaking a school-based Wage Levels A or B traineeship are as follows when the trainee works ordinary hours:

Year of schooling	
Year 11 or lower	Year 12
per hour	per hour
\$	\$
13.57	14.95

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