



Nurses Award

Rates as at 1 July 2023 (applicable from the first full pay period on or after 1 July 2023)

Assistant in Nursing

	Weekly Full-time	Hourly Full-time/Part-time	Casual Inc. 25% Casual Loading
1st Year	\$934.20	\$24.58	\$30.73
2nd Year	\$948.80	\$24.97	\$31.21
3rd Year and thereafter	\$964.00	\$25.37	\$31.71
Experienced (Cert III)	\$995.00	\$26.18	\$32.73

Enrolled Nurse

	Weekly Full-time	Hourly Full-time/Part-time	Casual Inc. 25% Casual Loading
Student Enrolled Nurse			
Less than 21 years of age	\$867.90	\$22.84	\$28.55
21 years of age or over	\$910.90	\$23.97	\$29.96
Qualified Enrolled Nurse			
Pay Point 1	\$1,013.40	\$26.67	\$33.34
Pay Point 2	\$1,026.80	\$27.02	\$33.78
Pay Point 3	\$1,040.50	\$27.38	\$34.23
Pay Point 4	\$1,055.50	\$27.78	\$34.73
Pay Point 5	\$1,066.10	\$28.06	\$35.08

Registered Nurse

	Weekly Full-time	Hourly Full-time/Part-time	Casual Inc. 25% Casual Loading
RN - Level 1			
Pay Point 1	\$1,084.10	\$28.53	\$35.66
Pay Point 2	\$1,106.40	\$29.12	\$36.40
Pay Point 3	\$1,133.50	\$29.83	\$37.29
Pay Point 4	\$1,163.70	\$30.62	\$38.28
Pay Point 5	\$1,199.40	\$31.56	\$39.45
Pay Point 6	\$1,234.10	\$32.48	\$40.60
Pay Point 7	\$1,269.80	\$33.42	\$41.78
Pay Point 8 and thereafter	\$1,302.80	\$34.28	\$42.85
Minimum Entry Rate			
Four Year Degree	\$1,132.10	\$29.79	\$37.24
Master Degree	\$1,171.10	\$30.82	\$38.53

Progression from these entry rates will be to level 1—Registered nurse pay point 4 and 5 respectively.

*These rates are per the Awards that can be found at www.fwc.gov.au

Step 1

Determine applicable award for employee's position.

Indicative positions covered by the Nurses Award include, Assistance in Nursing, Enrolled Nurses, Registered Nurse, Nurses Practitioner and Occupational Health Nurse.

Step 2

Determine classification under applicable award (i.e. classification/level).

Classification definitions are set out in Schedule A - Classification Definitions. Schedule A should be reviewed to determine the employee's correct classification. Employers must advise their employees in writing of their classification upon commencement and of any subsequent changes to their classification.

Step 3

Determine correct rate of pay based on the classification/level determined in Step 2.

Note the correct pay point is based on the employees experience (i.e. pay point). Refer to rates of pay in this document.

Progression for all classifications for which there is more than one pay point will be by annual movement to the next pay point, or in the case of a part-time or casual employee 1786 hours of experience, having regard to the acquisition and use of skill described in the definitions contained in Schedule B and knowledge gained through experience in the practice settings over such a period.

Step 4

Determine applicable allowances. Refer to Allowance Guide.

Weekend Penalties and Overtime

Weekend Penalties

Saturday Penalty: refer to clause 21.1.
Sunday Penalty: refer to clause 21.2.

Overtime

Refer to clause 19.

Support from HIES

For further information or assistance with rates of pay please call the HIES Team on 07 3386 6488.



Registered Nurse continued

	Weekly Full-time	Hourly Full-time/Part-time	Casual Inc. 25% Casual Loading
RN - Level 2			
Pay Point 1	\$1,337.40	\$35.19	\$43.99
Pay Point 2	\$1,358.70	\$35.76	\$44.70
Pay Point 3	\$1,382.30	\$36.38	\$45.48
Pay Point 4 and thereafter	\$1,404.90	\$36.97	\$46.21
RN - Level 3			
Pay Point 1	\$1,450.10	\$38.16	\$47.70
Pay Point 2	\$1,476.80	\$38.86	\$48.58
Pay Point 3	\$1,502.30	\$39.53	\$49.41
Pay Point 4 and thereafter	\$1,529.30	\$40.24	\$50.30
RN - Level 4			
Grade 1	\$1,655.10	\$43.56	\$54.45
Grade 2	\$1,773.70	\$46.68	\$58.35
Grade 3	\$1,877.20	\$49.40	\$61.75
RN - Level 5			
Grade 1	\$1,670.20	\$43.95	\$54.94
Grade 2	\$1,758.80	\$46.28	\$57.85
Grade 3	\$1,877.20	\$49.40	\$61.75
Grade 4	\$1,994.20	\$52.48	\$65.60
Grade 5	\$2,199.50	\$57.88	\$72.35
Grade 6	\$2,406.60	\$63.33	\$79.16

Nurse Practitioner

	Weekly Full-time	Hourly Full-time/Part-time	Casual Inc. 25% Casual Loading
1st Year	\$1,668.70	\$43.91	\$54.89
2nd Year	\$1,718.30	\$45.22	\$56.53

Occupational Health Nurse

	Weekly Full-time	Hourly Full-time/Part-time	Casual Inc. 25% Casual Loading
OHN - Level 1			
Pay Point 1	\$1,163.70	\$30.62	\$38.28
Pay Point 2	\$1,199.40	\$31.56	\$39.45
Pay Point 3	\$1,234.10	\$32.48	\$40.60
Pay Point 4	\$1,269.80	\$33.42	\$41.78
Pay Point 5	\$1,302.80	\$34.28	\$42.85
OHN - Level 2			
Pay Point 1	\$1,337.40	\$35.19	\$43.99
Pay Point 2	\$1,358.70	\$35.76	\$44.70
Pay Point 3	\$1,382.30	\$36.38	\$45.48
Pay Point 4	\$1,404.90	\$36.97	\$46.21
Senior occupational health clinical nurse			
SOHCN	\$1,404.90	\$36.97	\$46.21
OHN - Level 3			
Pay Point 1	\$1,450.10	\$38.16	\$47.70
Pay Point 2	\$1,476.80	\$38.86	\$48.58
Pay Point 3	\$1,502.30	\$39.53	\$49.41
Pay Point 4 and thereafter	\$1,529.30	\$40.24	\$50.30

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