



Fair Work
OMBUDSMAN

Pay Guide - Nurses Award

[MA000034]

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When considering information available in the pay guide about awards you should also have regard to the terms of the relevant award, which can be found through our [Awards page](#). If our information is inconsistent with the award, then the award applies.

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We encourage you to [subscribe to email updates](#) to receive alerts when pay rates and entitlements change in this pay guide.

Rates of pay

Other than aged care employees - Full-time & part-time

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Classification	Weekly pay rate	Hourly pay rate	Public holiday	Christmas Day on Saturday	Christmas Day on Sunday
Nursing assistant, 1st year	\$934.20	\$24.58	\$49.16	\$49.16	\$55.31
Nursing assistant, 2nd year	\$948.80	\$24.97	\$49.94	\$49.94	\$56.18
Nursing assistant, 3rd year and thereafter	\$964.00	\$25.37	\$50.74	\$50.74	\$57.08
Nursing assistant, experienced (the holder of a relevant certificate III qualification)	\$995.00	\$26.18	\$52.36	\$52.36	\$58.91
Student enrolled nurse - less than 21 years of age	\$867.90	\$22.84	\$45.68	\$45.68	\$51.39
Student enrolled nurse - 21 years of age and over	\$910.90	\$23.97	\$47.94	\$47.94	\$53.93
Enrolled nurse - pay point 1	\$1,013.40	\$26.67	\$53.34	\$53.34	\$60.01
Enrolled nurse - pay point 2	\$1,026.80	\$27.02	\$54.04	\$54.04	\$60.80
Enrolled nurse - pay point 3	\$1,040.50	\$27.38	\$54.76	\$54.76	\$61.61
Enrolled nurse - pay point 4	\$1,055.50	\$27.78	\$55.56	\$55.56	\$62.51
Enrolled nurse - pay point 5	\$1,066.10	\$28.06	\$56.12	\$56.12	\$63.14
Registered nurse with a 4 year degree	\$1,132.10	\$29.79	\$59.58	\$59.58	\$67.03
Registered nurse with a masters degree	\$1,171.10	\$30.82	\$61.64	\$61.64	\$69.35
Registered nurse - level 1, pay point 1	\$1,084.10	\$28.53	\$57.06	\$57.06	\$64.19
Registered nurse - level 1, pay point 2	\$1,106.40	\$29.12	\$58.24	\$58.24	\$65.52
Registered nurse - level 1, pay point 3	\$1,133.50	\$29.83	\$59.66	\$59.66	\$67.12
Registered nurse - level 1, pay point 4	\$1,163.70	\$30.62	\$61.24	\$61.24	\$68.90
Registered nurse - level 1, pay point 5	\$1,199.40	\$31.56	\$63.12	\$63.12	\$71.01
Registered nurse - level 1, pay point 6	\$1,234.10	\$32.48	\$64.96	\$64.96	\$73.08
Registered nurse - level 1, pay point 7	\$1,269.80	\$33.42	\$66.84	\$66.84	\$75.20
Registered nurse - level 1, pay point 8 and thereafter	\$1,302.80	\$34.28	\$68.56	\$68.56	\$77.13
Registered nurse - level 2, pay point 1	\$1,337.40	\$35.19	\$70.38	\$70.38	\$79.18
Registered nurse - level 2, pay point 2	\$1,358.70	\$35.76	\$71.52	\$71.52	\$80.46
Registered nurse - level 2, pay point 3	\$1,382.30	\$36.38	\$72.76	\$72.76	\$81.86
Registered nurse - level 2, pay point 4 and thereafter	\$1,404.90	\$36.97	\$73.94	\$73.94	\$83.18
Registered nurse - level 3, pay point 1	\$1,450.10	\$38.16	\$76.32	\$76.32	\$85.86
Registered nurse - level 3, pay point 2	\$1,476.80	\$38.86	\$77.72	\$77.72	\$87.44
Registered nurse - level 3, pay point 3	\$1,502.30	\$39.53	\$79.06	\$79.06	\$88.94
Registered nurse - level 3, pay point 4 and thereafter	\$1,529.30	\$40.24	\$80.48	\$80.48	\$90.54

Classification	Weekly pay rate	Hourly pay rate	Public holiday	Christmas Day on Saturday	Christmas Day on Sunday
Registered nurse - level 4, grade 1	\$1,655.10	\$43.56	\$87.12	\$87.12	\$98.01
Registered nurse - level 4, grade 2	\$1,773.70	\$46.68	\$93.36	\$93.36	\$105.03
Registered nurse - level 4, grade 3	\$1,877.20	\$49.40	\$98.80	\$98.80	\$111.15
Registered nurse - level 5, grade 1	\$1,670.20	\$43.95	\$87.90	\$87.90	\$98.89
Registered nurse - level 5, grade 2	\$1,758.80	\$46.28	\$92.56	\$92.56	\$104.13
Registered nurse - level 5, grade 3	\$1,877.20	\$49.40	\$98.80	\$98.80	\$111.15
Registered nurse - level 5, grade 4	\$1,994.20	\$52.48	\$104.96	\$104.96	\$118.08
Registered nurse - level 5, grade 5	\$2,199.50	\$57.88	\$115.76	\$115.76	\$130.23
Registered nurse - level 5, grade 6	\$2,406.60	\$63.33	\$126.66	\$126.66	\$142.49
Nurse practitioner, 1st year	\$1,668.70	\$43.91	\$87.82	\$87.82	\$98.80
Nurse practitioner, 2nd year	\$1,718.30	\$45.22	\$90.44	\$90.44	\$101.75
Occupational health nurse - level 1, pay point 1	\$1,163.70	\$30.62	\$61.24	\$61.24	\$68.90
Occupational health nurse - level 1, pay point 2	\$1,199.40	\$31.56	\$63.12	\$63.12	\$71.01
Occupational health nurse - level 1, pay point 3	\$1,234.10	\$32.48	\$64.96	\$64.96	\$73.08
Occupational health nurse - level 1, pay point 4	\$1,269.80	\$33.42	\$66.84	\$66.84	\$75.20
Occupational health nurse - level 1, pay point 5	\$1,302.80	\$34.28	\$68.56	\$68.56	\$77.13
Occupational health nurse - level 2, pay point 1	\$1,337.40	\$35.19	\$70.38	\$70.38	\$79.18
Occupational health nurse - level 2, pay point 2	\$1,358.70	\$35.76	\$71.52	\$71.52	\$80.46
Occupational health nurse - level 2, pay point 3	\$1,382.30	\$36.38	\$72.76	\$72.76	\$81.86
Occupational health nurse - level 2, pay point 4	\$1,404.90	\$36.97	\$73.94	\$73.94	\$83.18
Senior occupational health clinical nurse	\$1,404.90	\$36.97	\$73.94	\$73.94	\$83.18
Occupational health nurse - level 3, pay point 1	\$1,450.10	\$38.16	\$76.32	\$76.32	\$85.86
Occupational health nurse - level 3, pay point 2	\$1,476.80	\$38.86	\$77.72	\$77.72	\$87.44
Occupational health nurse - level 3, pay point 3	\$1,502.30	\$39.53	\$79.06	\$79.06	\$88.94
Occupational health nurse - level 3, pay point 4 and thereafter	\$1,529.30	\$40.24	\$80.48	\$80.48	\$90.54

Table 2 of 3

Classification	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Saturday - shiftworkers	Sunday - shiftworkers	Overtime - Monday to Saturday - first 2 hours
Nursing assistant, 1st year	\$27.65	\$28.27	\$36.87	\$43.02	\$36.87
Nursing assistant, 2nd year	\$28.09	\$28.72	\$37.46	\$43.70	\$37.46
Nursing assistant, 3rd year and thereafter	\$28.54	\$29.18	\$38.06	\$44.40	\$38.06
Nursing assistant, experienced (the holder of a relevant certificate III qualification)	\$29.45	\$30.11	\$39.27	\$45.82	\$39.27
Student enrolled nurse - less than 21 years of age	\$25.70	\$26.27	\$34.26	\$39.97	\$34.26
Student enrolled nurse - 21 years of age and over	\$26.97	\$27.57	\$35.96	\$41.95	\$35.96
Enrolled nurse - pay point 1	\$30.00	\$30.67	\$40.01	\$46.67	\$40.01
Enrolled nurse - pay point 2	\$30.40	\$31.07	\$40.53	\$47.29	\$40.53
Enrolled nurse - pay point 3	\$30.80	\$31.49	\$41.07	\$47.92	\$41.07
Enrolled nurse - pay point 4	\$31.25	\$31.95	\$41.67	\$48.62	\$41.67
Enrolled nurse - pay point 5	\$31.57	\$32.27	\$42.09	\$49.11	\$42.09
Registered nurse with a 4 year degree	\$33.51	\$34.26	\$44.69	\$52.13	\$44.69
Registered nurse with a masters degree	\$34.67	\$35.44	\$46.23	\$53.94	\$46.23
Registered nurse - level 1, pay point 1	\$32.10	\$32.81	\$42.80	\$49.93	\$42.80
Registered nurse - level 1, pay point 2	\$32.76	\$33.49	\$43.68	\$50.96	\$43.68
Registered nurse - level 1, pay point 3	\$33.56	\$34.30	\$44.75	\$52.20	\$44.75
Registered nurse - level 1, pay point 4	\$34.45	\$35.21	\$45.93	\$53.59	\$45.93
Registered nurse - level 1, pay point 5	\$35.51	\$36.29	\$47.34	\$55.23	\$47.34
Registered nurse - level 1, pay point 6	\$36.54	\$37.35	\$48.72	\$56.84	\$48.72
Registered nurse - level 1, pay point 7	\$37.60	\$38.43	\$50.13	\$58.49	\$50.13
Registered nurse - level 1, pay point 8 and thereafter	\$38.57	\$39.42	\$51.42	\$59.99	\$51.42
Registered nurse - level 2, pay point 1	\$39.59	\$40.47	\$52.79	\$61.58	\$52.79
Registered nurse - level 2, pay point 2	\$40.23	\$41.12	\$53.64	\$62.58	\$53.64
Registered nurse - level 2, pay point 3	\$40.93	\$41.84	\$54.57	\$63.67	\$54.57
Registered nurse - level 2, pay point 4 and thereafter	\$41.59	\$42.52	\$55.46	\$64.70	\$55.46
Registered nurse - level 3, pay point 1	\$42.93	\$43.88	\$57.24	\$66.78	\$57.24
Registered nurse - level 3, pay point 2	\$43.72	\$44.69	\$58.29	\$68.01	\$58.29
Registered nurse - level 3, pay point 3	\$44.47	\$45.46	\$59.30	\$69.18	\$59.30
Registered nurse - level 3, pay point 4 and thereafter	\$45.27	\$46.28	\$60.36	\$70.42	\$60.36
Registered nurse - level 4, grade 1	N/A	N/A	\$65.34	\$76.23	N/A
Registered nurse - level 4, grade 2	N/A	N/A	\$70.02	\$81.69	N/A

Classification	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Saturday - shiftworkers	Sunday - shiftworkers	Overtime - Monday to Saturday - first 2 hours
Registered nurse - level 4, grade 3	N/A	N/A	\$74.10	\$86.45	N/A
Registered nurse - level 5, grade 1	N/A	N/A	\$65.93	\$76.91	N/A
Registered nurse - level 5, grade 2	N/A	N/A	\$69.42	\$80.99	N/A
Registered nurse - level 5, grade 3	N/A	N/A	\$74.10	\$86.45	N/A
Registered nurse - level 5, grade 4	N/A	N/A	\$78.72	\$91.84	N/A
Registered nurse - level 5, grade 5	N/A	N/A	\$86.82	\$101.29	N/A
Registered nurse - level 5, grade 6	N/A	N/A	\$95.00	\$110.83	N/A
Nurse practitioner, 1st year	\$49.40	\$50.50	\$65.87	\$76.84	\$65.87
Nurse practitioner, 2nd year	\$50.87	\$52.00	\$67.83	\$79.14	\$67.83
Occupational health nurse - level 1, pay point 1	\$34.45	\$35.21	\$45.93	\$53.59	\$45.93
Occupational health nurse - level 1, pay point 2	\$35.51	\$36.29	\$47.34	\$55.23	\$47.34
Occupational health nurse - level 1, pay point 3	\$36.54	\$37.35	\$48.72	\$56.84	\$48.72
Occupational health nurse - level 1, pay point 4	\$37.60	\$38.43	\$50.13	\$58.49	\$50.13
Occupational health nurse - level 1, pay point 5	\$38.57	\$39.42	\$51.42	\$59.99	\$51.42
Occupational health nurse - level 2, pay point 1	\$39.59	\$40.47	\$52.79	\$61.58	\$52.79
Occupational health nurse - level 2, pay point 2	\$40.23	\$41.12	\$53.64	\$62.58	\$53.64
Occupational health nurse - level 2, pay point 3	\$40.93	\$41.84	\$54.57	\$63.67	\$54.57
Occupational health nurse - level 2, pay point 4	\$41.59	\$42.52	\$55.46	\$64.70	\$55.46
Senior occupational health clinical nurse	\$41.59	\$42.52	\$55.46	\$64.70	\$55.46
Occupational health nurse - level 3, pay point 1	\$42.93	\$43.88	\$57.24	\$66.78	\$57.24
Occupational health nurse - level 3, pay point 2	\$43.72	\$44.69	\$58.29	\$68.01	\$58.29
Occupational health nurse - level 3, pay point 3	\$44.47	\$45.46	\$59.30	\$69.18	\$59.30
Occupational health nurse - level 3, pay point 4 and thereafter	\$45.27	\$46.28	\$60.36	\$70.42	\$60.36

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Classification	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - Public holiday	Less than 10 hour break after working overtime	Minimum break between shifts
Nursing assistant, 1st year	\$49.16	\$49.16	\$61.45	\$49.16	\$49.16
Nursing assistant, 2nd year	\$49.94	\$49.94	\$62.43	\$49.94	\$49.94
Nursing assistant, 3rd year and thereafter	\$50.74	\$50.74	\$63.43	\$50.74	\$50.74
Nursing assistant, experienced (the holder of a relevant certificate III qualification)	\$52.36	\$52.36	\$65.45	\$52.36	\$52.36
Student enrolled nurse - less than 21 years of age	\$45.68	\$45.68	\$57.10	\$45.68	\$45.68
Student enrolled nurse - 21 years of age and over	\$47.94	\$47.94	\$59.93	\$47.94	\$47.94
Enrolled nurse - pay point 1	\$53.34	\$53.34	\$66.68	\$53.34	\$53.34
Enrolled nurse - pay point 2	\$54.04	\$54.04	\$67.55	\$54.04	\$54.04
Enrolled nurse - pay point 3	\$54.76	\$54.76	\$68.45	\$54.76	\$54.76
Enrolled nurse - pay point 4	\$55.56	\$55.56	\$69.45	\$55.56	\$55.56
Enrolled nurse - pay point 5	\$56.12	\$56.12	\$70.15	\$56.12	\$56.12
Registered nurse with a 4 year degree	\$59.58	\$59.58	\$74.48	\$59.58	\$59.58
Registered nurse with a masters degree	\$61.64	\$61.64	\$77.05	\$61.64	\$61.64
Registered nurse - level 1, pay point 1	\$57.06	\$57.06	\$71.33	\$57.06	\$57.06
Registered nurse - level 1, pay point 2	\$58.24	\$58.24	\$72.80	\$58.24	\$58.24
Registered nurse - level 1, pay point 3	\$59.66	\$59.66	\$74.58	\$59.66	\$59.66
Registered nurse - level 1, pay point 4	\$61.24	\$61.24	\$76.55	\$61.24	\$61.24
Registered nurse - level 1, pay point 5	\$63.12	\$63.12	\$78.90	\$63.12	\$63.12
Registered nurse - level 1, pay point 6	\$64.96	\$64.96	\$81.20	\$64.96	\$64.96
Registered nurse - level 1, pay point 7	\$66.84	\$66.84	\$83.55	\$66.84	\$66.84
Registered nurse - level 1, pay point 8 and thereafter	\$68.56	\$68.56	\$85.70	\$68.56	\$68.56
Registered nurse - level 2, pay point 1	\$70.38	\$70.38	\$87.98	\$70.38	\$70.38
Registered nurse - level 2, pay point 2	\$71.52	\$71.52	\$89.40	\$71.52	\$71.52
Registered nurse - level 2, pay point 3	\$72.76	\$72.76	\$90.95	\$72.76	\$72.76
Registered nurse - level 2, pay point 4 and thereafter	\$73.94	\$73.94	\$92.43	\$73.94	\$73.94
Registered nurse - level 3, pay point 1	\$76.32	\$76.32	\$95.40	\$76.32	\$76.32
Registered nurse - level 3, pay point 2	\$77.72	\$77.72	\$97.15	\$77.72	\$77.72
Registered nurse - level 3, pay point 3	\$79.06	\$79.06	\$98.83	\$79.06	\$79.06
Registered nurse - level 3, pay point 4 and thereafter	\$80.48	\$80.48	\$100.60	\$80.48	\$80.48
Registered nurse - level 4, grade 1	N/A	N/A	N/A	\$87.12	\$87.12
Registered nurse - level 4, grade 2	N/A	N/A	N/A	\$93.36	\$93.36

Classification	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - Public holiday	Less than 10 hour break after working overtime	Minimum break between shifts
Registered nurse - level 4, grade 3	N/A	N/A	N/A	\$98.80	\$98.80
Registered nurse - level 5, grade 1	N/A	N/A	N/A	\$87.90	\$87.90
Registered nurse - level 5, grade 2	N/A	N/A	N/A	\$92.56	\$92.56
Registered nurse - level 5, grade 3	N/A	N/A	N/A	\$98.80	\$98.80
Registered nurse - level 5, grade 4	N/A	N/A	N/A	\$104.96	\$104.96
Registered nurse - level 5, grade 5	N/A	N/A	N/A	\$115.76	\$115.76
Registered nurse - level 5, grade 6	N/A	N/A	N/A	\$126.66	\$126.66
Nurse practitioner, 1st year	\$87.82	\$87.82	\$109.78	\$87.82	\$87.82
Nurse practitioner, 2nd year	\$90.44	\$90.44	\$113.05	\$90.44	\$90.44
Occupational health nurse - level 1, pay point 1	\$61.24	\$61.24	\$76.55	\$61.24	\$61.24
Occupational health nurse - level 1, pay point 2	\$63.12	\$63.12	\$78.90	\$63.12	\$63.12
Occupational health nurse - level 1, pay point 3	\$64.96	\$64.96	\$81.20	\$64.96	\$64.96
Occupational health nurse - level 1, pay point 4	\$66.84	\$66.84	\$83.55	\$66.84	\$66.84
Occupational health nurse - level 1, pay point 5	\$68.56	\$68.56	\$85.70	\$68.56	\$68.56
Occupational health nurse - level 2, pay point 1	\$70.38	\$70.38	\$87.98	\$70.38	\$70.38
Occupational health nurse - level 2, pay point 2	\$71.52	\$71.52	\$89.40	\$71.52	\$71.52
Occupational health nurse - level 2, pay point 3	\$72.76	\$72.76	\$90.95	\$72.76	\$72.76
Occupational health nurse - level 2, pay point 4	\$73.94	\$73.94	\$92.43	\$73.94	\$73.94
Senior occupational health clinical nurse	\$73.94	\$73.94	\$92.43	\$73.94	\$73.94
Occupational health nurse - level 3, pay point 1	\$76.32	\$76.32	\$95.40	\$76.32	\$76.32
Occupational health nurse - level 3, pay point 2	\$77.72	\$77.72	\$97.15	\$77.72	\$77.72
Occupational health nurse - level 3, pay point 3	\$79.06	\$79.06	\$98.83	\$79.06	\$79.06
Occupational health nurse - level 3, pay point 4 and thereafter	\$80.48	\$80.48	\$100.60	\$80.48	\$80.48

Other than aged care employees - Casual

Table 1 of 3

Classification	Hourly pay rate	Public holiday	Christmas Day on Saturday	Christmas Day on Sunday	Afternoon shift - Monday to Friday
Nursing assistant, 1st year	\$30.73	\$61.46	\$61.46	\$69.14	\$33.80
Nursing assistant, 2nd year	\$31.21	\$62.42	\$62.42	\$70.22	\$34.33
Nursing assistant, 3rd year and thereafter	\$31.71	\$63.42	\$63.42	\$71.35	\$34.88
Nursing assistant, experienced (the holder of a relevant certificate III qualification)	\$32.73	\$65.46	\$65.46	\$73.64	\$36.00
Student enrolled nurse - less than 21 years of age	\$28.55	\$57.10	\$57.10	\$64.24	\$31.41
Student enrolled nurse - 21 years of age and over	\$29.96	\$59.92	\$59.92	\$67.41	\$32.96
Enrolled nurse - pay point 1	\$33.34	\$66.68	\$66.68	\$75.02	\$36.67
Enrolled nurse - pay point 2	\$33.78	\$67.56	\$67.56	\$76.01	\$37.15
Enrolled nurse - pay point 3	\$34.23	\$68.46	\$68.46	\$77.02	\$37.65
Enrolled nurse - pay point 4	\$34.73	\$69.46	\$69.46	\$78.14	\$38.20
Enrolled nurse - pay point 5	\$35.08	\$70.16	\$70.16	\$78.93	\$38.58
Registered nurse with a 4 year degree	\$37.24	\$74.48	\$74.48	\$83.79	\$40.96
Registered nurse with a masters degree	\$38.53	\$77.06	\$77.06	\$86.69	\$42.38
Registered nurse - level 1, pay point 1	\$35.66	\$71.32	\$71.32	\$80.24	\$39.23
Registered nurse - level 1, pay point 2	\$36.40	\$72.80	\$72.80	\$81.90	\$40.04
Registered nurse - level 1, pay point 3	\$37.29	\$74.58	\$74.58	\$83.90	\$41.02
Registered nurse - level 1, pay point 4	\$38.28	\$76.56	\$76.56	\$86.13	\$42.10
Registered nurse - level 1, pay point 5	\$39.45	\$78.90	\$78.90	\$88.76	\$43.40
Registered nurse - level 1, pay point 6	\$40.60	\$81.20	\$81.20	\$91.35	\$44.66
Registered nurse - level 1, pay point 7	\$41.78	\$83.56	\$83.56	\$94.01	\$45.95
Registered nurse - level 1, pay point 8 and thereafter	\$42.85	\$85.70	\$85.70	\$96.41	\$47.14
Registered nurse - level 2, pay point 1	\$43.99	\$87.98	\$87.98	\$98.98	\$48.39
Registered nurse - level 2, pay point 2	\$44.70	\$89.40	\$89.40	\$100.58	\$49.17
Registered nurse - level 2, pay point 3	\$45.48	\$90.96	\$90.96	\$102.33	\$50.02
Registered nurse - level 2, pay point 4 and thereafter	\$46.21	\$92.42	\$92.42	\$103.97	\$50.83
Registered nurse - level 3, pay point 1	\$47.70	\$95.40	\$95.40	\$107.33	\$52.47
Registered nurse - level 3, pay point 2	\$48.58	\$97.16	\$97.16	\$109.31	\$53.43
Registered nurse - level 3, pay point 3	\$49.41	\$98.82	\$98.82	\$111.17	\$54.35
Registered nurse - level 3, pay point 4 and thereafter	\$50.30	\$100.60	\$100.60	\$113.18	\$55.33
Registered nurse - level 4, grade 1	\$54.45	\$108.90	\$108.90	\$122.51	N/A

Classification	Hourly pay rate	Public holiday	Christmas Day on Saturday	Christmas Day on Sunday	Afternoon shift - Monday to Friday
Registered nurse - level 4, grade 2	\$58.35	\$116.70	\$116.70	\$131.29	N/A
Registered nurse - level 4, grade 3	\$61.75	\$123.50	\$123.50	\$138.94	N/A
Registered nurse - level 5, grade 1	\$54.94	\$109.88	\$109.88	\$123.62	N/A
Registered nurse - level 5, grade 2	\$57.85	\$115.70	\$115.70	\$130.16	N/A
Registered nurse - level 5, grade 3	\$61.75	\$123.50	\$123.50	\$138.94	N/A
Registered nurse - level 5, grade 4	\$65.60	\$131.20	\$131.20	\$147.60	N/A
Registered nurse - level 5, grade 5	\$72.35	\$144.70	\$144.70	\$162.79	N/A
Registered nurse - level 5, grade 6	\$79.16	\$158.32	\$158.32	\$178.11	N/A
Nurse practitioner, 1st year	\$54.89	\$109.78	\$109.78	\$123.50	\$60.38
Nurse practitioner, 2nd year	\$56.53	\$113.06	\$113.06	\$127.19	\$62.18
Occupational health nurse - level 1, pay point 1	\$38.28	\$76.56	\$76.56	\$86.13	\$42.10
Occupational health nurse - level 1, pay point 2	\$39.45	\$78.90	\$78.90	\$88.76	\$43.40
Occupational health nurse - level 1, pay point 3	\$40.60	\$81.20	\$81.20	\$91.35	\$44.66
Occupational health nurse - level 1, pay point 4	\$41.78	\$83.56	\$83.56	\$94.01	\$45.95
Occupational health nurse - level 1, pay point 5	\$42.85	\$85.70	\$85.70	\$96.41	\$47.14
Occupational health nurse - level 2, pay point 1	\$43.99	\$87.98	\$87.98	\$98.98	\$48.39
Occupational health nurse - level 2, pay point 2	\$44.70	\$89.40	\$89.40	\$100.58	\$49.17
Occupational health nurse - level 2, pay point 3	\$45.48	\$90.96	\$90.96	\$102.33	\$50.02
Occupational health nurse - level 2, pay point 4	\$46.21	\$92.42	\$92.42	\$103.97	\$50.83
Senior occupational health clinical nurse	\$46.21	\$92.42	\$92.42	\$103.97	\$50.83
Occupational health nurse - level 3, pay point 1	\$47.70	\$95.40	\$95.40	\$107.33	\$52.47
Occupational health nurse - level 3, pay point 2	\$48.58	\$97.16	\$97.16	\$109.31	\$53.43
Occupational health nurse - level 3, pay point 3	\$49.41	\$98.82	\$98.82	\$111.17	\$54.35
Occupational health nurse - level 3, pay point 4 and thereafter	\$50.30	\$100.60	\$100.60	\$113.18	\$55.33

Table 2 of 3

Classification	Night shift - Monday to Friday	Saturday - shiftworkers	Sunday - shiftworkers	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours
Nursing assistant, 1st year	\$34.41	\$46.10	\$53.78	\$46.10	\$61.46
Nursing assistant, 2nd year	\$34.96	\$46.82	\$54.62	\$46.82	\$62.42
Nursing assistant, 3rd year and thereafter	\$35.52	\$47.57	\$55.49	\$47.57	\$63.42
Nursing assistant, experienced (the holder of a relevant certificate III qualification)	\$36.65	\$49.10	\$57.28	\$49.10	\$65.46
Student enrolled nurse - less than 21 years of age	\$31.98	\$42.83	\$49.96	\$42.83	\$57.10
Student enrolled nurse - 21 years of age and over	\$33.56	\$44.94	\$52.43	\$44.94	\$59.92
Enrolled nurse - pay point 1	\$37.34	\$50.01	\$58.35	\$50.01	\$66.68
Enrolled nurse - pay point 2	\$37.83	\$50.67	\$59.12	\$50.67	\$67.56
Enrolled nurse - pay point 3	\$38.33	\$51.35	\$59.90	\$51.35	\$68.46
Enrolled nurse - pay point 4	\$38.89	\$52.10	\$60.78	\$52.10	\$69.46
Enrolled nurse - pay point 5	\$39.28	\$52.62	\$61.39	\$52.62	\$70.16
Registered nurse with a 4 year degree	\$41.71	\$55.86	\$65.17	\$55.86	\$74.48
Registered nurse with a masters degree	\$43.15	\$57.80	\$67.43	\$57.80	\$77.06
Registered nurse - level 1, pay point 1	\$39.94	\$53.49	\$62.41	\$53.49	\$71.32
Registered nurse - level 1, pay point 2	\$40.77	\$54.60	\$63.70	\$54.60	\$72.80
Registered nurse - level 1, pay point 3	\$41.76	\$55.94	\$65.26	\$55.94	\$74.58
Registered nurse - level 1, pay point 4	\$42.87	\$57.42	\$66.99	\$57.42	\$76.56
Registered nurse - level 1, pay point 5	\$44.18	\$59.18	\$69.04	\$59.18	\$78.90
Registered nurse - level 1, pay point 6	\$45.47	\$60.90	\$71.05	\$60.90	\$81.20
Registered nurse - level 1, pay point 7	\$46.79	\$62.67	\$73.12	\$62.67	\$83.56
Registered nurse - level 1, pay point 8 and thereafter	\$47.99	\$64.28	\$74.99	\$64.28	\$85.70
Registered nurse - level 2, pay point 1	\$49.27	\$65.99	\$76.98	\$65.99	\$87.98
Registered nurse - level 2, pay point 2	\$50.06	\$67.05	\$78.23	\$67.05	\$89.40
Registered nurse - level 2, pay point 3	\$50.93	\$68.22	\$79.59	\$68.22	\$90.96
Registered nurse - level 2, pay point 4 and thereafter	\$51.76	\$69.32	\$80.87	\$69.32	\$92.42
Registered nurse - level 3, pay point 1	\$53.42	\$71.55	\$83.48	\$71.55	\$95.40
Registered nurse - level 3, pay point 2	\$54.40	\$72.87	\$85.02	\$72.87	\$97.16
Registered nurse - level 3, pay point 3	\$55.34	\$74.12	\$86.47	\$74.12	\$98.82
Registered nurse - level 3, pay point 4 and thereafter	\$56.34	\$75.45	\$88.03	\$75.45	\$100.60
Registered nurse - level 4, grade 1	N/A	\$81.68	\$95.29	N/A	N/A
Registered nurse - level 4, grade 2	N/A	\$87.53	\$102.11	N/A	N/A

Classification	Night shift - Monday to Friday	Saturday - shiftworkers	Sunday - shiftworkers	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours
Registered nurse - level 4, grade 3	N/A	\$92.63	\$108.06	N/A	N/A
Registered nurse - level 5, grade 1	N/A	\$82.41	\$96.15	N/A	N/A
Registered nurse - level 5, grade 2	N/A	\$86.78	\$101.24	N/A	N/A
Registered nurse - level 5, grade 3	N/A	\$92.63	\$108.06	N/A	N/A
Registered nurse - level 5, grade 4	N/A	\$98.40	\$114.80	N/A	N/A
Registered nurse - level 5, grade 5	N/A	\$108.53	\$126.61	N/A	N/A
Registered nurse - level 5, grade 6	N/A	\$118.74	\$138.53	N/A	N/A
Nurse practitioner, 1st year	\$61.47	\$82.34	\$96.06	\$82.34	\$109.78
Nurse practitioner, 2nd year	\$63.31	\$84.80	\$98.93	\$84.80	\$113.06
Occupational health nurse - level 1, pay point 1	\$42.87	\$57.42	\$66.99	\$57.42	\$76.56
Occupational health nurse - level 1, pay point 2	\$44.18	\$59.18	\$69.04	\$59.18	\$78.90
Occupational health nurse - level 1, pay point 3	\$45.47	\$60.90	\$71.05	\$60.90	\$81.20
Occupational health nurse - level 1, pay point 4	\$46.79	\$62.67	\$73.12	\$62.67	\$83.56
Occupational health nurse - level 1, pay point 5	\$47.99	\$64.28	\$74.99	\$64.28	\$85.70
Occupational health nurse - level 2, pay point 1	\$49.27	\$65.99	\$76.98	\$65.99	\$87.98
Occupational health nurse - level 2, pay point 2	\$50.06	\$67.05	\$78.23	\$67.05	\$89.40
Occupational health nurse - level 2, pay point 3	\$50.93	\$68.22	\$79.59	\$68.22	\$90.96
Occupational health nurse - level 2, pay point 4	\$51.76	\$69.32	\$80.87	\$69.32	\$92.42
Senior occupational health clinical nurse	\$51.76	\$69.32	\$80.87	\$69.32	\$92.42
Occupational health nurse - level 3, pay point 1	\$53.42	\$71.55	\$83.48	\$71.55	\$95.40
Occupational health nurse - level 3, pay point 2	\$54.40	\$72.87	\$85.02	\$72.87	\$97.16
Occupational health nurse - level 3, pay point 3	\$55.34	\$74.12	\$86.47	\$74.12	\$98.82
Occupational health nurse - level 3, pay point 4 and thereafter	\$56.34	\$75.45	\$88.03	\$75.45	\$100.60

Table 3 of 3

Classification	Overtime - Sunday	Overtime - Public holiday	Less than 10 hour break after working overtime	Minimum break between shifts
Nursing assistant, 1st year	\$61.46	\$76.83	\$61.46	\$61.46
Nursing assistant, 2nd year	\$62.42	\$78.03	\$62.42	\$62.42
Nursing assistant, 3rd year and thereafter	\$63.42	\$79.28	\$63.42	\$63.42
Nursing assistant, experienced (the holder of a relevant certificate III qualification)	\$65.46	\$81.83	\$65.46	\$65.46
Student enrolled nurse - less than 21 years of age	\$57.10	\$71.38	\$57.10	\$57.10
Student enrolled nurse - 21 years of age and over	\$59.92	\$74.90	\$59.92	\$59.92
Enrolled nurse - pay point 1	\$66.68	\$83.35	\$66.68	\$66.68
Enrolled nurse - pay point 2	\$67.56	\$84.45	\$67.56	\$67.56
Enrolled nurse - pay point 3	\$68.46	\$85.58	\$68.46	\$68.46
Enrolled nurse - pay point 4	\$69.46	\$86.83	\$69.46	\$69.46
Enrolled nurse - pay point 5	\$70.16	\$87.70	\$70.16	\$70.16
Registered nurse with a 4 year degree	\$74.48	\$93.10	\$74.48	\$74.48
Registered nurse with a masters degree	\$77.06	\$96.33	\$77.06	\$77.06
Registered nurse - level 1, pay point 1	\$71.32	\$89.15	\$71.32	\$71.32
Registered nurse - level 1, pay point 2	\$72.80	\$91.00	\$72.80	\$72.80
Registered nurse - level 1, pay point 3	\$74.58	\$93.23	\$74.58	\$74.58
Registered nurse - level 1, pay point 4	\$76.56	\$95.70	\$76.56	\$76.56
Registered nurse - level 1, pay point 5	\$78.90	\$98.63	\$78.90	\$78.90
Registered nurse - level 1, pay point 6	\$81.20	\$101.50	\$81.20	\$81.20
Registered nurse - level 1, pay point 7	\$83.56	\$104.45	\$83.56	\$83.56
Registered nurse - level 1, pay point 8 and thereafter	\$85.70	\$107.13	\$85.70	\$85.70
Registered nurse - level 2, pay point 1	\$87.98	\$109.98	\$87.98	\$87.98
Registered nurse - level 2, pay point 2	\$89.40	\$111.75	\$89.40	\$89.40
Registered nurse - level 2, pay point 3	\$90.96	\$113.70	\$90.96	\$90.96
Registered nurse - level 2, pay point 4 and thereafter	\$92.42	\$115.53	\$92.42	\$92.42
Registered nurse - level 3, pay point 1	\$95.40	\$119.25	\$95.40	\$95.40
Registered nurse - level 3, pay point 2	\$97.16	\$121.45	\$97.16	\$97.16
Registered nurse - level 3, pay point 3	\$98.82	\$123.53	\$98.82	\$98.82
Registered nurse - level 3, pay point 4 and thereafter	\$100.60	\$125.75	\$100.60	\$100.60
Registered nurse - level 4, grade 1	N/A	N/A	\$108.90	\$108.90
Registered nurse - level 4, grade 2	N/A	N/A	\$116.70	\$116.70
Registered nurse - level 4, grade 3	N/A	N/A	\$123.50	\$123.50

Classification	Overtime - Sunday	Overtime - Public holiday	Less than 10 hour break after working overtime	Minimum break between shifts
Registered nurse - level 5, grade 1	N/A	N/A	\$109.88	\$109.88
Registered nurse - level 5, grade 2	N/A	N/A	\$115.70	\$115.70
Registered nurse - level 5, grade 3	N/A	N/A	\$123.50	\$123.50
Registered nurse - level 5, grade 4	N/A	N/A	\$131.20	\$131.20
Registered nurse - level 5, grade 5	N/A	N/A	\$144.70	\$144.70
Registered nurse - level 5, grade 6	N/A	N/A	\$158.32	\$158.32
Nurse practitioner, 1st year	\$109.78	\$137.23	\$109.78	\$109.78
Nurse practitioner, 2nd year	\$113.06	\$141.33	\$113.06	\$113.06
Occupational health nurse - level 1, pay point 1	\$76.56	\$95.70	\$76.56	\$76.56
Occupational health nurse - level 1, pay point 2	\$78.90	\$98.63	\$78.90	\$78.90
Occupational health nurse - level 1, pay point 3	\$81.20	\$101.50	\$81.20	\$81.20
Occupational health nurse - level 1, pay point 4	\$83.56	\$104.45	\$83.56	\$83.56
Occupational health nurse - level 1, pay point 5	\$85.70	\$107.13	\$85.70	\$85.70
Occupational health nurse - level 2, pay point 1	\$87.98	\$109.98	\$87.98	\$87.98
Occupational health nurse - level 2, pay point 2	\$89.40	\$111.75	\$89.40	\$89.40
Occupational health nurse - level 2, pay point 3	\$90.96	\$113.70	\$90.96	\$90.96
Occupational health nurse - level 2, pay point 4	\$92.42	\$115.53	\$92.42	\$92.42
Senior occupational health clinical nurse	\$92.42	\$115.53	\$92.42	\$92.42
Occupational health nurse - level 3, pay point 1	\$95.40	\$119.25	\$95.40	\$95.40
Occupational health nurse - level 3, pay point 2	\$97.16	\$121.45	\$97.16	\$97.16
Occupational health nurse - level 3, pay point 3	\$98.82	\$123.53	\$98.82	\$98.82
Occupational health nurse - level 3, pay point 4 and thereafter	\$100.60	\$125.75	\$100.60	\$100.60

Aged care employees - Full-time & part-time

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Public holiday	Christmas Day on Saturday	Christmas Day on Sunday
Nursing assistant - 1st year	\$1,074.30	\$28.27	\$56.54	\$56.54	\$63.61
Nursing assistant - 2nd year	\$1,091.10	\$28.71	\$57.42	\$57.42	\$64.60
Nursing assistant - 3rd year and thereafter	\$1,108.60	\$29.17	\$58.34	\$58.34	\$65.63
Nursing assistant - experienced (the holder of a relevant certificate III qualification)	\$1,144.20	\$30.11	\$60.22	\$60.22	\$67.75
Student enrolled nurse - less than 21 years of age	\$998.10	\$26.27	\$52.54	\$52.54	\$59.11
Student enrolled nurse - 21 years of age and over	\$1,047.60	\$27.57	\$55.14	\$55.14	\$62.03
Enrolled nurse - pay point 1	\$1,165.40	\$30.67	\$61.34	\$61.34	\$69.01
Enrolled nurse - pay point 2	\$1,180.90	\$31.08	\$62.16	\$62.16	\$69.93
Enrolled nurse - pay point 3	\$1,196.60	\$31.49	\$62.98	\$62.98	\$70.85
Enrolled nurse - pay point 4	\$1,213.80	\$31.94	\$63.88	\$63.88	\$71.87
Enrolled nurse - pay point 5	\$1,226.00	\$32.26	\$64.52	\$64.52	\$72.59
Registered nurse with a 4 year degree	\$1,301.90	\$34.26	\$68.52	\$68.52	\$77.09
Registered nurse with a masters degree	\$1,346.70	\$35.44	\$70.88	\$70.88	\$79.74
Registered nurse - level 1, pay point 1	\$1,246.80	\$32.81	\$65.62	\$65.62	\$73.82
Registered nurse - level 1, pay point 2	\$1,272.30	\$33.48	\$66.96	\$66.96	\$75.33
Registered nurse - level 1, pay point 3	\$1,303.60	\$34.31	\$68.62	\$68.62	\$77.20
Registered nurse - level 1, pay point 4	\$1,338.30	\$35.22	\$70.44	\$70.44	\$79.25
Registered nurse - level 1, pay point 5	\$1,379.30	\$36.30	\$72.60	\$72.60	\$81.68
Registered nurse - level 1, pay point 6	\$1,419.30	\$37.35	\$74.70	\$74.70	\$84.04
Registered nurse - level 1, pay point 7	\$1,460.30	\$38.43	\$76.86	\$76.86	\$86.47
Registered nurse - level 1, pay point 8 and thereafter	\$1,498.30	\$39.43	\$78.86	\$78.86	\$88.72
Registered nurse - level 2, pay point 1	\$1,538.00	\$40.47	\$80.94	\$80.94	\$91.06
Registered nurse - level 2, pay point 2	\$1,562.50	\$41.12	\$82.24	\$82.24	\$92.52
Registered nurse - level 2, pay point 3	\$1,589.60	\$41.83	\$83.66	\$83.66	\$94.12
Registered nurse - level 2, pay point 4 and thereafter	\$1,615.60	\$42.52	\$85.04	\$85.04	\$95.67
Registered nurse - level 3, pay point 1	\$1,667.70	\$43.89	\$87.78	\$87.78	\$98.75
Registered nurse - level 3, pay point 2	\$1,698.30	\$44.69	\$89.38	\$89.38	\$100.55
Registered nurse - level 3, pay point 3	\$1,727.60	\$45.46	\$90.92	\$90.92	\$102.29
Registered nurse - level 3, pay point 4 and thereafter	\$1,758.60	\$46.28	\$92.56	\$92.56	\$104.13
Registered nurse - level 4, grade 1	\$1,903.40	\$50.09	\$100.18	\$100.18	\$112.70
Registered nurse - level 4, grade 2	\$2,039.80	\$53.68	\$107.36	\$107.36	\$120.78

Classification	Weekly pay rate	Hourly pay rate	Public holiday	Christmas Day on Saturday	Christmas Day on Sunday
Registered nurse - level 4, grade 3	\$2,158.80	\$56.81	\$113.62	\$113.62	\$127.82
Registered nurse - level 5, grade 1	\$1,920.70	\$50.54	\$101.08	\$101.08	\$113.72
Registered nurse - level 5, grade 2	\$2,022.70	\$53.23	\$106.46	\$106.46	\$119.77
Registered nurse - level 5, grade 3	\$2,158.80	\$56.81	\$113.62	\$113.62	\$127.82
Registered nurse - level 5, grade 4	\$2,293.40	\$60.35	\$120.70	\$120.70	\$135.79
Registered nurse - level 5, grade 5	\$2,529.40	\$66.56	\$133.12	\$133.12	\$149.76
Registered nurse - level 5, grade 6	\$2,767.60	\$72.83	\$145.66	\$145.66	\$163.87
Nurse practitioner - 1st year	\$1,919.00	\$50.50	\$101.00	\$101.00	\$113.63
Nurse practitioner - 2nd year	\$1,976.00	\$52.00	\$104.00	\$104.00	\$117.00

Table 2 of 3

Classification	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Saturday - shiftworkers	Sunday - shiftworkers	Overtime - Monday to Saturday - first 2 hours
Nursing assistant - 1st year	\$31.80	\$32.51	\$42.41	\$49.47	\$42.41
Nursing assistant - 2nd year	\$32.30	\$33.02	\$43.07	\$50.24	\$43.07
Nursing assistant - 3rd year and thereafter	\$32.82	\$33.55	\$43.76	\$51.05	\$43.76
Nursing assistant - experienced (the holder of a relevant certificate III qualification)	\$33.87	\$34.63	\$45.17	\$52.69	\$45.17
Student enrolled nurse - less than 21 years of age	\$29.55	\$30.21	\$39.41	\$45.97	\$39.41
Student enrolled nurse - 21 years of age and over	\$31.02	\$31.71	\$41.36	\$48.25	\$41.36
Enrolled nurse - pay point 1	\$34.50	\$35.27	\$46.01	\$53.67	\$46.01
Enrolled nurse - pay point 2	\$34.97	\$35.74	\$46.62	\$54.39	\$46.62
Enrolled nurse - pay point 3	\$35.43	\$36.21	\$47.24	\$55.11	\$47.24
Enrolled nurse - pay point 4	\$35.93	\$36.73	\$47.91	\$55.90	\$47.91
Enrolled nurse - pay point 5	\$36.29	\$37.10	\$48.39	\$56.46	\$48.39
Registered nurse with a 4 year degree	\$38.54	\$39.40	\$51.39	\$59.96	\$51.39
Registered nurse with a masters degree	\$39.87	\$40.76	\$53.16	\$62.02	\$53.16
Registered nurse - level 1, pay point 1	\$36.91	\$37.73	\$49.22	\$57.42	\$49.22
Registered nurse - level 1, pay point 2	\$37.67	\$38.50	\$50.22	\$58.59	\$50.22
Registered nurse - level 1, pay point 3	\$38.60	\$39.46	\$51.47	\$60.04	\$51.47
Registered nurse - level 1, pay point 4	\$39.62	\$40.50	\$52.83	\$61.64	\$52.83
Registered nurse - level 1, pay point 5	\$40.84	\$41.75	\$54.45	\$63.53	\$54.45
Registered nurse - level 1, pay point 6	\$42.02	\$42.95	\$56.03	\$65.36	\$56.03
Registered nurse - level 1, pay point 7	\$43.23	\$44.19	\$57.65	\$67.25	\$57.65

Classification	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Saturday - shiftworkers	Sunday - shiftworkers	Overtime - Monday to Saturday - first 2 hours
Registered nurse - level 1, pay point 8 and thereafter	\$44.36	\$45.34	\$59.15	\$69.00	\$59.15
Registered nurse - level 2, pay point 1	\$45.53	\$46.54	\$60.71	\$70.82	\$60.71
Registered nurse - level 2, pay point 2	\$46.26	\$47.29	\$61.68	\$71.96	\$61.68
Registered nurse - level 2, pay point 3	\$47.06	\$48.10	\$62.75	\$73.20	\$62.75
Registered nurse - level 2, pay point 4 and thereafter	\$47.84	\$48.90	\$63.78	\$74.41	\$63.78
Registered nurse - level 3, pay point 1	\$49.38	\$50.47	\$65.84	\$76.81	\$65.84
Registered nurse - level 3, pay point 2	\$50.28	\$51.39	\$67.04	\$78.21	\$67.04
Registered nurse - level 3, pay point 3	\$51.14	\$52.28	\$68.19	\$79.56	\$68.19
Registered nurse - level 3, pay point 4 and thereafter	\$52.07	\$53.22	\$69.42	\$80.99	\$69.42
Registered nurse - level 4, grade 1	N/A	N/A	\$75.14	\$87.66	N/A
Registered nurse - level 4, grade 2	N/A	N/A	\$80.52	\$93.94	N/A
Registered nurse - level 4, grade 3	N/A	N/A	\$85.22	\$99.42	N/A
Registered nurse - level 5, grade 1	N/A	N/A	\$75.81	\$88.45	N/A
Registered nurse - level 5, grade 2	N/A	N/A	\$79.85	\$93.15	N/A
Registered nurse - level 5, grade 3	N/A	N/A	\$85.22	\$99.42	N/A
Registered nurse - level 5, grade 4	N/A	N/A	\$90.53	\$105.61	N/A
Registered nurse - level 5, grade 5	N/A	N/A	\$99.84	\$116.48	N/A
Registered nurse - level 5, grade 6	N/A	N/A	\$109.25	\$127.45	N/A
Nurse practitioner - 1st year	\$56.81	\$58.08	\$75.75	\$88.38	\$75.75
Nurse practitioner - 2nd year	\$58.50	\$59.80	\$78.00	\$91.00	\$78.00

Table 3 of 3

Classification	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - Public holiday	Less than 10 hour break after working overtime	Minimum break between shifts
Nursing assistant - 1st year	\$56.54	\$56.54	\$70.68	\$56.54	\$56.54
Nursing assistant - 2nd year	\$57.42	\$57.42	\$71.78	\$57.42	\$57.42
Nursing assistant - 3rd year and thereafter	\$58.34	\$58.34	\$72.93	\$58.34	\$58.34
Nursing assistant - experienced (the holder of a relevant certificate III qualification)	\$60.22	\$60.22	\$75.28	\$60.22	\$60.22
Student enrolled nurse - less than 21 years of age	\$52.54	\$52.54	\$65.68	\$52.54	\$52.54
Student enrolled nurse - 21 years of age and over	\$55.14	\$55.14	\$68.93	\$55.14	\$55.14
Enrolled nurse - pay point 1	\$61.34	\$61.34	\$76.68	\$61.34	\$61.34
Enrolled nurse - pay point 2	\$62.16	\$62.16	\$77.70	\$62.16	\$62.16

Classification	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - Public holiday	Less than 10 hour break after working overtime	Minimum break between shifts
Enrolled nurse - pay point 3	\$62.98	\$62.98	\$78.73	\$62.98	\$62.98
Enrolled nurse - pay point 4	\$63.88	\$63.88	\$79.85	\$63.88	\$63.88
Enrolled nurse - pay point 5	\$64.52	\$64.52	\$80.65	\$64.52	\$64.52
Registered nurse with a 4 year degree	\$68.52	\$68.52	\$85.65	\$68.52	\$68.52
Registered nurse with a masters degree	\$70.88	\$70.88	\$88.60	\$70.88	\$70.88
Registered nurse - level 1, pay point 1	\$65.62	\$65.62	\$82.03	\$65.62	\$65.62
Registered nurse - level 1, pay point 2	\$66.96	\$66.96	\$83.70	\$66.96	\$66.96
Registered nurse - level 1, pay point 3	\$68.62	\$68.62	\$85.78	\$68.62	\$68.62
Registered nurse - level 1, pay point 4	\$70.44	\$70.44	\$88.05	\$70.44	\$70.44
Registered nurse - level 1, pay point 5	\$72.60	\$72.60	\$90.75	\$72.60	\$72.60
Registered nurse - level 1, pay point 6	\$74.70	\$74.70	\$93.38	\$74.70	\$74.70
Registered nurse - level 1, pay point 7	\$76.86	\$76.86	\$96.08	\$76.86	\$76.86
Registered nurse - level 1, pay point 8 and thereafter	\$78.86	\$78.86	\$98.58	\$78.86	\$78.86
Registered nurse - level 2, pay point 1	\$80.94	\$80.94	\$101.18	\$80.94	\$80.94
Registered nurse - level 2, pay point 2	\$82.24	\$82.24	\$102.80	\$82.24	\$82.24
Registered nurse - level 2, pay point 3	\$83.66	\$83.66	\$104.58	\$83.66	\$83.66
Registered nurse - level 2, pay point 4 and thereafter	\$85.04	\$85.04	\$106.30	\$85.04	\$85.04
Registered nurse - level 3, pay point 1	\$87.78	\$87.78	\$109.73	\$87.78	\$87.78
Registered nurse - level 3, pay point 2	\$89.38	\$89.38	\$111.73	\$89.38	\$89.38
Registered nurse - level 3, pay point 3	\$90.92	\$90.92	\$113.65	\$90.92	\$90.92
Registered nurse - level 3, pay point 4 and thereafter	\$92.56	\$92.56	\$115.70	\$92.56	\$92.56
Registered nurse - level 4, grade 1	N/A	N/A	N/A	\$100.18	\$100.18
Registered nurse - level 4, grade 2	N/A	N/A	N/A	\$107.36	\$107.36
Registered nurse - level 4, grade 3	N/A	N/A	N/A	\$113.62	\$113.62
Registered nurse - level 5, grade 1	N/A	N/A	N/A	\$101.08	\$101.08
Registered nurse - level 5, grade 2	N/A	N/A	N/A	\$106.46	\$106.46
Registered nurse - level 5, grade 3	N/A	N/A	N/A	\$113.62	\$113.62
Registered nurse - level 5, grade 4	N/A	N/A	N/A	\$120.70	\$120.70
Registered nurse - level 5, grade 5	N/A	N/A	N/A	\$133.12	\$133.12
Registered nurse - level 5, grade 6	N/A	N/A	N/A	\$145.66	\$145.66
Nurse practitioner - 1st year	\$101.00	\$101.00	\$126.25	\$101.00	\$101.00
Nurse practitioner - 2nd year	\$104.00	\$104.00	\$130.00	\$104.00	\$104.00

Aged care employees - Casual

Table 1 of 3

Classification	Hourly pay rate	Public holiday	Christmas Day on Saturday	Christmas Day on Sunday	Afternoon shift - Monday to Friday
Nursing assistant - 1st year	\$35.34	\$70.68	\$70.68	\$79.52	\$38.87
Nursing assistant - 2nd year	\$35.89	\$71.78	\$71.78	\$80.75	\$39.48
Nursing assistant - 3rd year and thereafter	\$36.46	\$72.92	\$72.92	\$82.04	\$40.11
Nursing assistant - experienced (the holder of a relevant certificate III qualification)	\$37.64	\$75.28	\$75.28	\$84.69	\$41.40
Student enrolled nurse - less than 21 years of age	\$32.84	\$65.68	\$65.68	\$73.89	\$36.12
Student enrolled nurse - 21 years of age and over	\$34.46	\$68.92	\$68.92	\$77.54	\$37.91
Enrolled nurse - pay point 1	\$38.34	\$76.68	\$76.68	\$86.27	\$42.17
Enrolled nurse - pay point 2	\$38.85	\$77.70	\$77.70	\$87.41	\$42.74
Enrolled nurse - pay point 3	\$39.36	\$78.72	\$78.72	\$88.56	\$43.30
Enrolled nurse - pay point 4	\$39.93	\$79.86	\$79.86	\$89.84	\$43.92
Enrolled nurse - pay point 5	\$40.33	\$80.66	\$80.66	\$90.74	\$44.36
Registered nurse with a 4 year degree	\$42.83	\$85.66	\$85.66	\$96.37	\$47.11
Registered nurse with a masters degree	\$44.30	\$88.60	\$88.60	\$99.68	\$48.73
Registered nurse - level 1, pay point 1	\$41.01	\$82.02	\$82.02	\$92.27	\$45.11
Registered nurse - level 1, pay point 2	\$41.85	\$83.70	\$83.70	\$94.16	\$46.04
Registered nurse - level 1, pay point 3	\$42.89	\$85.78	\$85.78	\$96.50	\$47.18
Registered nurse - level 1, pay point 4	\$44.03	\$88.06	\$88.06	\$99.07	\$48.43
Registered nurse - level 1, pay point 5	\$45.38	\$90.76	\$90.76	\$102.11	\$49.91
Registered nurse - level 1, pay point 6	\$46.69	\$93.38	\$93.38	\$105.05	\$51.36
Registered nurse - level 1, pay point 7	\$48.04	\$96.08	\$96.08	\$108.09	\$52.84
Registered nurse - level 1, pay point 8 and thereafter	\$49.29	\$98.58	\$98.58	\$110.90	\$54.22
Registered nurse - level 2, pay point 1	\$50.59	\$101.18	\$101.18	\$113.83	\$55.65
Registered nurse - level 2, pay point 2	\$51.40	\$102.80	\$102.80	\$115.65	\$56.54
Registered nurse - level 2, pay point 3	\$52.29	\$104.58	\$104.58	\$117.65	\$57.52
Registered nurse - level 2, pay point 4 and thereafter	\$53.15	\$106.30	\$106.30	\$119.59	\$58.47
Registered nurse - level 3, pay point 1	\$54.86	\$109.72	\$109.72	\$123.44	\$60.35
Registered nurse - level 3, pay point 2	\$55.86	\$111.72	\$111.72	\$125.69	\$61.45
Registered nurse - level 3, pay point 3	\$56.83	\$113.66	\$113.66	\$127.87	\$62.51
Registered nurse - level 3, pay point 4 and thereafter	\$57.85	\$115.70	\$115.70	\$130.16	\$63.64
Registered nurse - level 4, grade 1	\$62.61	\$125.22	\$125.22	\$140.87	N/A

Classification	Hourly pay rate	Public holiday	Christmas Day on Saturday	Christmas Day on Sunday	Afternoon shift - Monday to Friday
Registered nurse - level 4, grade 2	\$67.10	\$134.20	\$134.20	\$150.98	N/A
Registered nurse - level 4, grade 3	\$71.01	\$142.02	\$142.02	\$159.77	N/A
Registered nurse - level 5, grade 1	\$63.18	\$126.36	\$126.36	\$142.16	N/A
Registered nurse - level 5, grade 2	\$66.54	\$133.08	\$133.08	\$149.72	N/A
Registered nurse - level 5, grade 3	\$71.01	\$142.02	\$142.02	\$159.77	N/A
Registered nurse - level 5, grade 4	\$75.44	\$150.88	\$150.88	\$169.74	N/A
Registered nurse - level 5, grade 5	\$83.20	\$166.40	\$166.40	\$187.20	N/A
Registered nurse - level 5, grade 6	\$91.04	\$182.08	\$182.08	\$204.84	N/A
Nurse practitioner - 1st year	\$63.13	\$126.26	\$126.26	\$142.04	\$69.44
Nurse practitioner - 2nd year	\$65.00	\$130.00	\$130.00	\$146.25	\$71.50

Table 2 of 3

Classification	Night shift - Monday to Friday	Saturday - shiftworkers	Sunday - shiftworkers	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours
Nursing assistant - 1st year	\$39.58	\$53.01	\$61.85	\$53.01	\$70.68
Nursing assistant - 2nd year	\$40.19	\$53.84	\$62.81	\$53.84	\$71.78
Nursing assistant - 3rd year and thereafter	\$40.84	\$54.69	\$63.81	\$54.69	\$72.92
Nursing assistant - experienced (the holder of a relevant certificate III qualification)	\$42.15	\$56.46	\$65.87	\$56.46	\$75.28
Student enrolled nurse - less than 21 years of age	\$36.78	\$49.26	\$57.47	\$49.26	\$65.68
Student enrolled nurse - 21 years of age and over	\$38.60	\$51.69	\$60.31	\$51.69	\$68.92
Enrolled nurse - pay point 1	\$42.94	\$57.51	\$67.10	\$57.51	\$76.68
Enrolled nurse - pay point 2	\$43.51	\$58.28	\$67.99	\$58.28	\$77.70
Enrolled nurse - pay point 3	\$44.09	\$59.04	\$68.88	\$59.04	\$78.72
Enrolled nurse - pay point 4	\$44.72	\$59.90	\$69.88	\$59.90	\$79.86
Enrolled nurse - pay point 5	\$45.16	\$60.50	\$70.58	\$60.50	\$80.66
Registered nurse with a 4 year degree	\$47.96	\$64.25	\$74.95	\$64.25	\$85.66
Registered nurse with a masters degree	\$49.62	\$66.45	\$77.53	\$66.45	\$88.60
Registered nurse - level 1, pay point 1	\$45.93	\$61.52	\$71.77	\$61.52	\$82.02
Registered nurse - level 1, pay point 2	\$46.87	\$62.78	\$73.24	\$62.78	\$83.70
Registered nurse - level 1, pay point 3	\$48.03	\$64.34	\$75.06	\$64.34	\$85.78
Registered nurse - level 1, pay point 4	\$49.31	\$66.05	\$77.05	\$66.05	\$88.06
Registered nurse - level 1, pay point 5	\$50.82	\$68.07	\$79.42	\$68.07	\$90.76

Classification	Night shift - Monday to Friday	Saturday - shiftworkers	Sunday - shiftworkers	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours
Registered nurse - level 1, pay point 6	\$52.29	\$70.04	\$81.71	\$70.04	\$93.38
Registered nurse - level 1, pay point 7	\$53.80	\$72.06	\$84.07	\$72.06	\$96.08
Registered nurse - level 1, pay point 8 and thereafter	\$55.20	\$73.94	\$86.26	\$73.94	\$98.58
Registered nurse - level 2, pay point 1	\$56.66	\$75.89	\$88.53	\$75.89	\$101.18
Registered nurse - level 2, pay point 2	\$57.57	\$77.10	\$89.95	\$77.10	\$102.80
Registered nurse - level 2, pay point 3	\$58.56	\$78.44	\$91.51	\$78.44	\$104.58
Registered nurse - level 2, pay point 4 and thereafter	\$59.53	\$79.73	\$93.01	\$79.73	\$106.30
Registered nurse - level 3, pay point 1	\$61.45	\$82.29	\$96.01	\$82.29	\$109.72
Registered nurse - level 3, pay point 2	\$62.57	\$83.79	\$97.76	\$83.79	\$111.72
Registered nurse - level 3, pay point 3	\$63.64	\$85.25	\$99.45	\$85.25	\$113.66
Registered nurse - level 3, pay point 4 and thereafter	\$64.79	\$86.78	\$101.24	\$86.78	\$115.70
Registered nurse - level 4, grade 1	N/A	\$93.92	\$109.57	N/A	N/A
Registered nurse - level 4, grade 2	N/A	\$100.65	\$117.43	N/A	N/A
Registered nurse - level 4, grade 3	N/A	\$106.52	\$124.27	N/A	N/A
Registered nurse - level 5, grade 1	N/A	\$94.77	\$110.57	N/A	N/A
Registered nurse - level 5, grade 2	N/A	\$99.81	\$116.45	N/A	N/A
Registered nurse - level 5, grade 3	N/A	\$106.52	\$124.27	N/A	N/A
Registered nurse - level 5, grade 4	N/A	\$113.16	\$132.02	N/A	N/A
Registered nurse - level 5, grade 5	N/A	\$124.80	\$145.60	N/A	N/A
Registered nurse - level 5, grade 6	N/A	\$136.56	\$159.32	N/A	N/A
Nurse practitioner - 1st year	\$70.70	\$94.70	\$110.48	\$94.70	\$126.26
Nurse practitioner - 2nd year	\$72.80	\$97.50	\$113.75	\$97.50	\$130.00

Table 3 of 3

Classification	Overtime - Sunday	Overtime - Public holiday	Less than 10 hour break after working overtime	Minimum break between shifts
Nursing assistant - 1st year	\$70.68	\$88.35	\$70.68	\$70.68
Nursing assistant - 2nd year	\$71.78	\$89.73	\$71.78	\$71.78
Nursing assistant - 3rd year and thereafter	\$72.92	\$91.15	\$72.92	\$72.92
Nursing assistant - experienced (the holder of a relevant certificate III qualification)	\$75.28	\$94.10	\$75.28	\$75.28
Student enrolled nurse - less than 21 years of age	\$65.68	\$82.10	\$65.68	\$65.68
Student enrolled nurse - 21 years of age and over	\$68.92	\$86.15	\$68.92	\$68.92

Classification	Overtime - Sunday	Overtime - Public holiday	Less than 10 hour break after working overtime	Minimum break between shifts
Enrolled nurse - pay point 1	\$76.68	\$95.85	\$76.68	\$76.68
Enrolled nurse - pay point 2	\$77.70	\$97.13	\$77.70	\$77.70
Enrolled nurse - pay point 3	\$78.72	\$98.40	\$78.72	\$78.72
Enrolled nurse - pay point 4	\$79.86	\$99.83	\$79.86	\$79.86
Enrolled nurse - pay point 5	\$80.66	\$100.83	\$80.66	\$80.66
Registered nurse with a 4 year degree	\$85.66	\$107.08	\$85.66	\$85.66
Registered nurse with a masters degree	\$88.60	\$110.75	\$88.60	\$88.60
Registered nurse - level 1, pay point 1	\$82.02	\$102.53	\$82.02	\$82.02
Registered nurse - level 1, pay point 2	\$83.70	\$104.63	\$83.70	\$83.70
Registered nurse - level 1, pay point 3	\$85.78	\$107.23	\$85.78	\$85.78
Registered nurse - level 1, pay point 4	\$88.06	\$110.08	\$88.06	\$88.06
Registered nurse - level 1, pay point 5	\$90.76	\$113.45	\$90.76	\$90.76
Registered nurse - level 1, pay point 6	\$93.38	\$116.73	\$93.38	\$93.38
Registered nurse - level 1, pay point 7	\$96.08	\$120.10	\$96.08	\$96.08
Registered nurse - level 1, pay point 8 and thereafter	\$98.58	\$123.23	\$98.58	\$98.58
Registered nurse - level 2, pay point 1	\$101.18	\$126.48	\$101.18	\$101.18
Registered nurse - level 2, pay point 2	\$102.80	\$128.50	\$102.80	\$102.80
Registered nurse - level 2, pay point 3	\$104.58	\$130.73	\$104.58	\$104.58
Registered nurse - level 2, pay point 4 and thereafter	\$106.30	\$132.88	\$106.30	\$106.30
Registered nurse - level 3, pay point 1	\$109.72	\$137.15	\$109.72	\$109.72
Registered nurse - level 3, pay point 2	\$111.72	\$139.65	\$111.72	\$111.72
Registered nurse - level 3, pay point 3	\$113.66	\$142.08	\$113.66	\$113.66
Registered nurse - level 3, pay point 4 and thereafter	\$115.70	\$144.63	\$115.70	\$115.70
Registered nurse - level 4, grade 1	N/A	N/A	\$125.22	\$125.22
Registered nurse - level 4, grade 2	N/A	N/A	\$134.20	\$134.20
Registered nurse - level 4, grade 3	N/A	N/A	\$142.02	\$142.02
Registered nurse - level 5, grade 1	N/A	N/A	\$126.36	\$126.36
Registered nurse - level 5, grade 2	N/A	N/A	\$133.08	\$133.08
Registered nurse - level 5, grade 3	N/A	N/A	\$142.02	\$142.02
Registered nurse - level 5, grade 4	N/A	N/A	\$150.88	\$150.88
Registered nurse - level 5, grade 5	N/A	N/A	\$166.40	\$166.40
Registered nurse - level 5, grade 6	N/A	N/A	\$182.08	\$182.08
Nurse practitioner - 1st year	\$126.26	\$157.83	\$126.26	\$126.26
Nurse practitioner - 2nd year	\$130.00	\$162.50	\$130.00	\$130.00

Allowances

The following allowances do not apply to employees classified as a level 4 or 5 registered nurse.

Allowances	Rate
Laundry allowance	\$0.32 per shift up to a maximum of \$1.49 per week
Meal allowance	\$15.20 for the first meal and \$13.70 for an extra meal after every 4 hours
On call allowance - Monday to Friday	\$25.48 for each on call period of up to 24 hour
On call allowance - Saturday	\$38.38 for each on call period of up to 24 hours
On call allowance - Sunday, public holidays and rostered days off	\$44.77 for each on call period of up to 24 hours
Travel expenses reimbursement	reimbursement for the cost of reasonable fares, meals and accommodation
Vehicle allowance	\$0.96 per km
Uniform allowance	\$1.23 per shift up to a maximum of \$6.24 per week