

Pay Guide - Nurses Award

[MA000034]

Published 09 September 2021

Pay rates change from 1 July each year, the rates in this guide apply from the first full pay period on or after 09 September 2021.

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

Adult

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	\$843.40	\$22.19	\$44.38	\$44.38	\$49.93
Nursing assistant, 2nd year	\$857.20	\$22.56	\$45.12	\$45.12	\$50.76
Nursing assistant, 3rd year and thereafter	\$871.50	\$22.93	\$45.86	\$45.86	\$51.59
Nursing assistant, experienced (the holder of a relevant certificate III qualification)	\$899.50	\$23.67	\$47.34	\$47.34	\$53.26
Student enrolled nurse - less than 21 years of age	\$780.70	\$20.54	\$41.08	\$41.08	\$46.22
Student enrolled nurse - 21 years of age and over	\$821.40	\$21.62	\$43.24	\$43.24	\$48.65
Enrolled nurse - pay point 1	\$916.20	\$24.11	\$48.22	\$48.22	\$54.25
Enrolled nurse - pay point 2	\$928.30	\$24.43	\$48.86	\$48.86	\$54.97
Enrolled nurse - pay point 3	\$940.60	\$24.75	\$49.50	\$49.50	\$55.69
Enrolled nurse - pay point 4	\$954.20	\$25.11	\$50.22	\$50.22	\$56.50
Enrolled nurse - pay point 5	\$963.80	\$25.36	\$50.72	\$50.72	\$57.06
Registered nurse with a 4 year degree	\$1,023.40	\$26.93	\$53.86	\$53.86	\$60.59
Registered nurse with a masters degree	\$1,058.70	\$27.86	\$55.72	\$55.72	\$62.69
Registered nurse - level 1, pay point 1	\$980.10	\$25.79	\$51.58	\$51.58	\$58.03
Registered nurse - level 1, pay point 2	\$1,000.20	\$26.32	\$52.64	\$52.64	\$59.22
Registered nurse - level 1, pay point 3	\$1,024.80	\$26.97	\$53.94	\$53.94	\$60.68
Registered nurse - level 1, pay point 4	\$1,052.00	\$27.68	\$55.36	\$55.36	\$62.28
Registered nurse - level 1, pay point 5	\$1,084.30	\$28.53	\$57.06	\$57.06	\$64.19
Registered nurse - level 1, pay point 6	\$1,115.70	\$29.36	\$58.72	\$58.72	\$66.06
Registered nurse - level 1, pay point 7	\$1,148.00	\$30.21	\$60.42	\$60.42	\$67.97
Registered nurse - level 1, pay point 8 and thereafter	\$1,177.80	\$30.99	\$61.98	\$61.98	\$69.73
Registered nurse - level 2, pay point 1	\$1,209.10	\$31.82	\$63.64	\$63.64	\$71.60
Registered nurse - level 2, pay point 2	\$1,228.30	\$32.32	\$64.64	\$64.64	\$72.72
Registered nurse - level 2, pay point 3	\$1,249.60	\$32.88	\$65.76	\$65.76	\$73.98
Registered nurse - level 2, pay point 4 and thereafter	\$1,270.10	\$33.42	\$66.84	\$66.84	\$75.20
Registered nurse - level 3, pay point 1	\$1,311.00	\$34.50	\$69.00	\$69.00	\$77.63

Classification	Weekly pay rate	Hourly pay rate	Public holiday	Christmas Day on Saturday	Christmas Day on Sunday
Registered nurse - level 3, pay point 2	\$1,335.10	\$35.13	\$70.26	\$70.26	\$79.04
Registered nurse - level 3, pay point 3	\$1,358.10	\$35.74	\$71.48	\$71.48	\$80.42
Registered nurse - level 3, pay point 4 and thereafter	\$1,382.50	\$36.38	\$72.76	\$72.76	\$81.86
Registered nurse - level 4, grade 1	\$1,496.30	\$39.38	\$78.76	\$78.76	\$88.61
Registered nurse - level 4, grade 2	\$1,603.50	\$42.20	\$84.40	\$84.40	\$94.95
Registered nurse - level 4, grade 3	\$1,697.00	\$44.66	\$89.32	\$89.32	\$100.49
Registered nurse - level 5, grade 1	\$1,509.90	\$39.73	\$79.46	\$79.46	\$89.39
Registered nurse - level 5, grade 2	\$1,590.10	\$41.84	\$83.68	\$83.68	\$94.14
Registered nurse - level 5, grade 3	\$1,697.00	\$44.66	\$89.32	\$89.32	\$100.49
Registered nurse - level 5, grade 4	\$1,802.90	\$47.44	\$94.88	\$94.88	\$106.74
Registered nurse - level 5, grade 5	\$1,988.40	\$52.33	\$104.66	\$104.66	\$117.74
Registered nurse - level 5, grade 6	\$2,175.60	\$57.25	\$114.50	\$114.50	\$128.81
Nurse practitioner, 1st year	\$1,508.60	\$39.70	\$79.40	\$79.40	\$89.33
Nurse practitioner, 2nd year	\$1,553.40	\$40.88	\$81.76	\$81.76	\$91.98
Occupational health nurse - level 1, pay point 1	\$1,052.00	\$27.68	\$55.36	\$55.36	\$62.28
Occupational health nurse - level 1, pay point 2	\$1,084.30	\$28.53	\$57.06	\$57.06	\$64.19
Occupational health nurse - level 1, pay point 3	\$1,115.70	\$29.36	\$58.72	\$58.72	\$66.06
Occupational health nurse - level 1, pay point 4	\$1,148.00	\$30.21	\$60.42	\$60.42	\$67.97
Occupational health nurse - level 1, pay point 5	\$1,177.80	\$30.99	\$61.98	\$61.98	\$69.73
Occupational health nurse - level 2, pay point 1	\$1,209.10	\$31.82	\$63.64	\$63.64	\$71.60
Occupational health nurse - level 2, pay point 2	\$1,228.30	\$32.32	\$64.64	\$64.64	\$72.72
Occupational health nurse - level 2, pay point 3	\$1,249.60	\$32.88	\$65.76	\$65.76	\$73.98
Occupational health nurse - level 2, pay point 4	\$1,270.10	\$33.42	\$66.84	\$66.84	\$75.20
Senior occupational health clinical nurse	\$1,270.10	\$33.42	\$66.84	\$66.84	\$75.20
Occupational health nurse - level 3, pay point 1	\$1,311.00	\$34.50	\$69.00	\$69.00	\$77.63
Occupational health nurse - level 3, pay point 2	\$1,335.10	\$35.13	\$70.26	\$70.26	\$79.04
Occupational health nurse - level 3, pay point 3	\$1,358.10	\$35.74	\$71.48	\$71.48	\$80.42
Occupational health nurse - level 3, pay point 4 and thereafter	\$1,382.50	\$36.38	\$72.76	\$72.76	\$81.86

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	\$24.96	\$25.52	\$33.29	\$38.83	\$33.29
Nursing assistant, 2nd year	\$25.38	\$25.94	\$33.84	\$39.48	\$33.84
Nursing assistant, 3rd year and thereafter	\$25.80	\$26.37	\$34.40	\$40.13	\$34.40
Nursing assistant, experienced (the holder of a relevant certificate III qualification)	\$26.63	\$27.22	\$35.51	\$41.42	\$35.51
Student enrolled nurse - less than 21 years of age	\$23.11	\$23.62	\$30.81	\$35.95	\$30.81
Student enrolled nurse - 21 years of age and over	\$24.32	\$24.86	\$32.43	\$37.84	\$32.43
Enrolled nurse - pay point 1	\$27.12	\$27.73	\$36.17	\$42.19	\$36.17
Enrolled nurse - pay point 2	\$27.48	\$28.09	\$36.65	\$42.75	\$36.65
Enrolled nurse - pay point 3	\$27.84	\$28.46	\$37.13	\$43.31	\$37.13
Enrolled nurse - pay point 4	\$28.25	\$28.88	\$37.67	\$43.94	\$37.67
Enrolled nurse - pay point 5	\$28.53	\$29.16	\$38.04	\$44.38	\$38.04
Registered nurse with a 4 year degree	\$30.30	\$30.97	\$40.40	\$47.13	\$40.40
Registered nurse with a masters degree	\$31.34	\$32.04	\$41.79	\$48.76	\$41.79
Registered nurse - level 1, pay point 1	\$29.01	\$29.66	\$38.69	\$45.13	\$38.69
Registered nurse - level 1, pay point 2	\$29.61	\$30.27	\$39.48	\$46.06	\$39.48
Registered nurse - level 1, pay point 3	\$30.34	\$31.02	\$40.46	\$47.20	\$40.46
Registered nurse - level 1, pay point 4	\$31.14	\$31.83	\$41.52	\$48.44	\$41.52
Registered nurse - level 1, pay point 5	\$32.10	\$32.81	\$42.80	\$49.93	\$42.80
Registered nurse - level 1, pay point 6	\$33.03	\$33.76	\$44.04	\$51.38	\$44.04
Registered nurse - level 1, pay point 7	\$33.99	\$34.74	\$45.32	\$52.87	\$45.32
Registered nurse - level 1, pay point 8 and thereafter	\$34.86	\$35.64	\$46.49	\$54.23	\$46.49
Registered nurse - level 2, pay point 1	\$35.80	\$36.59	\$47.73	\$55.69	\$47.73
Registered nurse - level 2, pay point 2	\$36.36	\$37.17	\$48.48	\$56.56	\$48.48
Registered nurse - level 2, pay point 3	\$36.99	\$37.81	\$49.32	\$57.54	\$49.32
Registered nurse - level 2, pay point 4 and thereafter	\$37.60	\$38.43	\$50.13	\$58.49	\$50.13
Registered nurse - level 3, pay point 1	\$38.81	\$39.68	\$51.75	\$60.38	\$51.75
Registered nurse - level 3, pay point 2	\$39.52	\$40.40	\$52.70	\$61.48	\$52.70
Registered nurse - level 3, pay point 3	\$40.21	\$41.10	\$53.61	\$62.55	\$53.61
Registered nurse - level 3, pay point 4 and thereafter	\$40.93	\$41.84	\$54.57	\$63.67	\$54.57
Registered nurse - level 4, grade 1	N/A	N/A	\$59.07	\$68.92	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 2	N/A	N/A	\$63.30	\$73.85	N/A
Registered nurse - level 4, grade 3	N/A	N/A	\$66.99	\$78.16	N/A
Registered nurse - level 5, grade 1	N/A	N/A	\$59.60	\$69.53	N/A
Registered nurse - level 5, grade 2	N/A	N/A	\$62.76	\$73.22	N/A
Registered nurse - level 5, grade 3	N/A	N/A	\$66.99	\$78.16	N/A
Registered nurse - level 5, grade 4	N/A	N/A	\$71.16	\$83.02	N/A
Registered nurse - level 5, grade 5	N/A	N/A	\$78.50	\$91.58	N/A
Registered nurse - level 5, grade 6	N/A	N/A	\$85.88	\$100.19	N/A
Nurse practitioner, 1st year	\$44.66	\$45.66	\$59.55	\$69.48	\$59.55
Nurse practitioner, 2nd year	\$45.99	\$47.01	\$61.32	\$71.54	\$61.32
Occupational health nurse - level 1, pay point 1	\$31.14	\$31.83	\$41.52	\$48.44	\$41.52
Occupational health nurse - level 1, pay point 2	\$32.10	\$32.81	\$42.80	\$49.93	\$42.80
Occupational health nurse - level 1, pay point 3	\$33.03	\$33.76	\$44.04	\$51.38	\$44.04
Occupational health nurse - level 1, pay point 4	\$33.99	\$34.74	\$45.32	\$52.87	\$45.32
Occupational health nurse - level 1, pay point 5	\$34.86	\$35.64	\$46.49	\$54.23	\$46.49
Occupational health nurse - level 2, pay point 1	\$35.80	\$36.59	\$47.73	\$55.69	\$47.73
Occupational health nurse - level 2, pay point 2	\$36.36	\$37.17	\$48.48	\$56.56	\$48.48
Occupational health nurse - level 2, pay point 3	\$36.99	\$37.81	\$49.32	\$57.54	\$49.32
Occupational health nurse - level 2, pay point 4	\$37.60	\$38.43	\$50.13	\$58.49	\$50.13
Senior occupational health clinical nurse	\$37.60	\$38.43	\$50.13	\$58.49	\$50.13
Occupational health nurse - level 3, pay point 1	\$38.81	\$39.68	\$51.75	\$60.38	\$51.75
Occupational health nurse - level 3, pay point 2	\$39.52	\$40.40	\$52.70	\$61.48	\$52.70
Occupational health nurse - level 3, pay point 3	\$40.21	\$41.10	\$53.61	\$62.55	\$53.61
Occupational health nurse - level 3, pay point 4 and thereafter	\$40.93	\$41.84	\$54.57	\$63.67	\$54.57

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	\$44.38	\$44.38	\$55.48	\$44.38	\$44.38
Nursing assistant, 2nd year	\$45.12	\$45.12	\$56.40	\$45.12	\$45.12
Nursing assistant, 3rd year and thereafter	\$45.86	\$45.86	\$57.33	\$45.86	\$45.86
Nursing assistant, experienced (the holder of a relevant certificate III qualification)	\$47.34	\$47.34	\$59.18	\$47.34	\$47.34
Student enrolled nurse - less than 21 years of age	\$41.08	\$41.08	\$51.35	\$41.08	\$41.08
Student enrolled nurse - 21 years of age and over	\$43.24	\$43.24	\$54.05	\$43.24	\$43.24
Enrolled nurse - pay point 1	\$48.22	\$48.22	\$60.28	\$48.22	\$48.22
Enrolled nurse - pay point 2	\$48.86	\$48.86	\$61.08	\$48.86	\$48.86
Enrolled nurse - pay point 3	\$49.50	\$49.50	\$61.88	\$49.50	\$49.50
Enrolled nurse - pay point 4	\$50.22	\$50.22	\$62.78	\$50.22	\$50.22
Enrolled nurse - pay point 5	\$50.72	\$50.72	\$63.40	\$50.72	\$50.72
Registered nurse with a 4 year degree	\$53.86	\$53.86	\$67.33	\$53.86	\$53.86
Registered nurse with a masters degree	\$55.72	\$55.72	\$69.65	\$55.72	\$55.72
Registered nurse - level 1, pay point 1	\$51.58	\$51.58	\$64.48	\$51.58	\$51.58
Registered nurse - level 1, pay point 2	\$52.64	\$52.64	\$65.80	\$52.64	\$52.64
Registered nurse - level 1, pay point 3	\$53.94	\$53.94	\$67.43	\$53.94	\$53.94
Registered nurse - level 1, pay point 4	\$55.36	\$55.36	\$69.20	\$55.36	\$55.36
Registered nurse - level 1, pay point 5	\$57.06	\$57.06	\$71.33	\$57.06	\$57.06
Registered nurse - level 1, pay point 6	\$58.72	\$58.72	\$73.40	\$58.72	\$58.72
Registered nurse - level 1, pay point 7	\$60.42	\$60.42	\$75.53	\$60.42	\$60.42
Registered nurse - level 1, pay point 8 and thereafter	\$61.98	\$61.98	\$77.48	\$61.98	\$61.98
Registered nurse - level 2, pay point 1	\$63.64	\$63.64	\$79.55	\$63.64	\$63.64
Registered nurse - level 2, pay point 2	\$64.64	\$64.64	\$80.80	\$64.64	\$64.64
Registered nurse - level 2, pay point 3	\$65.76	\$65.76	\$82.20	\$65.76	\$65.76
Registered nurse - level 2, pay point 4 and thereafter	\$66.84	\$66.84	\$83.55	\$66.84	\$66.84
Registered nurse - level 3, pay point 1	\$69.00	\$69.00	\$86.25	\$69.00	\$69.00
Registered nurse - level 3, pay point 2	\$70.26	\$70.26	\$87.83	\$70.26	\$70.26
Registered nurse - level 3, pay point 3	\$71.48	\$71.48	\$89.35	\$71.48	\$71.48
Registered nurse - level 3, pay point 4 and thereafter	\$72.76	\$72.76	\$90.95	\$72.76	\$72.76
Registered nurse - level 4, grade 1	N/A	N/A	N/A	\$78.76	\$78.76

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 2	N/A	N/A	N/A	\$84.40	\$84.40
Registered nurse - level 4, grade 3	N/A	N/A	N/A	\$89.32	\$89.32
Registered nurse - level 5, grade 1	N/A	N/A	N/A	\$79.46	\$79.46
Registered nurse - level 5, grade 2	N/A	N/A	N/A	\$83.68	\$83.68
Registered nurse - level 5, grade 3	N/A	N/A	N/A	\$89.32	\$89.32
Registered nurse - level 5, grade 4	N/A	N/A	N/A	\$94.88	\$94.88
Registered nurse - level 5, grade 5	N/A	N/A	N/A	\$104.66	\$104.66
Registered nurse - level 5, grade 6	N/A	N/A	N/A	\$114.50	\$114.50
Nurse practitioner, 1st year	\$79.40	\$79.40	\$99.25	\$79.40	\$79.40
Nurse practitioner, 2nd year	\$81.76	\$81.76	\$102.20	\$81.76	\$81.76
Occupational health nurse - level 1, pay point 1	\$55.36	\$55.36	\$69.20	\$55.36	\$55.36
Occupational health nurse - level 1, pay point 2	\$57.06	\$57.06	\$71.33	\$57.06	\$57.06
Occupational health nurse - level 1, pay point 3	\$58.72	\$58.72	\$73.40	\$58.72	\$58.72
Occupational health nurse - level 1, pay point 4	\$60.42	\$60.42	\$75.53	\$60.42	\$60.42
Occupational health nurse - level 1, pay point 5	\$61.98	\$61.98	\$77.48	\$61.98	\$61.98
Occupational health nurse - level 2, pay point 1	\$63.64	\$63.64	\$79.55	\$63.64	\$63.64
Occupational health nurse - level 2, pay point 2	\$64.64	\$64.64	\$80.80	\$64.64	\$64.64
Occupational health nurse - level 2, pay point 3	\$65.76	\$65.76	\$82.20	\$65.76	\$65.76
Occupational health nurse - level 2, pay point 4	\$66.84	\$66.84	\$83.55	\$66.84	\$66.84
Senior occupational health clinical nurse	\$66.84	\$66.84	\$83.55	\$66.84	\$66.84
Occupational health nurse - level 3, pay point 1	\$69.00	\$69.00	\$86.25	\$69.00	\$69.00
Occupational health nurse - level 3, pay point 2	\$70.26	\$70.26	\$87.83	\$70.26	\$70.26
Occupational health nurse - level 3, pay point 3	\$71.48	\$71.48	\$89.35	\$71.48	\$71.48
Occupational health nurse - level 3, pay point 4 and thereafter	\$72.76	\$72.76	\$90.95	\$72.76	\$72.76

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	\$27.74	\$55.48	\$55.48	\$62.42	\$30.51
Nursing assistant, 2nd year	\$28.20	\$56.40	\$56.40	\$63.45	\$31.02
Nursing assistant, 3rd year and thereafter	\$28.66	\$57.32	\$57.32	\$64.49	\$31.53
Nursing assistant, experienced (the holder of a relevant certificate III qualification)	\$29.59	\$59.18	\$59.18	\$66.58	\$32.55
Student enrolled nurse - less than 21 years of age	\$25.68	\$51.36	\$51.36	\$57.78	\$28.24
Student enrolled nurse - 21 years of age and over	\$27.03	\$54.06	\$54.06	\$60.82	\$29.73
Enrolled nurse - pay point 1	\$30.14	\$60.28	\$60.28	\$67.82	\$33.15
Enrolled nurse - pay point 2	\$30.54	\$61.08	\$61.08	\$68.72	\$33.59
Enrolled nurse - pay point 3	\$30.94	\$61.88	\$61.88	\$69.62	\$34.03
Enrolled nurse - pay point 4	\$31.39	\$62.78	\$62.78	\$70.63	\$34.53
Enrolled nurse - pay point 5	\$31.70	\$63.40	\$63.40	\$71.33	\$34.87
Registered nurse with a 4 year degree	\$33.66	\$67.32	\$67.32	\$75.74	\$37.03
Registered nurse with a masters degree	\$34.83	\$69.66	\$69.66	\$78.37	\$38.31
Registered nurse - level 1, pay point 1	\$32.24	\$64.48	\$64.48	\$72.54	\$35.46
Registered nurse - level 1, pay point 2	\$32.90	\$65.80	\$65.80	\$74.03	\$36.19
Registered nurse - level 1, pay point 3	\$33.71	\$67.42	\$67.42	\$75.85	\$37.08
Registered nurse - level 1, pay point 4	\$34.60	\$69.20	\$69.20	\$77.85	\$38.06
Registered nurse - level 1, pay point 5	\$35.66	\$71.32	\$71.32	\$80.24	\$39.23
Registered nurse - level 1, pay point 6	\$36.70	\$73.40	\$73.40	\$82.58	\$40.37
Registered nurse - level 1, pay point 7	\$37.76	\$75.52	\$75.52	\$84.96	\$41.54
Registered nurse - level 1, pay point 8 and thereafter	\$38.74	\$77.48	\$77.48	\$87.17	\$42.61
Registered nurse - level 2, pay point 1	\$39.78	\$79.56	\$79.56	\$89.51	\$43.75
Registered nurse - level 2, pay point 2	\$40.40	\$80.80	\$80.80	\$90.90	\$44.44
Registered nurse - level 2, pay point 3	\$41.10	\$82.20	\$82.20	\$92.48	\$45.21
Registered nurse - level 2, pay point 4 and thereafter	\$41.78	\$83.56	\$83.56	\$94.01	\$45.95
Registered nurse - level 3, pay point 1	\$43.13	\$86.26	\$86.26	\$97.04	\$47.44
Registered nurse - level 3, pay point 2	\$43.91	\$87.82	\$87.82	\$98.80	\$48.30
Registered nurse - level 3, pay point 3	\$44.68	\$89.36	\$89.36	\$100.53	\$49.14
Registered nurse - level 3, pay point 4 and thereafter	\$45.48	\$90.96	\$90.96	\$102.33	\$50.02

Classification	Hourly pay rate	Public holiday	Christmas Day on Saturday	Christmas Day on Sunday	Afternoon shift - Monday to Friday
Registered nurse - level 4, grade 1	\$49.23	\$98.46	\$98.46	\$110.77	N/A
Registered nurse - level 4, grade 2	\$52.75	\$105.50	\$105.50	\$118.69	N/A
Registered nurse - level 4, grade 3	\$55.83	\$111.66	\$111.66	\$125.62	N/A
Registered nurse - level 5, grade 1	\$49.66	\$99.32	\$99.32	\$111.74	N/A
Registered nurse - level 5, grade 2	\$52.30	\$104.60	\$104.60	\$117.68	N/A
Registered nurse - level 5, grade 3	\$55.83	\$111.66	\$111.66	\$125.62	N/A
Registered nurse - level 5, grade 4	\$59.30	\$118.60	\$118.60	\$133.43	N/A
Registered nurse - level 5, grade 5	\$65.41	\$130.82	\$130.82	\$147.17	N/A
Registered nurse - level 5, grade 6	\$71.56	\$143.12	\$143.12	\$161.01	N/A
Nurse practitioner, 1st year	\$49.63	\$99.26	\$99.26	\$111.67	\$54.59
Nurse practitioner, 2nd year	\$51.10	\$102.20	\$102.20	\$114.98	\$56.21
Occupational health nurse - level 1, pay point 1	\$34.60	\$69.20	\$69.20	\$77.85	\$38.06
Occupational health nurse - level 1, pay point 2	\$35.66	\$71.32	\$71.32	\$80.24	\$39.23
Occupational health nurse - level 1, pay point 3	\$36.70	\$73.40	\$73.40	\$82.58	\$40.37
Occupational health nurse - level 1, pay point 4	\$37.76	\$75.52	\$75.52	\$84.96	\$41.54
Occupational health nurse - level 1, pay point 5	\$38.74	\$77.48	\$77.48	\$87.17	\$42.61
Occupational health nurse - level 2, pay point 1	\$39.78	\$79.56	\$79.56	\$89.51	\$43.75
Occupational health nurse - level 2, pay point 2	\$40.40	\$80.80	\$80.80	\$90.90	\$44.44
Occupational health nurse - level 2, pay point 3	\$41.10	\$82.20	\$82.20	\$92.48	\$45.21
Occupational health nurse - level 2, pay point 4	\$41.78	\$83.56	\$83.56	\$94.01	\$45.95
Senior occupational health clinical nurse	\$41.78	\$83.56	\$83.56	\$94.01	\$45.95
Occupational health nurse - level 3, pay point 1	\$43.13	\$86.26	\$86.26	\$97.04	\$47.44
Occupational health nurse - level 3, pay point 2	\$43.91	\$87.82	\$87.82	\$98.80	\$48.30
Occupational health nurse - level 3, pay point 3	\$44.68	\$89.36	\$89.36	\$100.53	\$49.14
Occupational health nurse - level 3, pay point 4 and thereafter	\$45.48	\$90.96	\$90.96	\$102.33	\$50.02

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	\$31.07	\$41.61	\$48.55	\$41.61	\$55.48
Nursing assistant, 2nd year	\$31.58	\$42.30	\$49.35	\$42.30	\$56.40
Nursing assistant, 3rd year and thereafter	\$32.10	\$42.99	\$50.16	\$42.99	\$57.32
Nursing assistant, experienced (the holder of a relevant certificate III qualification)	\$33.14	\$44.39	\$51.78	\$44.39	\$59.18
Student enrolled nurse - less than 21 years of age	\$28.76	\$38.52	\$44.94	\$38.52	\$51.36
Student enrolled nurse - 21 years of age and over	\$30.27	\$40.55	\$47.30	\$40.55	\$54.06
Enrolled nurse - pay point 1	\$33.75	\$45.21	\$52.75	\$45.21	\$60.28
Enrolled nurse - pay point 2	\$34.20	\$45.81	\$53.45	\$45.81	\$61.08
Enrolled nurse - pay point 3	\$34.65	\$46.41	\$54.15	\$46.41	\$61.88
Enrolled nurse - pay point 4	\$35.15	\$47.09	\$54.93	\$47.09	\$62.78
Enrolled nurse - pay point 5	\$35.50	\$47.55	\$55.48	\$47.55	\$63.40
Registered nurse with a 4 year degree	\$37.70	\$50.49	\$58.91	\$50.49	\$67.32
Registered nurse with a masters degree	\$39.00	\$52.25	\$60.95	\$52.25	\$69.66
Registered nurse - level 1, pay point 1	\$36.11	\$48.36	\$56.42	\$48.36	\$64.48
Registered nurse - level 1, pay point 2	\$36.85	\$49.35	\$57.58	\$49.35	\$65.80
Registered nurse - level 1, pay point 3	\$37.76	\$50.57	\$58.99	\$50.57	\$67.42
Registered nurse - level 1, pay point 4	\$38.75	\$51.90	\$60.55	\$51.90	\$69.20
Registered nurse - level 1, pay point 5	\$39.94	\$53.49	\$62.41	\$53.49	\$71.32
Registered nurse - level 1, pay point 6	\$41.10	\$55.05	\$64.23	\$55.05	\$73.40
Registered nurse - level 1, pay point 7	\$42.29	\$56.64	\$66.08	\$56.64	\$75.52
Registered nurse - level 1, pay point 8 and thereafter	\$43.39	\$58.11	\$67.80	\$58.11	\$77.48
Registered nurse - level 2, pay point 1	\$44.55	\$59.67	\$69.62	\$59.67	\$79.56
Registered nurse - level 2, pay point 2	\$45.25	\$60.60	\$70.70	\$60.60	\$80.80
Registered nurse - level 2, pay point 3	\$46.03	\$61.65	\$71.93	\$61.65	\$82.20
Registered nurse - level 2, pay point 4 and thereafter	\$46.79	\$62.67	\$73.12	\$62.67	\$83.56
Registered nurse - level 3, pay point 1	\$48.30	\$64.70	\$75.48	\$64.70	\$86.26
Registered nurse - level 3, pay point 2	\$49.18	\$65.87	\$76.84	\$65.87	\$87.82
Registered nurse - level 3, pay point 3	\$50.04	\$67.02	\$78.19	\$67.02	\$89.36
Registered nurse - level 3, pay point 4 and thereafter	\$50.93	\$68.22	\$79.59	\$68.22	\$90.96
Registered nurse - level 4, grade 1	N/A	\$73.85	\$86.15	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 2	N/A	\$79.13	\$92.31	N/A	N/A
Registered nurse - level 4, grade 3	N/A	\$83.75	\$97.70	N/A	N/A
Registered nurse - level 5, grade 1	N/A	\$74.49	\$86.91	N/A	N/A
Registered nurse - level 5, grade 2	N/A	\$78.45	\$91.53	N/A	N/A
Registered nurse - level 5, grade 3	N/A	\$83.75	\$97.70	N/A	N/A
Registered nurse - level 5, grade 4	N/A	\$88.95	\$103.78	N/A	N/A
Registered nurse - level 5, grade 5	N/A	\$98.12	\$114.47	N/A	N/A
Registered nurse - level 5, grade 6	N/A	\$107.34	\$125.23	N/A	N/A
Nurse practitioner, 1st year	\$55.58	\$74.45	\$86.85	\$74.45	\$99.26
Nurse practitioner, 2nd year	\$57.23	\$76.65	\$89.43	\$76.65	\$102.20
Occupational health nurse - level 1, pay point 1	\$38.75	\$51.90	\$60.55	\$51.90	\$69.20
Occupational health nurse - level 1, pay point 2	\$39.94	\$53.49	\$62.41	\$53.49	\$71.32
Occupational health nurse - level 1, pay point 3	\$41.10	\$55.05	\$64.23	\$55.05	\$73.40
Occupational health nurse - level 1, pay point 4	\$42.29	\$56.64	\$66.08	\$56.64	\$75.52
Occupational health nurse - level 1, pay point 5	\$43.39	\$58.11	\$67.80	\$58.11	\$77.48
Occupational health nurse - level 2, pay point 1	\$44.55	\$59.67	\$69.62	\$59.67	\$79.56
Occupational health nurse - level 2, pay point 2	\$45.25	\$60.60	\$70.70	\$60.60	\$80.80
Occupational health nurse - level 2, pay point 3	\$46.03	\$61.65	\$71.93	\$61.65	\$82.20
Occupational health nurse - level 2, pay point 4	\$46.79	\$62.67	\$73.12	\$62.67	\$83.56
Senior occupational health clinical nurse	\$46.79	\$62.67	\$73.12	\$62.67	\$83.56
Occupational health nurse - level 3, pay point 1	\$48.30	\$64.70	\$75.48	\$64.70	\$86.26
Occupational health nurse - level 3, pay point 2	\$49.18	\$65.87	\$76.84	\$65.87	\$87.82
Occupational health nurse - level 3, pay point 3	\$50.04	\$67.02	\$78.19	\$67.02	\$89.36
Occupational health nurse - level 3, pay point 4 and thereafter	\$50.93	\$68.22	\$79.59	\$68.22	\$90.96

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	\$55.48	\$69.35	\$55.48	\$55.48
Nursing assistant, 2nd year	\$56.40	\$70.50	\$56.40	\$56.40
Nursing assistant, 3rd year and thereafter	\$57.32	\$71.65	\$57.32	\$57.32
Nursing assistant, experienced (the holder of a relevant certificate III qualification)	\$59.18	\$73.98	\$59.18	\$59.18
Student enrolled nurse - less than 21 years of age	\$51.36	\$64.20	\$51.36	\$51.36
Student enrolled nurse - 21 years of age and over	\$54.06	\$67.58	\$54.06	\$54.06
Enrolled nurse - pay point 1	\$60.28	\$75.35	\$60.28	\$60.28
Enrolled nurse - pay point 2	\$61.08	\$76.35	\$61.08	\$61.08
Enrolled nurse - pay point 3	\$61.88	\$77.35	\$61.88	\$61.88
Enrolled nurse - pay point 4	\$62.78	\$78.48	\$62.78	\$62.78
Enrolled nurse - pay point 5	\$63.40	\$79.25	\$63.40	\$63.40
Registered nurse with a 4 year degree	\$67.32	\$84.15	\$67.32	\$67.32
Registered nurse with a masters degree	\$69.66	\$87.08	\$69.66	\$69.66
Registered nurse - level 1, pay point 1	\$64.48	\$80.60	\$64.48	\$64.48
Registered nurse - level 1, pay point 2	\$65.80	\$82.25	\$65.80	\$65.80
Registered nurse - level 1, pay point 3	\$67.42	\$84.28	\$67.42	\$67.42
Registered nurse - level 1, pay point 4	\$69.20	\$86.50	\$69.20	\$69.20
Registered nurse - level 1, pay point 5	\$71.32	\$89.15	\$71.32	\$71.32
Registered nurse - level 1, pay point 6	\$73.40	\$91.75	\$73.40	\$73.40
Registered nurse - level 1, pay point 7	\$75.52	\$94.40	\$75.52	\$75.52
Registered nurse - level 1, pay point 8 and thereafter	\$77.48	\$96.85	\$77.48	\$77.48
Registered nurse - level 2, pay point 1	\$79.56	\$99.45	\$79.56	\$79.56
Registered nurse - level 2, pay point 2	\$80.80	\$101.00	\$80.80	\$80.80
Registered nurse - level 2, pay point 3	\$82.20	\$102.75	\$82.20	\$82.20
Registered nurse - level 2, pay point 4 and thereafter	\$83.56	\$104.45	\$83.56	\$83.56
Registered nurse - level 3, pay point 1	\$86.26	\$107.83	\$86.26	\$86.26
Registered nurse - level 3, pay point 2	\$87.82	\$109.78	\$87.82	\$87.82
Registered nurse - level 3, pay point 3	\$89.36	\$111.70	\$89.36	\$89.36
Registered nurse - level 3, pay point 4 and thereafter	\$90.96	\$113.70	\$90.96	\$90.96
Registered nurse - level 4, grade 1	N/A	N/A	\$98.46	\$98.46
Registered nurse - level 4, grade 2	N/A	N/A	\$105.50	\$105.50

Classification	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	\$111.66	\$111.66
Registered nurse - level 5, grade 1	N/A	N/A	\$99.32	\$99.32
Registered nurse - level 5, grade 2	N/A	N/A	\$104.60	\$104.60
Registered nurse - level 5, grade 3	N/A	N/A	\$111.66	\$111.66
Registered nurse - level 5, grade 4	N/A	N/A	\$118.60	\$118.60
Registered nurse - level 5, grade 5	N/A	N/A	\$130.82	\$130.82
Registered nurse - level 5, grade 6	N/A	N/A	\$143.12	\$143.12
Nurse practitioner, 1st year	\$99.26	\$124.08	\$99.26	\$99.26
Nurse practitioner, 2nd year	\$102.20	\$127.75	\$102.20	\$102.20
Occupational health nurse - level 1, pay point 1	\$69.20	\$86.50	\$69.20	\$69.20
Occupational health nurse - level 1, pay point 2	\$71.32	\$89.15	\$71.32	\$71.32
Occupational health nurse - level 1, pay point 3	\$73.40	\$91.75	\$73.40	\$73.40
Occupational health nurse - level 1, pay point 4	\$75.52	\$94.40	\$75.52	\$75.52
Occupational health nurse - level 1, pay point 5	\$77.48	\$96.85	\$77.48	\$77.48
Occupational health nurse - level 2, pay point 1	\$79.56	\$99.45	\$79.56	\$79.56
Occupational health nurse - level 2, pay point 2	\$80.80	\$101.00	\$80.80	\$80.80
Occupational health nurse - level 2, pay point 3	\$82.20	\$102.75	\$82.20	\$82.20
Occupational health nurse - level 2, pay point 4	\$83.56	\$104.45	\$83.56	\$83.56
Senior occupational health clinical nurse	\$83.56	\$104.45	\$83.56	\$83.56
Occupational health nurse - level 3, pay point 1	\$86.26	\$107.83	\$86.26	\$86.26
Occupational health nurse - level 3, pay point 2	\$87.82	\$109.78	\$87.82	\$87.82
Occupational health nurse - level 3, pay point 3	\$89.36	\$111.70	\$89.36	\$89.36
Occupational health nurse - level 3, pay point 4 and thereafter	\$90.96	\$113.70	\$90.96	\$90.96

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	\$13.78 for the first meal and \$12.42 for an extra meal after every 4 hours
On call allowance - Monday to Friday	\$23.03 for each on call period of up to 24 hours
On call allowance - Saturday	\$34.70 for each on call period of up to 24 hours
On call allowance - Sunday, public holidays and rostered days off	\$40.48 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	\$0.80 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.