

## Pay Guide - Nurses Award 2010

[MA000034]

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Pay rates change from 1 July each year, the rates in this guide apply from 17 April 2019.

Information about the definition and operation of allowances, penalties and overtime can be found in the [award](#) and the [Pay and Conditions Tool](#).

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# Rates of pay

## 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	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Saturday - shiftworkers
Nursing assistant, 1st year	\$785.00	\$20.66	\$41.32	\$41.32	\$46.49	\$23.24	\$23.76	\$30.99
Nursing assistant, 2nd year	\$798.00	\$21.00	\$42.00	\$42.00	\$47.25	\$23.63	\$24.15	\$31.50
Nursing assistant, 3rd year and thereafter	\$811.30	\$21.35	\$42.70	\$42.70	\$48.04	\$24.02	\$24.55	\$32.03
Nursing assistant, experienced (the holder of a relevant certificate III qualification)	\$837.40	\$22.04	\$44.08	\$44.08	\$49.59	\$24.80	\$25.35	\$33.06
Student enrolled nurse - less than 21 years of age	\$726.80	\$19.13	\$38.26	\$38.26	\$43.04	\$21.52	\$22.00	\$28.70
Student enrolled nurse - 21 years of age and over	\$764.70	\$20.12	\$40.24	\$40.24	\$45.27	\$22.64	\$23.14	\$30.18
Enrolled nurse - pay point 1	\$852.90	\$22.44	\$44.88	\$44.88	\$50.49	\$25.25	\$25.81	\$33.66
Enrolled nurse - pay point 2	\$864.20	\$22.74	\$45.48	\$45.48	\$51.17	\$25.58	\$26.15	\$34.11
Enrolled nurse - pay point 3	\$875.60	\$23.04	\$46.08	\$46.08	\$51.84	\$25.92	\$26.50	\$34.56
Enrolled nurse - pay point 4	\$888.30	\$23.38	\$46.76	\$46.76	\$52.61	\$26.30	\$26.89	\$35.07
Enrolled nurse - pay point 5	\$897.20	\$23.61	\$47.22	\$47.22	\$53.12	\$26.56	\$27.15	\$35.42
Registered nurse with a 4 year degree	\$952.60	\$25.07	\$50.14	\$50.14	\$56.41	\$28.20	\$28.83	\$37.61
Registered nurse with a masters degree	\$985.50	\$25.93	\$51.86	\$51.86	\$58.34	\$29.17	\$29.82	\$38.90
Registered nurse - level 1, pay point 1	\$912.40	\$24.01	\$48.02	\$48.02	\$54.02	\$27.01	\$27.61	\$36.02
Registered nurse - level 1, pay point 2	\$931.10	\$24.50	\$49.00	\$49.00	\$55.13	\$27.56	\$28.18	\$36.75
Registered nurse - level 1, pay point 3	\$954.00	\$25.11	\$50.22	\$50.22	\$56.50	\$28.25	\$28.88	\$37.67
Registered nurse - level 1, pay point 4	\$979.20	\$25.77	\$51.54	\$51.54	\$57.98	\$28.99	\$29.64	\$38.66
Registered nurse - level 1, pay point 5	\$1,009.40	\$26.56	\$53.12	\$53.12	\$59.76	\$29.88	\$30.54	\$39.84
Registered nurse - level 1, pay point 6	\$1,038.60	\$27.33	\$54.66	\$54.66	\$61.49	\$30.75	\$31.43	\$41.00
Registered nurse - level 1, pay point 7	\$1,068.60	\$28.12	\$56.24	\$56.24	\$63.27	\$31.64	\$32.34	\$42.18
Registered nurse - level 1, pay point 8 and thereafter	\$1,096.40	\$28.85	\$57.70	\$57.70	\$64.91	\$32.46	\$33.18	\$43.28
Registered nurse - level 2, pay point 1	\$1,125.50	\$29.62	\$59.24	\$59.24	\$66.65	\$33.32	\$34.06	\$44.43
Registered nurse - level 2, pay point 2	\$1,143.40	\$30.09	\$60.18	\$60.18	\$67.70	\$33.85	\$34.60	\$45.14
Registered nurse - level 2, pay point 3	\$1,163.20	\$30.61	\$61.22	\$61.22	\$68.87	\$34.44	\$35.20	\$45.92
Registered nurse - level 2, pay point 4 and thereafter	\$1,182.30	\$31.11	\$62.22	\$62.22	\$70.00	\$35.00	\$35.78	\$46.67

<b>Classification</b>	<b>Weekly pay rate</b>	<b>Hourly pay rate</b>	<b>Public holiday</b>	<b>Christmas Day on Saturday</b>	<b>Christmas Day on Sunday</b>	<b>Afternoon shift - Monday to Friday</b>	<b>Night shift - Monday to Friday</b>	<b>Saturday - shiftworkers</b>
Registered nurse - level 3, pay point 1	\$1,220.40	\$32.12	\$64.24	\$64.24	\$72.27	\$36.14	\$36.94	\$48.18
Registered nurse - level 3, pay point 2	\$1,242.80	\$32.71	\$65.42	\$65.42	\$73.60	\$36.80	\$37.62	\$49.07
Registered nurse - level 3, pay point 3	\$1,264.30	\$33.27	\$66.54	\$66.54	\$74.86	\$37.43	\$38.26	\$49.91
Registered nurse - level 3, pay point 4 and thereafter	\$1,287.00	\$33.87	\$67.74	\$67.74	\$76.21	\$38.10	\$38.95	\$50.81
Registered nurse - level 4, grade 1	\$1,392.90	\$36.66	\$73.32	\$73.32	\$82.49	N/A	N/A	\$54.99
Registered nurse - level 4, grade 2	\$1,492.70	\$39.28	\$78.56	\$78.56	\$88.38	N/A	N/A	\$58.92
Registered nurse - level 4, grade 3	\$1,579.70	\$41.57	\$83.14	\$83.14	\$93.53	N/A	N/A	\$62.36
Registered nurse - level 5, grade 1	\$1,405.60	\$36.99	\$73.98	\$73.98	\$83.23	N/A	N/A	\$55.49
Registered nurse - level 5, grade 2	\$1,480.20	\$38.95	\$77.90	\$77.90	\$87.64	N/A	N/A	\$58.43
Registered nurse - level 5, grade 3	\$1,579.70	\$41.57	\$83.14	\$83.14	\$93.53	N/A	N/A	\$62.36
Registered nurse - level 5, grade 4	\$1,678.30	\$44.17	\$88.34	\$88.34	\$99.38	N/A	N/A	\$66.26
Registered nurse - level 5, grade 5	\$1,851.00	\$48.71	\$97.42	\$97.42	\$109.60	N/A	N/A	\$73.07
Registered nurse - level 5, grade 6	\$2,025.20	\$53.29	\$106.58	\$106.58	\$119.90	N/A	N/A	\$79.94
Nurse practitioner, 1st year	\$1,404.40	\$36.96	\$73.92	\$73.92	\$83.16	\$41.58	\$42.50	\$55.44
Nurse practitioner, 2nd year	\$1,446.00	\$38.05	\$76.10	\$76.10	\$85.61	\$42.81	\$43.76	\$57.08
Occupational health nurse - level 1, pay point 1	\$979.20	\$25.77	\$51.54	\$51.54	\$57.98	\$28.99	\$29.64	\$38.66
Occupational health nurse - level 1, pay point 2	\$1,009.40	\$26.56	\$53.12	\$53.12	\$59.76	\$29.88	\$30.54	\$39.84
Occupational health nurse - level 1, pay point 3	\$1,038.60	\$27.33	\$54.66	\$54.66	\$61.49	\$30.75	\$31.43	\$41.00
Occupational health nurse - level 1, pay point 4	\$1,068.60	\$28.12	\$56.24	\$56.24	\$63.27	\$31.64	\$32.34	\$42.18
Occupational health nurse - level 1, pay point 5	\$1,096.40	\$28.85	\$57.70	\$57.70	\$64.91	\$32.46	\$33.18	\$43.28
Occupational health nurse - level 2, pay point 1	\$1,125.50	\$29.62	\$59.24	\$59.24	\$66.65	\$33.32	\$34.06	\$44.43
Occupational health nurse - level 2, pay point 2	\$1,143.40	\$30.09	\$60.18	\$60.18	\$67.70	\$33.85	\$34.60	\$45.14
Occupational health nurse - level 2, pay point 3	\$1,163.20	\$30.61	\$61.22	\$61.22	\$68.87	\$34.44	\$35.20	\$45.92
Occupational health nurse - level 2, pay point 4	\$1,182.30	\$31.11	\$62.22	\$62.22	\$70.00	\$35.00	\$35.78	\$46.67
Senior occupational health clinical nurse	\$1,182.30	\$31.11	\$62.22	\$62.22	\$70.00	\$35.00	\$35.78	\$46.67
Occupational health nurse - level 3, pay point 1	\$1,220.40	\$32.12	\$64.24	\$64.24	\$72.27	\$36.14	\$36.94	\$48.18
Occupational health nurse - level 3, pay point 2	\$1,242.80	\$32.71	\$65.42	\$65.42	\$73.60	\$36.80	\$37.62	\$49.07
Occupational health nurse - level 3, pay point 3	\$1,264.30	\$33.27	\$66.54	\$66.54	\$74.86	\$37.43	\$38.26	\$49.91
Occupational health nurse - level 3, pay point 4 and thereafter	\$1,287.00	\$33.87	\$67.74	\$67.74	\$76.21	\$38.10	\$38.95	\$50.81

**Table 2 of 2**

<b>Classification</b>	<b>Sunday - shiftworkers</b>	<b>Overtime - Monday to Saturday - first 2 hours</b>	<b>Overtime - Monday to Saturday - after 2 hours</b>	<b>Overtime - Sunday</b>	<b>Overtime - Public holiday</b>	<b>Less than 10 hour break after working overtime</b>	<b>Minimum break between shifts</b>
Nursing assistant, 1st year	\$36.16	\$30.99	\$41.32	\$41.32	\$51.65	\$41.32	\$41.32
Nursing assistant, 2nd year	\$36.75	\$31.50	\$42.00	\$42.00	\$52.50	\$42.00	\$42.00
Nursing assistant, 3rd year and thereafter	\$37.36	\$32.03	\$42.70	\$42.70	\$53.38	\$42.70	\$42.70
Nursing assistant, experienced (the holder of a relevant certificate III qualification)	\$38.57	\$33.06	\$44.08	\$44.08	\$55.10	\$44.08	\$44.08
Student enrolled nurse - less than 21 years of age	\$33.48	\$28.70	\$38.26	\$38.26	\$47.83	\$38.26	\$38.26
Student enrolled nurse - 21 years of age and over	\$35.21	\$30.18	\$40.24	\$40.24	\$50.30	\$40.24	\$40.24
Enrolled nurse - pay point 1	\$39.27	\$33.66	\$44.88	\$44.88	\$56.10	\$44.88	\$44.88
Enrolled nurse - pay point 2	\$39.80	\$34.11	\$45.48	\$45.48	\$56.85	\$45.48	\$45.48
Enrolled nurse - pay point 3	\$40.32	\$34.56	\$46.08	\$46.08	\$57.60	\$46.08	\$46.08
Enrolled nurse - pay point 4	\$40.92	\$35.07	\$46.76	\$46.76	\$58.45	\$46.76	\$46.76
Enrolled nurse - pay point 5	\$41.32	\$35.42	\$47.22	\$47.22	\$59.03	\$47.22	\$47.22
Registered nurse with a 4 year degree	\$43.87	\$37.61	\$50.14	\$50.14	\$62.68	\$50.14	\$50.14
Registered nurse with a masters degree	\$45.38	\$38.90	\$51.86	\$51.86	\$64.83	\$51.86	\$51.86
Registered nurse - level 1, pay point 1	\$42.02	\$36.02	\$48.02	\$48.02	\$60.03	\$48.02	\$48.02
Registered nurse - level 1, pay point 2	\$42.88	\$36.75	\$49.00	\$49.00	\$61.25	\$49.00	\$49.00
Registered nurse - level 1, pay point 3	\$43.94	\$37.67	\$50.22	\$50.22	\$62.78	\$50.22	\$50.22
Registered nurse - level 1, pay point 4	\$45.10	\$38.66	\$51.54	\$51.54	\$64.43	\$51.54	\$51.54
Registered nurse - level 1, pay point 5	\$46.48	\$39.84	\$53.12	\$53.12	\$66.40	\$53.12	\$53.12
Registered nurse - level 1, pay point 6	\$47.83	\$41.00	\$54.66	\$54.66	\$68.33	\$54.66	\$54.66
Registered nurse - level 1, pay point 7	\$49.21	\$42.18	\$56.24	\$56.24	\$70.30	\$56.24	\$56.24
Registered nurse - level 1, pay point 8 and thereafter	\$50.49	\$43.28	\$57.70	\$57.70	\$72.13	\$57.70	\$57.70
Registered nurse - level 2, pay point 1	\$51.84	\$44.43	\$59.24	\$59.24	\$74.05	\$59.24	\$59.24
Registered nurse - level 2, pay point 2	\$52.66	\$45.14	\$60.18	\$60.18	\$75.23	\$60.18	\$60.18
Registered nurse - level 2, pay point 3	\$53.57	\$45.92	\$61.22	\$61.22	\$76.53	\$61.22	\$61.22
Registered nurse - level 2, pay point 4 and thereafter	\$54.44	\$46.67	\$62.22	\$62.22	\$77.78	\$62.22	\$62.22
Registered nurse - level 3, pay point 1	\$56.21	\$48.18	\$64.24	\$64.24	\$80.30	\$64.24	\$64.24
Registered nurse - level 3, pay point 2	\$57.24	\$49.07	\$65.42	\$65.42	\$81.78	\$65.42	\$65.42
Registered nurse - level 3, pay point 3	\$58.22	\$49.91	\$66.54	\$66.54	\$83.18	\$66.54	\$66.54
Registered nurse - level 3, pay point 4 and thereafter	\$59.27	\$50.81	\$67.74	\$67.74	\$84.68	\$67.74	\$67.74
Registered nurse - level 4, grade 1	\$64.16	N/A	N/A	N/A	N/A	\$73.32	\$73.32

<b>Classification</b>	<b>Sunday - shiftworkers</b>	<b>Overtime - Monday to Saturday - first 2 hours</b>	<b>Overtime - Monday to Saturday - after 2 hours</b>	<b>Overtime - Sunday</b>	<b>Overtime - Public holiday</b>	<b>Less than 10 hour break after working overtime</b>	<b>Minimum break between shifts</b>
Registered nurse - level 4, grade 2	\$68.74	N/A	N/A	N/A	N/A	\$78.56	\$78.56
Registered nurse - level 4, grade 3	\$72.75	N/A	N/A	N/A	N/A	\$83.14	\$83.14
Registered nurse - level 5, grade 1	\$64.73	N/A	N/A	N/A	N/A	\$73.98	\$73.98
Registered nurse - level 5, grade 2	\$68.16	N/A	N/A	N/A	N/A	\$77.90	\$77.90
Registered nurse - level 5, grade 3	\$72.75	N/A	N/A	N/A	N/A	\$83.14	\$83.14
Registered nurse - level 5, grade 4	\$77.30	N/A	N/A	N/A	N/A	\$88.34	\$88.34
Registered nurse - level 5, grade 5	\$85.24	N/A	N/A	N/A	N/A	\$97.42	\$97.42
Registered nurse - level 5, grade 6	\$93.26	N/A	N/A	N/A	N/A	\$106.58	\$106.58
Nurse practitioner, 1st year	\$64.68	\$55.44	\$73.92	\$73.92	\$92.40	\$73.92	\$73.92
Nurse practitioner, 2nd year	\$66.59	\$57.08	\$76.10	\$76.10	\$95.13	\$76.10	\$76.10
Occupational health nurse - level 1, pay point 1	\$45.10	\$38.66	\$51.54	\$51.54	\$64.43	\$51.54	\$51.54
Occupational health nurse - level 1, pay point 2	\$46.48	\$39.84	\$53.12	\$53.12	\$66.40	\$53.12	\$53.12
Occupational health nurse - level 1, pay point 3	\$47.83	\$41.00	\$54.66	\$54.66	\$68.33	\$54.66	\$54.66
Occupational health nurse - level 1, pay point 4	\$49.21	\$42.18	\$56.24	\$56.24	\$70.30	\$56.24	\$56.24
Occupational health nurse - level 1, pay point 5	\$50.49	\$43.28	\$57.70	\$57.70	\$72.13	\$57.70	\$57.70
Occupational health nurse - level 2, pay point 1	\$51.84	\$44.43	\$59.24	\$59.24	\$74.05	\$59.24	\$59.24
Occupational health nurse - level 2, pay point 2	\$52.66	\$45.14	\$60.18	\$60.18	\$75.23	\$60.18	\$60.18
Occupational health nurse - level 2, pay point 3	\$53.57	\$45.92	\$61.22	\$61.22	\$76.53	\$61.22	\$61.22
Occupational health nurse - level 2, pay point 4	\$54.44	\$46.67	\$62.22	\$62.22	\$77.78	\$62.22	\$62.22
Senior occupational health clinical nurse	\$54.44	\$46.67	\$62.22	\$62.22	\$77.78	\$62.22	\$62.22
Occupational health nurse - level 3, pay point 1	\$56.21	\$48.18	\$64.24	\$64.24	\$80.30	\$64.24	\$64.24
Occupational health nurse - level 3, pay point 2	\$57.24	\$49.07	\$65.42	\$65.42	\$81.78	\$65.42	\$65.42
Occupational health nurse - level 3, pay point 3	\$58.22	\$49.91	\$66.54	\$66.54	\$83.18	\$66.54	\$66.54
Occupational health nurse - level 3, pay point 4 and thereafter	\$59.27	\$50.81	\$67.74	\$67.74	\$84.68	\$67.74	\$67.74

## Casual

Table 1 of 2

Classification	Hourly pay rate	Public holiday	Christmas Day on Saturday	Christmas Day on Sunday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Saturday - shiftworkers
Nursing assistant, 1st year	\$25.83	\$51.66	\$51.66	\$58.12	\$28.41	\$28.93	\$38.75
Nursing assistant, 2nd year	\$26.25	\$52.50	\$52.50	\$59.06	\$28.88	\$29.40	\$39.38
Nursing assistant, 3rd year and thereafter	\$26.69	\$53.38	\$53.38	\$60.05	\$29.36	\$29.89	\$40.04
Nursing assistant, experienced (the holder of a relevant certificate III qualification)	\$27.55	\$55.10	\$55.10	\$61.99	\$30.31	\$30.86	\$41.33
Student enrolled nurse - less than 21 years of age	\$23.91	\$47.82	\$47.82	\$53.80	\$26.30	\$26.78	\$35.87
Student enrolled nurse - 21 years of age and over	\$25.15	\$50.30	\$50.30	\$56.59	\$27.67	\$28.17	\$37.73
Enrolled nurse - pay point 1	\$28.05	\$56.10	\$56.10	\$63.11	\$30.86	\$31.42	\$42.08
Enrolled nurse - pay point 2	\$28.43	\$56.86	\$56.86	\$63.97	\$31.27	\$31.84	\$42.65
Enrolled nurse - pay point 3	\$28.80	\$57.60	\$57.60	\$64.80	\$31.68	\$32.26	\$43.20
Enrolled nurse - pay point 4	\$29.23	\$58.46	\$58.46	\$65.77	\$32.15	\$32.74	\$43.85
Enrolled nurse - pay point 5	\$29.51	\$59.02	\$59.02	\$66.40	\$32.46	\$33.05	\$44.27
Registered nurse with a 4 year degree	\$31.34	\$62.68	\$62.68	\$70.52	\$34.47	\$35.10	\$47.01
Registered nurse with a masters degree	\$32.41	\$64.82	\$64.82	\$72.92	\$35.65	\$36.30	\$48.62
Registered nurse - level 1, pay point 1	\$30.01	\$60.02	\$60.02	\$67.52	\$33.01	\$33.61	\$45.02
Registered nurse - level 1, pay point 2	\$30.63	\$61.26	\$61.26	\$68.92	\$33.69	\$34.31	\$45.95
Registered nurse - level 1, pay point 3	\$31.39	\$62.78	\$62.78	\$70.63	\$34.53	\$35.16	\$47.09
Registered nurse - level 1, pay point 4	\$32.21	\$64.42	\$64.42	\$72.47	\$35.43	\$36.08	\$48.32
Registered nurse - level 1, pay point 5	\$33.20	\$66.40	\$66.40	\$74.70	\$36.52	\$37.18	\$49.80
Registered nurse - level 1, pay point 6	\$34.16	\$68.32	\$68.32	\$76.86	\$37.58	\$38.26	\$51.24
Registered nurse - level 1, pay point 7	\$35.15	\$70.30	\$70.30	\$79.09	\$38.67	\$39.37	\$52.73
Registered nurse - level 1, pay point 8 and thereafter	\$36.06	\$72.12	\$72.12	\$81.14	\$39.67	\$40.39	\$54.09
Registered nurse - level 2, pay point 1	\$37.03	\$74.06	\$74.06	\$83.32	\$40.73	\$41.47	\$55.55
Registered nurse - level 2, pay point 2	\$37.61	\$75.22	\$75.22	\$84.62	\$41.37	\$42.12	\$56.42
Registered nurse - level 2, pay point 3	\$38.26	\$76.52	\$76.52	\$86.09	\$42.09	\$42.85	\$57.39
Registered nurse - level 2, pay point 4 and thereafter	\$38.89	\$77.78	\$77.78	\$87.50	\$42.78	\$43.56	\$58.34
Registered nurse - level 3, pay point 1	\$40.15	\$80.30	\$80.30	\$90.34	\$44.17	\$44.97	\$60.23
Registered nurse - level 3, pay point 2	\$40.89	\$81.78	\$81.78	\$92.00	\$44.98	\$45.80	\$61.34
Registered nurse - level 3, pay point 3	\$41.59	\$83.18	\$83.18	\$93.58	\$45.75	\$46.58	\$62.39
Registered nurse - level 3, pay point 4 and thereafter	\$42.34	\$84.68	\$84.68	\$95.27	\$46.57	\$47.42	\$63.51

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Public holiday</b>	<b>Christmas Day on Saturday</b>	<b>Christmas Day on Sunday</b>	<b>Afternoon shift - Monday to Friday</b>	<b>Night shift - Monday to Friday</b>	<b>Saturday - shiftworkers</b>
Registered nurse - level 4, grade 1	\$45.83	\$91.66	\$91.66	\$103.12	N/A	N/A	\$68.75
Registered nurse - level 4, grade 2	\$49.10	\$98.20	\$98.20	\$110.48	N/A	N/A	\$73.65
Registered nurse - level 4, grade 3	\$51.96	\$103.92	\$103.92	\$116.91	N/A	N/A	\$77.94
Registered nurse - level 5, grade 1	\$46.24	\$92.48	\$92.48	\$104.04	N/A	N/A	\$69.36
Registered nurse - level 5, grade 2	\$48.69	\$97.38	\$97.38	\$109.55	N/A	N/A	\$73.04
Registered nurse - level 5, grade 3	\$51.96	\$103.92	\$103.92	\$116.91	N/A	N/A	\$77.94
Registered nurse - level 5, grade 4	\$55.21	\$110.42	\$110.42	\$124.22	N/A	N/A	\$82.82
Registered nurse - level 5, grade 5	\$60.89	\$121.78	\$121.78	\$137.00	N/A	N/A	\$91.34
Registered nurse - level 5, grade 6	\$66.61	\$133.22	\$133.22	\$149.87	N/A	N/A	\$99.92
Nurse practitioner, 1st year	\$46.20	\$92.40	\$92.40	\$103.95	\$50.82	\$51.74	\$69.30
Nurse practitioner, 2nd year	\$47.56	\$95.12	\$95.12	\$107.01	\$52.32	\$53.27	\$71.34
Occupational health nurse - level 1, pay point 1	\$32.21	\$64.42	\$64.42	\$72.47	\$35.43	\$36.08	\$48.32
Occupational health nurse - level 1, pay point 2	\$33.20	\$66.40	\$66.40	\$74.70	\$36.52	\$37.18	\$49.80
Occupational health nurse - level 1, pay point 3	\$34.16	\$68.32	\$68.32	\$76.86	\$37.58	\$38.26	\$51.24
Occupational health nurse - level 1, pay point 4	\$35.15	\$70.30	\$70.30	\$79.09	\$38.67	\$39.37	\$52.73
Occupational health nurse - level 1, pay point 5	\$36.06	\$72.12	\$72.12	\$81.14	\$39.67	\$40.39	\$54.09
Occupational health nurse - level 2, pay point 1	\$37.03	\$74.06	\$74.06	\$83.32	\$40.73	\$41.47	\$55.55
Occupational health nurse - level 2, pay point 2	\$37.61	\$75.22	\$75.22	\$84.62	\$41.37	\$42.12	\$56.42
Occupational health nurse - level 2, pay point 3	\$38.26	\$76.52	\$76.52	\$86.09	\$42.09	\$42.85	\$57.39
Occupational health nurse - level 2, pay point 4	\$38.89	\$77.78	\$77.78	\$87.50	\$42.78	\$43.56	\$58.34
Senior occupational health clinical nurse	\$38.89	\$77.78	\$77.78	\$87.50	\$42.78	\$43.56	\$58.34
Occupational health nurse - level 3, pay point 1	\$40.15	\$80.30	\$80.30	\$90.34	\$44.17	\$44.97	\$60.23
Occupational health nurse - level 3, pay point 2	\$40.89	\$81.78	\$81.78	\$92.00	\$44.98	\$45.80	\$61.34
Occupational health nurse - level 3, pay point 3	\$41.59	\$83.18	\$83.18	\$93.58	\$45.75	\$46.58	\$62.39
Occupational health nurse - level 3, pay point 4 and thereafter	\$42.34	\$84.68	\$84.68	\$95.27	\$46.57	\$47.42	\$63.51

**Table 2 of 2**

<b>Classification</b>	<b>Sunday - shiftworkers</b>	<b>Overtime - Monday to Saturday - first 2 hours</b>	<b>Overtime - Monday to Saturday - after 2 hours</b>	<b>Overtime - Sunday</b>	<b>Overtime - Public holiday</b>	<b>Minimum break between shifts</b>
Nursing assistant, 1st year	\$45.20	\$38.75	\$51.66	\$51.66	\$64.58	\$51.66
Nursing assistant, 2nd year	\$45.94	\$39.38	\$52.50	\$52.50	\$65.63	\$52.50
Nursing assistant, 3rd year and thereafter	\$46.71	\$40.04	\$53.38	\$53.38	\$66.73	\$53.38
Nursing assistant, experienced (the holder of a relevant certificate III qualification)	\$48.21	\$41.33	\$55.10	\$55.10	\$68.88	\$55.10
Student enrolled nurse - less than 21 years of age	\$41.84	\$35.87	\$47.82	\$47.82	\$59.78	\$47.82
Student enrolled nurse - 21 years of age and over	\$44.01	\$37.73	\$50.30	\$50.30	\$62.88	\$50.30
Enrolled nurse - pay point 1	\$49.09	\$42.08	\$56.10	\$56.10	\$70.13	\$56.10
Enrolled nurse - pay point 2	\$49.75	\$42.65	\$56.86	\$56.86	\$71.08	\$56.86
Enrolled nurse - pay point 3	\$50.40	\$43.20	\$57.60	\$57.60	\$72.00	\$57.60
Enrolled nurse - pay point 4	\$51.15	\$43.85	\$58.46	\$58.46	\$73.08	\$58.46
Enrolled nurse - pay point 5	\$51.64	\$44.27	\$59.02	\$59.02	\$73.78	\$59.02
Registered nurse with a 4 year degree	\$54.85	\$47.01	\$62.68	\$62.68	\$78.35	\$62.68
Registered nurse with a masters degree	\$56.72	\$48.62	\$64.82	\$64.82	\$81.03	\$64.82
Registered nurse - level 1, pay point 1	\$52.52	\$45.02	\$60.02	\$60.02	\$75.03	\$60.02
Registered nurse - level 1, pay point 2	\$53.60	\$45.95	\$61.26	\$61.26	\$76.58	\$61.26
Registered nurse - level 1, pay point 3	\$54.93	\$47.09	\$62.78	\$62.78	\$78.48	\$62.78
Registered nurse - level 1, pay point 4	\$56.37	\$48.32	\$64.42	\$64.42	\$80.53	\$64.42
Registered nurse - level 1, pay point 5	\$58.10	\$49.80	\$66.40	\$66.40	\$83.00	\$66.40
Registered nurse - level 1, pay point 6	\$59.78	\$51.24	\$68.32	\$68.32	\$85.40	\$68.32
Registered nurse - level 1, pay point 7	\$61.51	\$52.73	\$70.30	\$70.30	\$87.88	\$70.30
Registered nurse - level 1, pay point 8 and thereafter	\$63.11	\$54.09	\$72.12	\$72.12	\$90.15	\$72.12
Registered nurse - level 2, pay point 1	\$64.80	\$55.55	\$74.06	\$74.06	\$92.58	\$74.06
Registered nurse - level 2, pay point 2	\$65.82	\$56.42	\$75.22	\$75.22	\$94.03	\$75.22
Registered nurse - level 2, pay point 3	\$66.96	\$57.39	\$76.52	\$76.52	\$95.65	\$76.52
Registered nurse - level 2, pay point 4 and thereafter	\$68.06	\$58.34	\$77.78	\$77.78	\$97.23	\$77.78
Registered nurse - level 3, pay point 1	\$70.26	\$60.23	\$80.30	\$80.30	\$100.38	\$80.30
Registered nurse - level 3, pay point 2	\$71.56	\$61.34	\$81.78	\$81.78	\$102.23	\$81.78



<b>Classification</b>	<b>Sunday - shiftworkers</b>	<b>Overtime - Monday to Saturday - first 2 hours</b>	<b>Overtime - Monday to Saturday - after 2 hours</b>	<b>Overtime - Sunday</b>	<b>Overtime - Public holiday</b>	<b>Minimum break between shifts</b>
Registered nurse - level 3, pay point 3	\$72.78	\$62.39	\$83.18	\$83.18	\$103.98	\$83.18
Registered nurse - level 3, pay point 4 and thereafter	\$74.10	\$63.51	\$84.68	\$84.68	\$105.85	\$84.68
Registered nurse - level 4, grade 1	\$80.20	N/A	N/A	N/A	N/A	\$91.66
Registered nurse - level 4, grade 2	\$85.93	N/A	N/A	N/A	N/A	\$98.20
Registered nurse - level 4, grade 3	\$90.93	N/A	N/A	N/A	N/A	\$103.92
Registered nurse - level 5, grade 1	\$80.92	N/A	N/A	N/A	N/A	\$92.48
Registered nurse - level 5, grade 2	\$85.21	N/A	N/A	N/A	N/A	\$97.38
Registered nurse - level 5, grade 3	\$90.93	N/A	N/A	N/A	N/A	\$103.92
Registered nurse - level 5, grade 4	\$96.62	N/A	N/A	N/A	N/A	\$110.42
Registered nurse - level 5, grade 5	\$106.56	N/A	N/A	N/A	N/A	\$121.78
Registered nurse - level 5, grade 6	\$116.57	N/A	N/A	N/A	N/A	\$133.22
Nurse practitioner, 1st year	\$80.85	\$69.30	\$92.40	\$92.40	\$115.50	\$92.40
Nurse practitioner, 2nd year	\$83.23	\$71.34	\$95.12	\$95.12	\$118.90	\$95.12
Occupational health nurse - level 1, pay point 1	\$56.37	\$48.32	\$64.42	\$64.42	\$80.53	\$64.42
Occupational health nurse - level 1, pay point 2	\$58.10	\$49.80	\$66.40	\$66.40	\$83.00	\$66.40
Occupational health nurse - level 1, pay point 3	\$59.78	\$51.24	\$68.32	\$68.32	\$85.40	\$68.32
Occupational health nurse - level 1, pay point 4	\$61.51	\$52.73	\$70.30	\$70.30	\$87.88	\$70.30
Occupational health nurse - level 1, pay point 5	\$63.11	\$54.09	\$72.12	\$72.12	\$90.15	\$72.12
Occupational health nurse - level 2, pay point 1	\$64.80	\$55.55	\$74.06	\$74.06	\$92.58	\$74.06
Occupational health nurse - level 2, pay point 2	\$65.82	\$56.42	\$75.22	\$75.22	\$94.03	\$75.22
Occupational health nurse - level 2, pay point 3	\$66.96	\$57.39	\$76.52	\$76.52	\$95.65	\$76.52
Occupational health nurse - level 2, pay point 4	\$68.06	\$58.34	\$77.78	\$77.78	\$97.23	\$77.78
Senior occupational health clinical nurse	\$68.06	\$58.34	\$77.78	\$77.78	\$97.23	\$77.78
Occupational health nurse - level 3, pay point 1	\$70.26	\$60.23	\$80.30	\$80.30	\$100.38	\$80.30
Occupational health nurse - level 3, pay point 2	\$71.56	\$61.34	\$81.78	\$81.78	\$102.23	\$81.78
Occupational health nurse - level 3, pay point 3	\$72.78	\$62.39	\$83.18	\$83.18	\$103.98	\$83.18
Occupational health nurse - level 3, pay point 4 and thereafter	\$74.10	\$63.51	\$84.68	\$84.68	\$105.85	\$84.68

## 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	\$12.88 for the first meal and \$11.61 for an extra meal after every 4 hours
On call allowance - Monday to Friday	\$21.44 for each on call period of up to 24 hours
On call allowance - Saturday	\$32.30 for each on call period of up to 24 hours
On call allowance - Sunday, public holidays and rostered days off	\$37.68 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	\$0.78 per km
Uniform allowance	\$1.23 per shift up to a maximum of \$6.24 per week

## Disclaimer

The Fair Work Ombudsman is committed to providing advice that you can rely on.

The information contained in this guide is general in nature. If you are unsure about how it applies to your situation you can call us on 13 13 94 or speak with a union, industry association or workplace relations professional.